



Strategic Planning Update

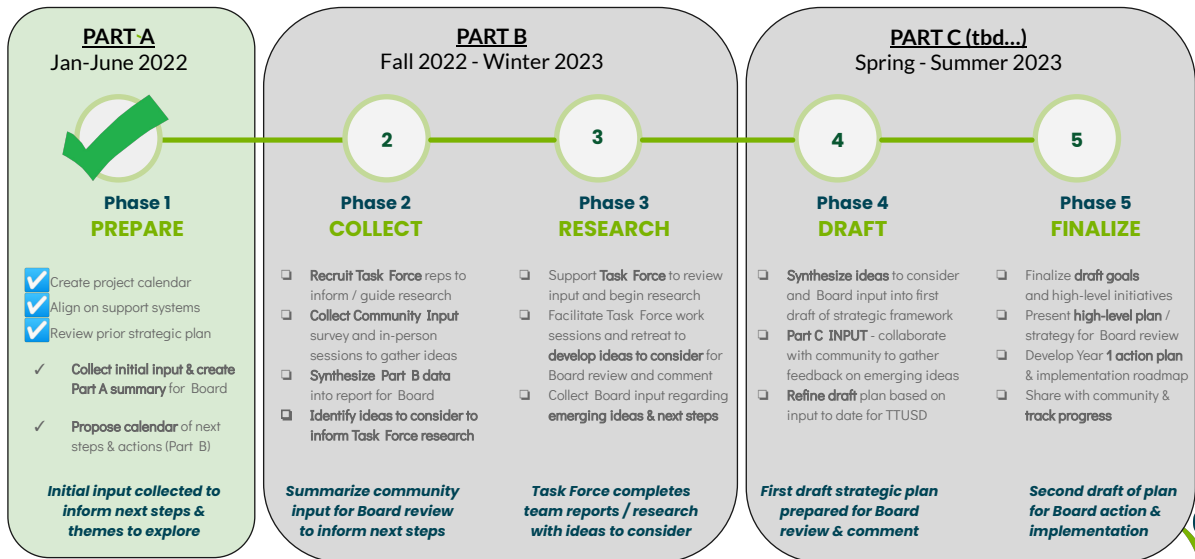
TTUSD Board Meeting | September 21, 2022

Carmen Ghysels, Superintendent

Slides to be Presented by Lana Guernsey & Gilbert Wai | Living Strategy, Inc. (Zoom)



Part A Summary | Initial Input Collected



Part A Milestones Completed in June

TAHOE-TRUCKEE DISTRICT | STRATEGIC PLAN | PART A 2022

January 2022 A1 (project planning)							February 2022 A2 (project kick-off)							March 2022 A2 (insights from past plan)						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
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16	17	18	19	20	21	22	20	21	22	23	24	25	26	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30	31			27	28	29	30	31		
30	31																			

April 2022 Input Sessions with Cabinet							May 2022 Input with Leadership & Board							June 2022 Wrap Part A						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1	1	2	3	4	5	6	7			1	2	3	4	
LVS planning only also on April 6							8	9	10	11	12	13	14	5	6	7	8	9	10	11
							15	16	17	18	19	20	21	12	13	14	15	16	17	18
							22	23	24	25	26	27	28	19	20	21	22	23	24	25
							29	30	31					26	27	28	29	30		

KEY DATES – Project Planning	
No School School Holiday Non-Student Days	
March 2-31 = CG collects input from Trustees/Cabinet	
April 4 / 18 / 25 = CG live input with Cabinet	
May 2 = CG live input with District Leadership (all managers)	
TTUSD Board Meetings	
April 6 & 20 May 4 & 18 June 1 & 15 *	
* = June 15 = Carmen to give Board update wildlides (no LVS)	
CG Planning Calls = @ 2:00-3:00 PM	
Jan 24 Feb 7 Mar 7 Apr 4 May 2 June 17 (w/m)	
CG Work Sessions @ 2:00-3:30 PM	
Feb. 29 Mar. 21 Apr 25 May 27 June 13	
Milestone Deliverables with Board Packet	
Feb. 18 = A1 Report April 15 = Interim Report Update	
June 7 = LVS sends summary slide for June 15 Board update.	
June 23 = Last Day Classes	
July 6 potential Board meeting / Aug 3 potential Board	
June 7 = LVS sends slides for Board update on 6/15	
Summer Work = Finalize Part A Summary Report for Fall	
Updated as of June 30, 2022	

Superintendent & LVS met monthly to plan next steps, assess progress, review data and prepare facilitations

Organized monthly extended work sessions to assess prior plan, synthesize insights, summarize data.

