Strategic Plan Steering Committee

Meeting 2

April 16, 2021

Strategic Plan Steering Committee Meeting Info

HELPFUL REMINDERS

- Members of the public can access meetings LIVE via:
  - SDPBC YouTube Channel
  - Listen only option (Dial 866-930-7015 and enter in the Meeting ID 15618801124#)
- All meetings are recorded and posted to **PalmBeachSchools.org** (become public record).

LOGISTICS

- Please keep your video on.
- Unmute yourself only if speaking.
- Use the chat box to:
  - Capture attendance
  - Ask questions
  - Provide feedback at any time
- Need tech help during the meeting? Please call Kathy Villavicencio at (561) 649-6867 or Lee Kolbert at (561) 889-1463.

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Phase 1 Feedback Survey

We're List[ening]

March 22 – April 9, 2021

Students, parents, community members, and District employees are encouraged to participate before the survey closes on April 9.

Surveys are available in English, Spanish, Haitian-Creole, and Portuguese.

Please visit PalmBeachSchools.org to access the survey and share your feedback!

Thank you for your participation!
Over 28,000 Responses Received
Results Coming May 5

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Register for Virtual Community Meetings on the District website!

THE NEXT MULTIYEAR STRATEGIC PLAN

WE'RE LISTENING

THE SCHOOL DISTRICT PALM BEACH COUNTY

BOARD MEMBER
Virtual Community Meetings

DISTRICT 1	DISTRICT 2	DISTRICT 3	DISTRICT 4	DISTRICT 5	DISTRICT 6	DISTRICT 7
MCQUINN	AYALA	BRILL	WHITFIELD	BARBIERI	ANDREWS	ROBINSON

Meetings will be up to one hour in length, with time for a question & answer session.

"Board Members will connect directly with the communities they serve to give important updates related to the District's next strategic plan and equity-related efforts."

DISTRICT	BOARD MEMBER	DATE	TIME	PRE-REGISTRATION LINK
District 1	Barbara McQuinn	Monday, April 26	5:00 PM	eventbrite.com/e/150781773343
District 2	Alexandria Ayala	Wednesday, April 28	6:15 PM	eventbrite.com/e/150805953667
District 3	Karen Brill	Monday, April 26	6:15 PM	eventbrite.com/e/150804060003
District 4	Erica Whitfield	Thursday, April 22	5:00 PM	eventbrite.com/e/150778146495
District 5	Frank Barbieri	Tuesday, April 27	5:00 PM	eventbrite.com/e/150804816265
District 6	Marcia Andrews	Wednesday, April 28	5:00 PM	eventbrite.com/e/150805251567
District 7	Debra L. Robinson, M.D.	Tuesday, April 27	6:15 PM	eventbrite.com/e/150805024889

@pbcsd

PalmBeachSchools.org/StrategicPlanDevelopment

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Timeline for Strategic Plan Development

Activity - 2021	March	April	May	June	July	August
School Board Completes Foundational Equity Work	March 9 & 31	April 14				
Monthly Steering Committee Meetings	March 22	April 16	May 12	June 9	July 14	August 5
Complete Internal Needs Assessment	Ongoing					
Phase 1 Engagement - Survey	Launches March 22	Closes April 9				
School Board Reviews Draft Goals and Associated Measures			CONFIRMED May 26			
Phase 2 Engagement - Focus Groups			Late May	Early June		
School Board Approves Goals and Associated Measures					July 21/28	

Board Workshop / Public Meeting

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Feedback from Meeting 1

I like(d)…

- Flow/pace of the meeting
- Level of engagement
- Examples
- Diversity of opinions
- Opportunity to actively participate
- Use of Chat & Jamboard

I wish…

- We were in person...but virtual did work pretty well
- We could look at current strategic plan
- We had more time for discussion of key issues

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Today's Focus

- Review data related to current strategic plan goals (LTOs)

- Determine root causes of inequities revealed by data and discuss implications for strategic plan goals

- Examine structures for goals and identify considerations to sharpen them
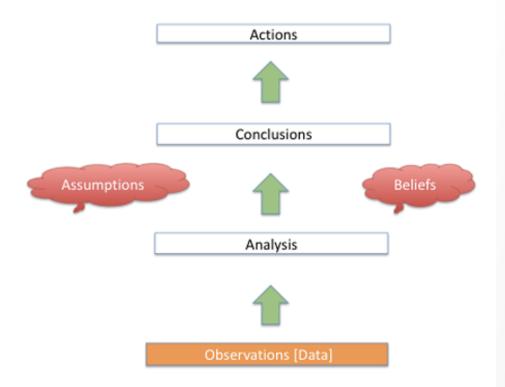
Meeting Norms

1. Engage

2. Seek to understand other's views

3. Think short-term and long-term

4. Use an equity lens

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What do you see?

