



## 3-Year Board Governance Plan

*Assessing our current trends and influences will  
impact our course for the path ahead.*

August 11, 2025



## **Classroom to Boardroom Process**

The key completion steps of the Classroom to Boardroom Strategic Planning Process designed and facilitated by TeamWorks International, Inc. for Austin Public Schools focus on excellence in governance through the development of a District Strategic Roadmap, School Board Governance Workplan, and assessment and training in sound practices and tools for excellence.

### **Key Objectives in Developing the Board Governance Plan:**

Complete District Strategic Plan elements of Desired Daily Experiences (DDE), District VisionCard, District 3 Year Operational Plan, District Classroom Theory of Action, District Strategic Roadmap with Mission, Core Values, and Vision Statements, Development of a School Board Governance Work Plan, District 3 Year Operational Plan

<b>Key Roles</b>	<b>SY 25-26</b>	<b>SY 26-27</b>	<b>SY 27-28</b>
<b>District Policy</b>	<ul style="list-style-type: none"> <li>• 1/3 District Policy Review</li> <li>• Legislative Policy Updates</li> <li>• New Policy Work</li> </ul>	<ul style="list-style-type: none"> <li>• 1/3 District Policy Review</li> <li>• Legislative Policy Updates</li> <li>• New Policy Work</li> </ul>	<ul style="list-style-type: none"> <li>• 1/3 District Policy Review</li> <li>• Legislative Policy Updates</li> <li>• New Policy Work</li> </ul>
<b>Operations Oversight and Long-Range Planning</b>	<ul style="list-style-type: none"> <li>• 3 Year Operational Plan Updates</li> <li>• Annual Budget Adjustment and Approval</li> <li>• Conduct Bond Referendum</li> </ul>	<ul style="list-style-type: none"> <li>• Review Strategic Plan</li> <li>• 3 Year Operational Plan Updates</li> <li>• Annual Budget Adjustment and Approval</li> </ul>	<ul style="list-style-type: none"> <li>• 3-Year Operational Plan Updates</li> <li>• Annual Budget Adjustment and Approval</li> <li>• Conduct a potential Bond/Levy Referendum</li> <li>• Update Enrollment Study</li> </ul>
<b>Board Operations and Development</b>	<ul style="list-style-type: none"> <li>• Annual School Board Evaluation and Goal Setting with Review</li> <li>• School Board PD for Board Development</li> <li>• Key aspects of the strategic plan (reports)</li> </ul>	<ul style="list-style-type: none"> <li>• Annual School Board Evaluation and Goal Setting with Review</li> <li>• New Candidate Forum (July) <ul style="list-style-type: none"> <li>○ New School Board Members Onboarding</li> </ul> </li> <li>• School Board PD for Board Learning</li> <li>• Key aspects of the strategic plan (reports)</li> </ul>	<ul style="list-style-type: none"> <li>• Annual School Board Evaluation and Goal Setting with Review</li> <li>• School Board PD for Board Development</li> <li>• Key aspects of the strategic plan (reports)</li> </ul>
<b>Superintendent Relations and Development</b>	<ul style="list-style-type: none"> <li>• Weekly Superintendent Board Update</li> <li>• MSBA Leadership Conference</li> <li>• Complete Phase III</li> <li>• Annual Superintendent Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>• Weekly Superintendent Board Update</li> <li>• MSBA Leadership Conference</li> <li>• Annual Superintendent Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>• Weekly Superintendent Board Update</li> <li>• MSBA Leadership Conference</li> <li>• Annual Superintendent Evaluation</li> </ul>
<b>Public Engagement</b>	<ul style="list-style-type: none"> <li>• Complete Phase IV Training</li> <li>• Attend School Activities</li> <li>• Public Forum</li> <li>• Stakeholder Survey</li> <li>• School Board Committees</li> </ul>	<ul style="list-style-type: none"> <li>• Attend School Activities</li> <li>• Public Forum</li> <li>• School Board Committees</li> </ul>	<ul style="list-style-type: none"> <li>• Complete Phase IV Training</li> <li>• Attend School Activities</li> <li>• Public Forum</li> <li>• Stakeholder Survey</li> <li>• School Board Committees</li> </ul>