Superintendent provided Board of Trustees with ongoing updates.

Superintendent and LVS designed input sessions for Superintendent to engage and collect initial input from:

- Board members
- Superintendent's Cabinet
- District Leadership across TTUSD

Initial input collected from Board, Cabinet, Leadership and summarized in Part A report by LVS facilitators.



Highlights from Part A Summary Report

Part A Initial Input | High-Level Take-Aways

Reflection Prompts

- Strengths to Build Upon** (What do you value most about TTUSD?)
 - Teachers & staff love what they do
 - High percentage of students have a trusted adult on campus
 - Mental health focus
 - Culture of inclusion with needed support
 - Community lessons and GBPT
- Opportunities to Consider** (How can we do more of what you value most?)
 - More PD on Latino culture and literature
 - More PD on trauma-informed practices
 - Wellness Centers open before and after school
 - Increase student voice efforts
 - Increased family support
- Challenges to Address** (What will TTUSD most need to address over the next 5 years?)
 - Despite many strengths, developing culture, health and wellness, lack of equity walk.
 - Achievement gap - G
 - Happy students count
 - Full district-funded w
 - All students in students receive high levels of
- Yalons for the Future** (What might wild successes look like in five years?)
 - Meetings with parents and community members consisting of rational dialogue
 - No parent says "I don't know..."
 - Volunteer process that is clearly communicated and engages diverse set of volunteers
 - 100% parent participation & community support

Part A Initial Input | Climate & Culture

Challenges in this Area

- Clarity on definition of success, progress, and metrics
- Professional Development
- Communicate what we are already doing
- Opportunities for students to follow their passions
- More focus on "students in the middle"

Part A Initial Input | Health, Wellness & Support

Challenges in this Area

- Focus on students and student achievement
- Strong desire to meet the academic, social, and emotional needs of our students
- Highly-qualified teachers and staff

Part A Initial Input | DEI & Access for All

Challenges in this Area

- Innovate and adopt more and modern best practices / effective PD
- Achievement gap
- Better systems and less reliance upon individuals
- Improve assessment tools
- Better prepare students for careers
- More focus on fewer things

Part A Initial Input | Community Engagement

Challenges in this Area

- All students are performing at grade level or above, including reading by 3rd grade
- All students are engaged, enjoy learning
- Team is bonded and collaborating
- Data-driven decisions
- Differentiation for all