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Inferential Ladder

SDPBC Strategic Plan Long-Term Outcome 1:
Increase Reading on Grade Level by 3rd Grade

Performance Measure	Unit of Measure	Students	Actual					Target
			FY16	FY17	FY18	FY19	FY20*	FY21
Florida Standards Assessment English Language Arts	Students scoring Level 3 or higher	All Students	52	54	56	54	NR	75
		Female - Black	41	40	45	43	NR	
		Female - Hispanic	49	48	53	51	NR	
		Female - White	76	80	78	75	NR	
		Female - ELL	27	28	37	35	NR	
		Female - ESE	20	29	31	30	NR	
		Female - FRL	44	45	49	46	NR	
		Male - Black	28	34	37	37	NR	
		Male - Hispanic	43	44	46	45	NR	
		Male - White	71	75	73	73	NR	
		Male - ELL	23	25	32	32	NR	
		Male - ESE	19	28	33	34	NR	
		Male - FRL	35	38	42	47	NR	

*State Assessment not administered.

Increase reading on grade level by 3rd grade

What do you see?

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Long-Term Outcome 2: Ensure High School Readiness

Ensure high school readiness Including: Academic achievement, behavior & engagement	Performance Measure	Unit of Measure	Students	Actual					Target
				FY16	FY17	FY18	FY19	FY20*	FY21
	Index of Florida Standards Assessment English Language Arts, Math, Algebra 1, Geometry, Attendance, and Suspensions	Students scoring Level 3 or higher Less than 11 absences And 0 Suspension Days (OSS)	All Students	54	60	61	59	NR	75
			Female - Black	44	50	50	50	NR	
			Female - Hispanic	53	58	59	57	NR	
			Female - White	73	79	79	77	NR	
			Female - ELL	31	37	35	35	NR	
			Female - ESE	31	32	32	31	NR	
			Female - FRL	47	53	55	52	NR	
			Male - Black	35	40	41	41	NR	
			Male - Hispanic	47	51	52	51	NR	
			Male - White	66	71	72	70	NR	
			Male - ELL	27	33	30	31	NR	
			Male - ESE	31	30	33	31	NR	
			Male - FRL	39	46	48	45	NR	

* State Assessment not administered.

What do you see?

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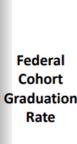
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Long-Term Outcome 3:
Increase High School Graduation Rate

Increase the high school graduation rate

Performance Measure	Unit of Measure	Students	Actual					Target
			FY16	FY17	FY18	FY19	FY20	FY21
Federal Cohort Graduation Rate	Percent of students graduating on-time with standard diploma	All Students	88	90	92	92	94	90
		Female - Black	87	90	92	93	97	
		Female - Hispanic	88	90	92	93	95	
		Female - White	95	95	96	97	98	
		Female - ELL	68	76	84	80	91	
		Female - ESE	81	84	89	93	96	
		Female - FRL	87	88	91	92	95	
		Male - Black	80	84	86	87	92	
		Male - Hispanic	84	87	89	87	89	
		Male - White	92	92	94	94	95	
		Male - ELL	60	70	74	70	80	
		Male - ESE	79	79	84	87	90	
		Male - FRL	80	84	86	85	90	

What do you see?