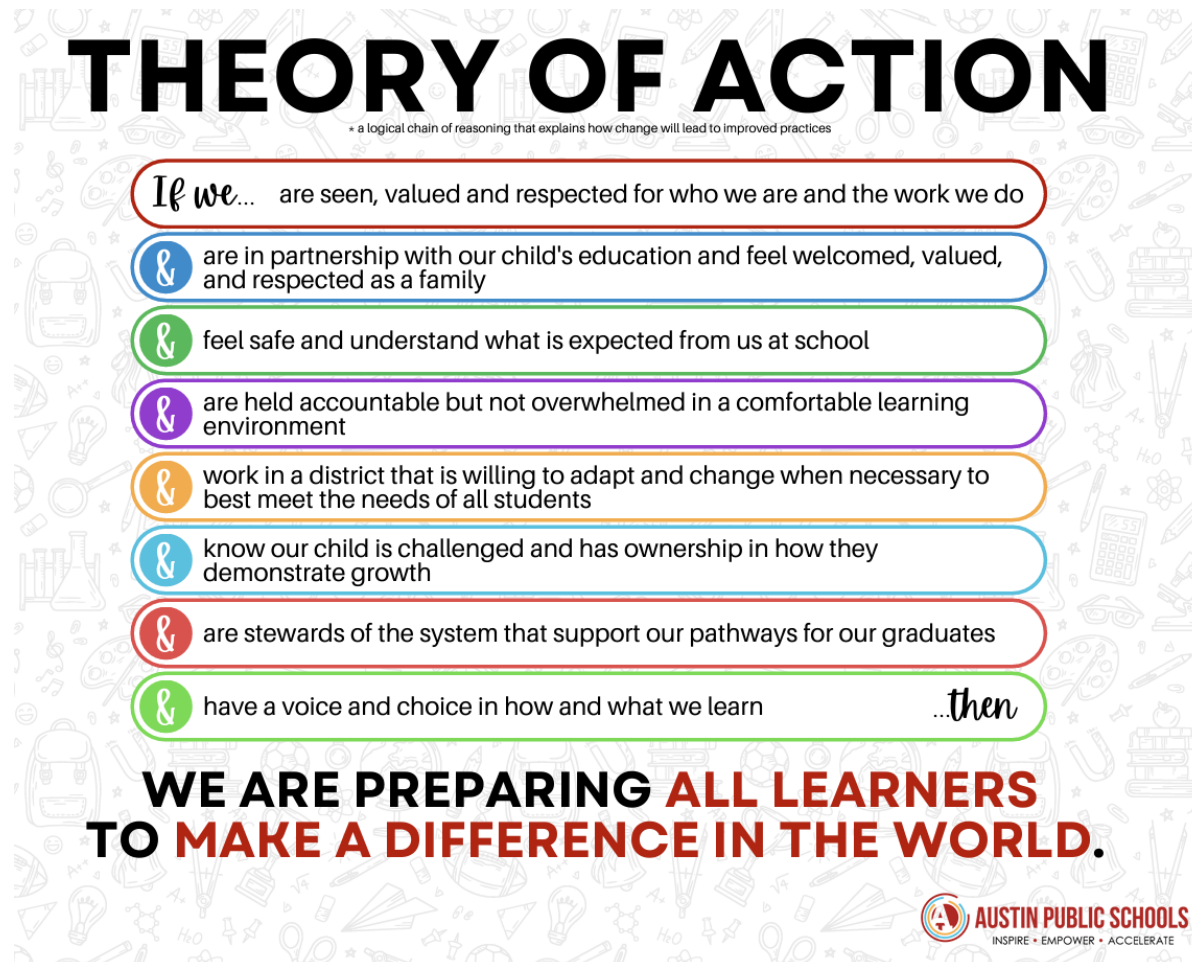


## District Strategic Roadmap

April 11, 2022

<b>Mission</b> <i>Our Core Purpose</i>  Inspire. Empower. Accelerate	<b>Core Values</b> <i>Drivers of Our Words and Actions</i>  <b>Responsible:</b> Demonstrates accountability to self and others  <b>Resilient:</b> Develops perseverance and self-confidence  <b>Learner:</b> Challenges self to think critically  <b>Communicator:</b> Listens actively and shares learning and experiences  <b>Contributor:</b> Engages as a productive member of the community and global society
<b>Vision</b> <i>What We Intend to Create</i>  Preparing all learners to make a difference in the world	<b>Strategic Priorities</b> <i>Drivers of Our Continuous Improvement</i>  <b>A.</b> Support and resources to ensure a safe and welcoming learning environment  <b>B.</b> Packer Profile for all learners  <b>C.</b> District-wide multi-tiered systems of support for all learners  <b>D.</b> Excellence in resource management

**Theory of Action:** The **Theory of Action** describes the specific behaviors, beliefs, and actions (not initiatives) to be core practice in all classrooms that employees in the district will take and do to create the conditions and outcomes described in the Desired Daily Experiences and ultimately meet the mission of the district.



**Desired Daily Experience:** The **Desired Daily Experience** (What Ought to Be) is developed with input and feedback from students, families, and staff. This process includes asking students, families, and staff to produce narrative descriptions of their student, family, and staff experiences if the strategic plan was being implemented successfully in their school district. This document sets the foundation for the District Strategic Roadmap and Vision Statements, District VisionCard, and District 3-Year Operational Plan.

