



**Special Meeting Agenda
Thursday, February 18, 2021
LEO Conference Center
300 S. West Dr.
Leander, TX 78641
5:00 PM**

Due to health and safety concerns related to the COVID-19 coronavirus and Boardroom capacity limits, seating for guests will be limited to 15. Doors will open at 4:15 PM and guests will be admitted on a first-come, firstserved basis. Everyone will be required to complete and pass a health screening before entering the building, and a face covering over the nose and mouth is required.

Members of the public may access this meeting via live stream at https://youtu.be/3I-VvquV_AI.

Citizen comments will be limited to topics on the agenda. Citizens wishing to address the Board of Trustees may do so in-person at the meeting location noted on the agenda. In order to address the Board, individuals must sign up between 4:00 and 4:45 PM on the day of the meeting. Individuals are encouraged to sign up online at <http://bit.ly/3tNe0QN>; however, hardcopy sign up forms will be available between 4:15 and 4:45 PM at the meeting location. Due to capacity limits, individuals signed up to speak, who do not have seating in the Boardroom, will be allowed to line up in the hallway and will be admitted to the Boardroom when it is their turn to speak.

The notice of this meeting was posted in compliance with the Texas Open Meetings Act on February 11, 2021 at 4:30 PM.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. CALL TO ORDER AND DECLARATION OF QUORUM

2. COMMUNICATIONS / ANNOUNCEMENTS

- A. Superintendent Remarks
- B. Board Member Remarks

3. CITIZEN COMMENTS

(Citizen comments will be limited to topics on the agenda. See the notes at the top of the agenda for instructions on how to sign up and details regarding speaking.)

4. DISCUSSION ITEMS

- A. Superintendent Goals Discussion
- B. Superintendent Evaluation Tool Discussion
- C. District Vision Statement Discussion

5. ADJOURNMENT

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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, 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 BEC(LEGAL)]

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, February 18, 2021

Agenda Item: District Vision Statement Discussion
Purpose (this meeting): Discussion Item/Report Only Action Requested
Administrator Responsible: Sarah Grissom and Susan Cole
Attachments: A Vision for Leander ISD Presentation
Vision - Mission Comparison Chart

Background Information:

As part of the overall strategic thinking and planning process, the Board of Trustees will engage in a collaborative process to cast a vision for Leander ISD.

Administrative Recommendation:

N/A

Sample Motion:

N/A



A Vision for Leander ISD

February 18, 2021

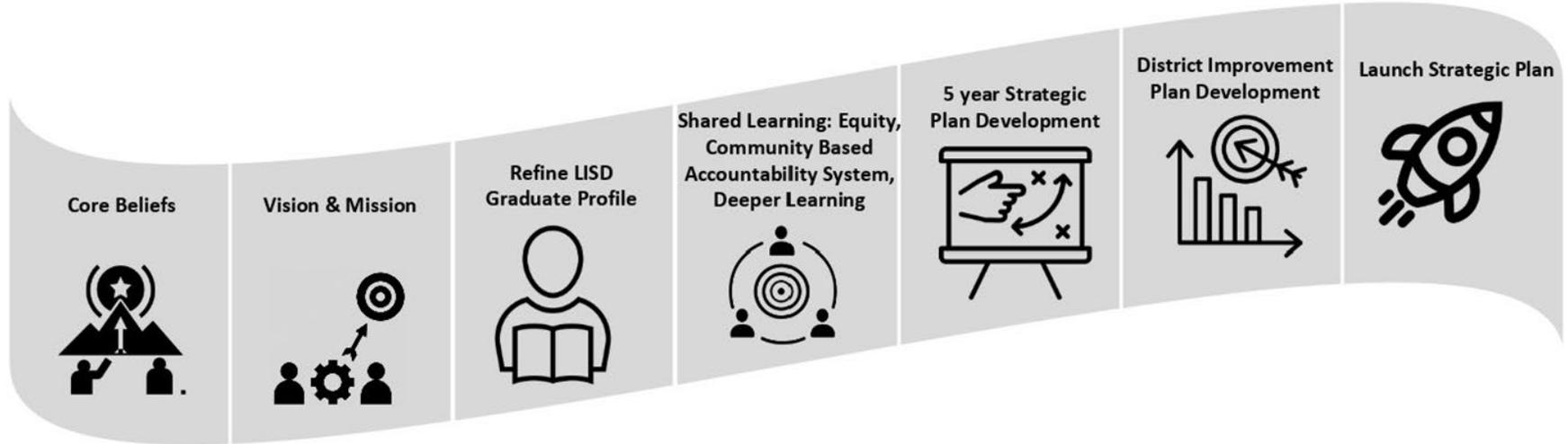
Problem Statement for Shared Learning related to Strategic Planning

Current: While identifying core beliefs, we realized the importance of developing a comprehensive strategic plan for LISD which would include shared learning throughout the process.

Impact: An environment of shared learning and strategic thinking creates coherence in our system as we envision the future for our students in Leander ISD.

Desired: Engaging in shared learning equips us with foundational knowledge and understanding of strategic topics such as Equity and Diversity, Community Based Accountability Systems, Deeper Learning, the Graduate Profile, and the impact of these on the Leander ISD student experience. The collaborative discussions and learning will allow us to use a systems thinking approach to strategic planning.