Part A Initial Input | Teaching & Learning

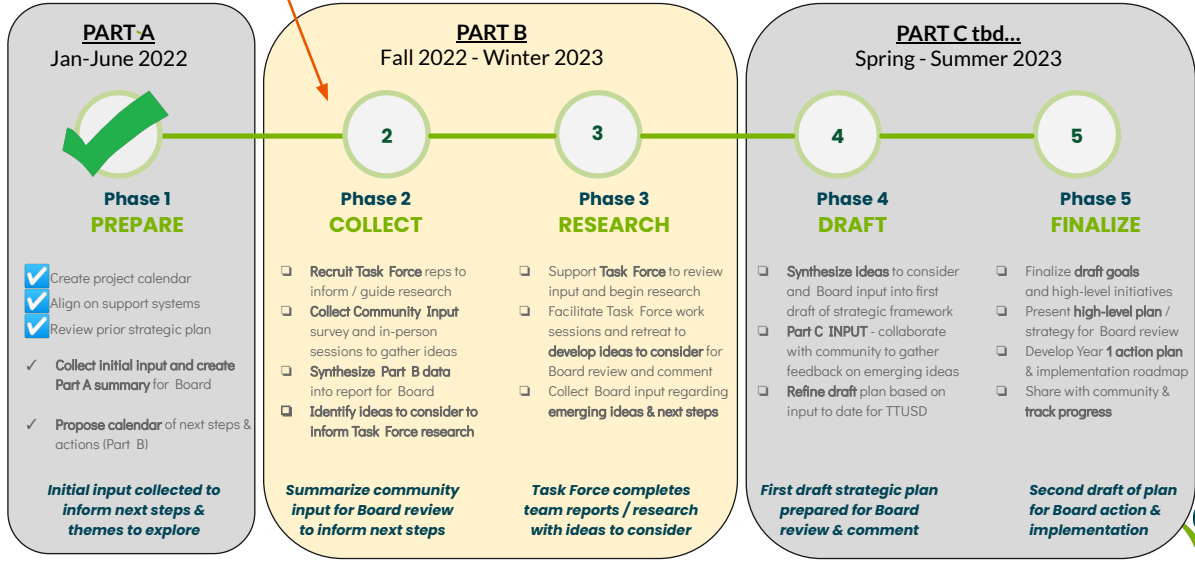
Challenges in this Area

- Meetings with parents and community members consisting of rational dialogue
- No parent says "I don't know..."
- Volunteer process that is clearly communicated and engages diverse set of volunteers
- 100% parent participation & community support

Report A attached to Board agenda online.



*We are here...
Ready to collect
community input*



Part B | Fall 2022 – Proposed Dates & Input

TAHOE-TRUCKEE TTUSD | STRATEGIC PLAN | PART B 2022-23

JULY 2022 – Summer Break							AUG 2022 – P2 COLLECT (return to school prep)							SEPT – P2 COLLECT (recruit TF & survey)						
M	T	W	R	F	Sa	Su	M	T	W	R	F	Sa	Su	M	T	W	R	F	Sa	Su
					1	2	3	1	2	3	4	5	6	7	9/14 Board packet draft	1	2	3	4	
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18	19	20	21	22	23	24	22	23	24	25	26	27	28	19	20	21	22	23	24	25
25	26	27	28	29	30	31	29	30	31	Part B project plan sent to CG	26	27	28	29	30	9/21 Board update				

8/15 Leadership returns | 8/26 & 29 Staff PD / in-service

OCT – P2 COLLECT Round A input, TF kick-off							NOV – P2 COLLECT review data / begin research							DEC – P2 COLLECT continue research						
M	T	W	R	F	Sa	Su	M	T	W	R	F	Sa	Su	M	T	W	R	F	Sa	Su
					1	2	31	1	2	3	4	5	6				1	2	3	4
3	4	5	6	7	8	9	7	8	9	10	11	12	13	5	6	7	8	9	10	11
10	11	12	13	14	15	16	14	15	16	17	18	19	20	12	13	14	15	16	17	18
17	18	19	20	21	22	23	21	22	23	24	25	26	27	19	20	21	22	23	24	25
24	25	26	27	28	29	30	28	29	30	Part B community input report	26	27	28	29	30	31				

LVS to be at TTUSD Oct. 24-28 tbd / in-person

JAN – RESEARCH crowdsource ideas							FEB – RESEARCH draft Task Force team reports							MARCH – RESEARCH finalize TF reports							
M	T	W	R	F	Sa	Su	M	T	W	R	F	Sa	Su	M	T	W	R	F	Sa	Su	
						1	30	31	1	2	3	4	5				1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12	6	7	8	9	10	11	12	
9	10	11	12	13	14	15	13	14	15	16	17	18	19	13	14	15	16	17	18	19	
16	17	18	19	20	21	22	20	21	22	23	24	25	26	20	21	22	23	24	25	26	
23	24	25	26	27	28	29	27	28	1st draft TF team reports / research	27	28	29	30	31	TF reports final						

Task Force mtgs. on Zoom Nov-March, TBD April-May

Suggested next steps, include building upon recent input (Spring) from Board, Superintendent, Cabinet, and Leadership to collect input (Fall) from TTUSD:

- Teachers and Staff
- Parents and Community
- Students and Student Leaders

Sept 21 = Part A Summary report shared with Board

Oct 6-30 = Part B Community Input Sessions

- online survey for all TTUSD community members
- Principals facilitate teacher-staff sessions at sites

Oct. 24 & 26 = Superintendent & LVS to facilitate
Suggest hosting two evening sessions one each convenient to Tahoe area / Truckee area (site TBD...)

