

Board Report
August 2017

Strategic Change Agenda 2017-2018

On July 18 & 19, teacher leaders and administrators from across the district participated in the Taking Stock portion of the Schlechty Center's Strategic Change Agenda. George Thompson, president of the Schlechty Center and Nancy Rindone, Schlechty Center senior associate, led the HISD 27 member team through discussions based on the center's frameworks for analysis, dialogue, and strategic action. During the two day session, the group used system capacity standards to "take stock" of the district as a learning organization. Back in 2011, as the district was beginning our work with the Schlechty Center, Dr. John Horn used the same framework as a capacity assessment with district leadership. A significant change was seen from 2011 where the district showed little capacity in the main categories of *Focus on the Future*, *Maintaining Direction*, and *Acting Strategically*. This year's capacity assessment by the group showed the district had made gains in all areas, particularly in the area of developing shared beliefs which was a category in *Focus on the Future*.

At the end of the two day session, the district goals to address that surfaced from the discussions were:

- Community Partnerships
- Vision
- Attracting and Retaining Staff
- Quality of Work
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On September 14 & 15, George Thompson and Nancy Rindone will return to Hillsboro ISD to continue supporting this cross-functional team in developing strategies to address these goals. They will continue to work with the district throughout this school year to support us in our efforts to develop assessment mechanisms and action planning to achieve these goals.

Submitted by Sheila Bowman