Road to a Strategic Plan



Purpose

The Board of Trustees will engage in collaborative dialogue to cast a vision for Leander ISD.

Core Beliefs

As a public school organization, we hold these truths as our core beliefs:

- *Each and every student is at the heart of our decisions. This requires a focus on students and all elements that impact their overall student experience in order for them to reach their maximum potential.*
- *LISD life-changers (each and every staff member) should be empowered so they can inspire our students to own their learning.*
- *Our LISD family, which includes our students and their families, life-changers, board, and community members, thrives when we ensure a welcoming, safe, and caring environment in which we treat one another with integrity, respect, fairness, and acceptance while appreciating our differences.*
- *A deliberate and intentional focus on relevant and deeper learning for each student will optimize individual outcomes and personal growth.*
- *Developing and maintaining meaningful, collaborative relationships between all our LISD family is vital for a whole child, student-driven experience.*

Why Vision & Mission

Peter Senge describes a shared vision as a “force in people's hearts” and he says to ask the question “What do we want to create?”

Where we have been...

Current LISD Vision:

Engage, Inspire, Achieve for
Lifelong Success.

Previous LISD Visions:

- Students will exit our system with the same passion for and joy in learning they had when they entered, having achieved high academics and built strong character, without economics determining success.
- Every student is encouraged, supported, and challenged to achieve the highest levels of knowledge, skills, and character.

The LISD Graduate Profile Design Team...

Click on the links to view the data examined.



Imagineer the Perfect

Imagine the perfect school district if the core beliefs were realized:

- What would it look like?
Sound like?
- What actions or behaviors?

Power Words

Draft Vision Statement(s)

- Draft a Vision Statement using the top Power Words
- Add Articles and Prepositions as needed
- Utilize the Vision/Mision Comparison Chart as a resource



NEXT STEPS

Vision - Mission Comparison Chart¹

| | Vision Statement | Mission Statement |
|---|--|---|
| About | A Vision statement outlines WHERE you want to be. Communicates both the purpose and values of your business. | A Mission statement talks about HOW you will get to where you want to be. Defines the purpose and primary objectives related to your customer needs and team values. |
| Answer | It answers the question, "Where do we aim to be?" | It answers the question, "What do we do? What makes us different?" |
| Time | A vision statement talks about your future. | A mission statement talks about the present leading to its future. |
| Function | It lists where you see yourself some years from now. It inspires you to give your best. It shapes your understanding of why you are working here. | It lists the broad goals for which the organization is formed. Its prime function is internal; to define the key measure or measures of the organization's success and its prime audience is the leadership, team and stockholders. |
| Change | As your organization evolves, you might feel tempted to change your vision. However, mission or vision statements explain your organization's foundation, so change should be kept to a minimum. | Your mission statement may change, but it should still tie back to your core values, customer needs and vision. |
| Developing a statement | Where do we want to be going forward? When do we want to reach that stage? How do we want to do it? | What do we do today? For whom do we do it? What is the benefit? In other words, Why we do what we do? What, For Whom and Why? |
| Features of an effective statement | Clarity and lack of ambiguity: Describing a bright future (hope); Memorable and engaging expression; realistic aspirations, achievable; alignment with organizational values and culture. | Purpose and values of the organization: Who are the organization's primary "clients" (stakeholders)? What are the responsibilities of the organization towards the clients? |

Vision Examples

Current LISD Vision: Engage, Inspire, Achieve for Lifelong Success.

Previous LISD Visions:

- Students will exit our system with the same passion for and joy in learning they had when they entered, having achieved high academics and built strong character, without economics determining success.
- Every student is encouraged, supported, and challenged to achieve the highest levels of knowledge, skills, and character.

| District | Vision Statement |
|------------------|---|
| Frisco ISD | We look at education in a different way... through the eyes of children. |
| Klein ISD | Enters with a Purpose & Exits with a Promise |
| El Paso ISD | The El Paso Independent School District will be a premier educational institution, source of pride and innovation, and the cornerstone of emerging economic opportunities producing a twenty-first century workforce. |
| Spring ISD | Spring Independent School District will be a district of choice for high quality academics with innovative and specialized programs that meet the needs of all students in a positive learning environment. |
| Plano ISD | COMMITTED TO EXCELLENCE DEDICATED TO CARING POWERED BY LEARNING PLANO ISD PROUD |
| Round Rock ISD | Inspiring students to learn; empowering students for life. |
| Georgetown ISD | Home of the most inspired students, served by the most empowered leaders. |
| Liberty Hill ISD | Building Champions in Academics, Character, and Community |

| Corporation | Vision Statement |
|-----------------------------|---|
| Toyota | To be the most successful and respected car company in America. |
| Avon Products | To be the company that best understands and satisfies the product, service, and self-fulfillment needs of women—globally. |
| Kraft Foods | To Be The Best Food Company, Growing A Better World. |
| The Walt Disney Corporation | To be one of the world's leading producers and providers of entertainment and information. |
| Microsoft | To help individuals and businesses realize their full potential. |
| Walmart | To be the best retailer in the hearts and minds of consumers and employees. |
| Google | To provide access to the world's information in one click. |