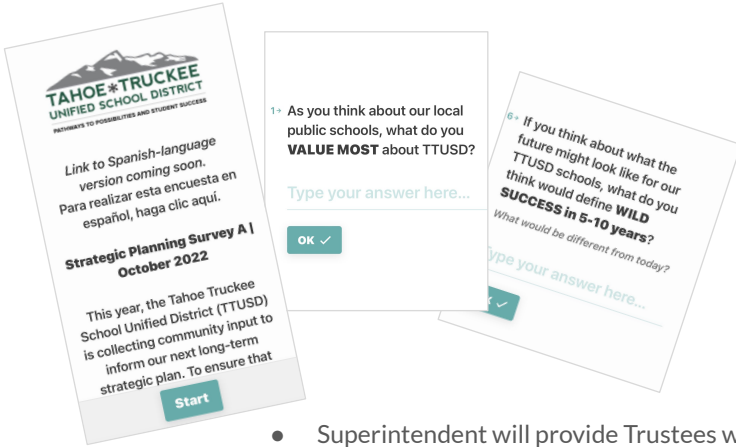
Oct. 25 = Task Force Kick-Off & Monthly Meetings
Recruit representative Task Force team members during Sept-early Oct.
Host first TF kick-off meeting in-person at District Office (Oct. 25)

Ongoing planning calls with C. Ghysels and LVS

Board meeting update opportunities every other month (approximately)



Part B | Board Preview of Draft Survey



Examples of Open-Ended Topics in Community Survey

1. What do you **VALUE / APPRECIATE** most...?
2. How could we **DO MORE** of what you value most...?
3. ... do **BETTER / IMPROVE**?
4. ... **CHALLENGES** to address?
5. ... **OPPORTUNITIES** to consider?
6. ... **WILD SUCCESS** in 10 years?
7. ...other questions / comments / feedback?
8. ...affiliation (Trustee, teacher, staff, parent, student)
9. ...Name (optional)

- Superintendent will provide Trustees with [link to preview draft online](#).
- Survey will also be translated and distributed in Spanish-language.



Part B | Potential Task Force to Support Planning

Living Strategy Suggested Roles & Responsibilities for Collaborative Planning			
<p>FACILITATORS</p> <p><i>Help manage process, facilitate input and synthesize</i></p>	<p>SUPERINTENDENT</p> <p><i>Lead and supervise planning process & recommend ideas</i></p>	<p>TASK FORCE</p> <p><i>Review community input and research ideas to consider</i></p>	<p>BOARD</p> <p><i>Set priorities, approve vision/plan, allocate resources</i></p>
<p>2-3 Rounds of Community Input & Collaboration with Stakeholder Groups:</p>			
Board of Trustees	Cabinet & Principals	Teachers & Staff	Community & Students

All members of stakeholder groups invited to join October community meetings and participate in online survey. LVS and Superintendent will work to promote availability with survey links in English and Spanish.



Proposed Task Force Structure



Task Force Composition & Representation across TTUSD Team to be Divided into 4-5 Working Groups for Focus	~ # of reps
Board of Trustees (composition might change post-election)	2
District Office Admin leadership from across TTUSD departments (Superintendent, education services, student services, business services, facilities & operation, technology...), including 2-4 representatives from school site leadership (principals).	6-12
Certificated Teachers & Classified Staff representatives from across divisions, sites, district geography, roles, and specialties	6-12
Parents Groups & Foundation representative parents with students from across the District, divisions, sites, geography, and special interests, such as: foundation, site councils, special needs, DELAC...	6-12
OPTIONAL: Other Community / Advisors potential to engage or include other community leaders (if willing) to serve as informal advisors to Superintendent (i.e., representing local government, community partners...)	2-4 other
POTENTIAL SIZE of TASK FORCE (estimated)	~ 22-42

Meeting

- Frequency = Approximately once / month
- Timing = Tuesdays at 3:30 pm (60-90 min)
- Kick-Off = October 25 at District Office
- Locations = In-person at D.O. and / or Zoom

Estimated # of Task Force Meetings:

- 6-7 meetings (Oct-March) to complete Part B
- Option to extend into Spring for Part C tbd...

Suggested Selection Process:

- Superintendent Ghysels to work with leadership of stakeholder groups to identify candidates for potential participation.
- LVS facilitators will provide invitations, process overview, and anticipated time commitments to assist with recruiting outreach for candidates.



For Board Discussion

What questions or comments do Trustees have regarding strategic planning process to date and / or suggested next steps?