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Long-Term Outcome 4:
Foster Postgraduate Success

Foster post-graduate success

Including:
High school scholars, dual-enrollment degrees, industry certifications, college enrollment and persistence, military enlistment

Performance Measure	Unit of Measure	Students	Actual					Target
			FY16	FY17	FY18	FY19	FY20*	FY21
AP/IB/AICE/ DE, Industry Certification	Percent of graduates successful outcome	All Students	67	67	68	72	NR	75
		Female - Black	56	55	56	64	NR	
		Female - Hispanic	70	69	71	76	NR	
		Female - White	82	80	81	86	NR	
		Female - ELL	45	54	54	65	NR	
		Female - ESE	34	42	34	42	NR	
		Female - FRL	61	60	61	70	NR	
		Male - Black	44	46	47	50	NR	
		Male - Hispanic	59	63	62	68	NR	
		Male - White	74	75	77	80	NR	
		Male - ELL	34	50	46	52	NR	
		Male - ESE	32	40	34	40	NR	
		Male - FRL	51	54	54	59	NR	

* Not reported by FDOE.

What do you see?

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Data Debrief Questions

- What themes are emerging across data points?

- Bright spots?

- Areas for growth?

- Implications for setting goals and LTO targets?

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Root Cause Analysis - 5 Whys

Access Video:

https://www.youtube.com/watch?v=j13Gd7MSs7o

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Root Cause Analysis

Problem Statement
"The vehicle will not start"

Why 1

The battery is dead.

Why 2

The alternator is not functioning.

Why 3

The alternator belt has broken.

Why 4

The alternator belt was well beyond its useful service life and not replaced.

Why 5

The vehicle was not maintained according to the recommended service schedule.

5 WHYs of "My Car Won't Start!"

Root Cause Directions

1. Complete individual root cause analysis (old school, paper & pencil)

   - Use the Progress Monitoring Data PDF to get a better sense of outcome attainment for students based on race, ethnicity, gender, socio-economic status, etc.
   - Please DO NOT use lack of funding as one of your responses to the prompts.

2. Highlight three words that are most significant from your analysis

3. Enter highlighted words into the word cloud text message (see directions on next slide)

Inequities exist in SDPBC because…

Why…

Why…

Why...

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Equity Key Words Directions

- Open a new text and type 22333 in the "To" space.

- Text KATHLEENENGL755

- You will get a message that you have joined.

- Text *one word per text* for a total of *three* words

Equity Key Words

What are the implications for strategic plan goals?

Today's Focus

- Review data related to current strategic plan goals (LTOs)

- Determine root causes of inequities revealed by data and discuss implications for strategic plan goals

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Goal I: Reading

By 2022, the percentage of students who will read proficiently by the end of third grade will increase to 54 percent.

Goal II: Math I

75 percent of incoming 6th grade students will pass NC Math I (Algebra I) with a C or better by the end of their 9th grade year in 2022.

Goal III: Career Pathways

The percentage of graduating seniors who complete a rigorous career pathway will increase to 35 percent, by 2022.

Goal IV: Exceed Growth

Of the 25 lowest performing schools, increase the number that meet or exceed growth from 16 to 22.

Goal V: Decrease Gaps

Decrease the achievement gap (3rd grade reading, 3rd grade math, English II, and Math I) between Black and Hispanic males and their White male counterparts by 2 percentage points by 2022.

Goal VI: Increase Efficiency

By 2022, increase organizational efficiency and effectiveness to better support student learning.

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SOAR TO GREATNESS

- What do you notice about these goals?

- How is equity addressed?

- Most compelling/least compelling?

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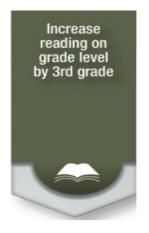PALM BEACH COUNTY SCHOOLS
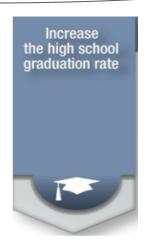Your BEST Choice!

- What do you notice about these goals?

- How is equity addressed?

- Most compelling/least compelling?

- What do you notice about these goals?

- How is equity addressed?

- Most compelling/least compelling?

SDPBC Goal Considerations

Increase reading on grade level by 3rd grade

Ensure high school readiness

Including:
Academic achievement, behavior & engagement

Increase the high school graduation rate

Foster post-graduate success

Including:
High school scholars, dual-enrollment degrees, industry certifications, college enrollment and persistence, military enlistment

Considerations to sharpen and focus our goals

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Wrap Up

I like(d)...

I wish...

Next Steps

- Exit Ticket

- Attend Meeting 3 on Wednesday, May 12 (4:00 - 5:30PM)

- Be prepared to focus on goal setting

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