

Special Community Meeting

Monday, October 23, 2023 6:00 PM

Calallen High School, 4001 Wildcat Dr. , Corpus Christi , Texas 78410

1. **Calling the Meeting to Order**

2. **Comments from the Public**

3. **New Business**

3.A. Consider ongoing development of Balanced
Scorecard with the guidance of Moak Casey

Presenter: Mrs.
Lorenz

4. **Adjourn**

Board Secretary



Calling the Meeting to Order

I call this meeting of the Calallen Independent School District Board of Trustees to order and let the record show that a quorum of Board Members is present and that this meeting was duly called and posted in accordance with the Texas Open Meetings Act, Texas Government Code 551.

BOARD OF EDUCATION
CALALLEN INDEPENDENT SCHOOL DISTRICT
CORPUS CHRISTI, TEXAS

Subject: Comments from the Public

BACKGROUND INFORMATION

Persons wishing to address the Board will be allowed 3 minutes to speak. The Board encourages groups wishing to address the same subject matter to designate a spokesperson to deliver the comments on the group's behalf.

ITEM ADDRESSED

Comments from the Public.

BOARD OF EDUCATION
CALALLEN INDEPENDENT SCHOOL DISTRICT
CORPUS CHRISTI, TEXAS

Subject: New Business

New Business

Action

BACKGROUND INFORMATION

ITEM ADDRESSED

New Business

RECOMMENDED ACTION

BOARD OF EDUCATION
CALALLEN INDEPENDENT SCHOOL DISTRICT
CORPUS CHRISTI, TEXAS

Date : October 23, 2023

Subject: Consider ongoing development of Balanced Scorecard with guidance from

Moak Casey

New Business

Action

BACKGROUND INFORMATION

The Balanced Scorecard focuses on the organization's big picture strategic goals. It also guides the entity in choosing the right things to measure so that it can reach those goals.

Moak Casey's targeted approach produces a clear focus with a concise final product consisting of Beliefs, Mission, Vision, Strategic Perspectives, Long-term Goals, Annual Goals (Lagging Indicators), and critical Leading Indicators. The Balanced Scorecard will demonstrate to the Board and community how the district is progressing with its strategic plan, and helps each faculty and staff member see how his/her daily work fits into the overall objectives.

The first Community Meeting for the development of Balanced Scorecard was held on September 26, 2023.

ITEM ADDRESSED

Consider ongoing development of Balanced Scorecard with guidance from Moak Casey

RECOMMENDED ACTION

Discussion and work session.



MOAKCASEY

PROVEN LEADERS ADVANCING TEXAS SCHOOLS

CaAllen ISD Strategic Plan Development Agenda
Meeting #4: Setting the Mission and Vision Statements

October 23, 2023

1. Review Rough Draft of Belief(s) Statement
2. Mission and Vision Setting Process

Step #4 Primer: Setting the Mission Statement

WHY: As the ancient philosopher Seneca rightly stated, “If a man knows not what harbor he seeks, then any wind is in the right direction.” The same is true for a school system. The mission describes your overall function.

Overview of Process:

- Review of Beliefs and District Profile
- 2-hour meeting – First draft of Mission Statement aligning with Belief Statements
- Mission = Present tense description of what you do and who benefits from your work
- Vision = Future tense description of what you are working towards

Product – First Draft of Mission Statement

WHAT: A one-sentence statement describing the reason your organization exists (what you do plus who/what you do this for).

THE BEST MISSION STATEMENTS:

- Are one sentence – present tense
- Inform others of what you do
- Avoid long, complicated words
- 8th – 10th Grade reading level
- Include only 2-3 Building Blocks (see below)
- Motivates and provides focus – your guiding star

THE DIFFERENCE BETWEEN MISSION AND VISION:

MISSION = Present tense. Describes what you do and who/what benefits from your work.

VISION = Future objective. Describes the future you are working towards.

BRAINSTORMING QUESTION:

What is the basic purpose of your District?

What is unique about your District?

What is in your District that will make it stand out in a crowd?

Who are, and who should be, your principal customers?

What are the basic beliefs, values and philosophical priorities of your District?

MISSION STATEMENT BUILDING BLOCKS:

ACTION(S) – High-level action(s). Start statement with this.

BENEFICIARIES – Who/what benefits from your work?

SERVICES – What services you provide?

PROBLEMS – What problems you solve?

CAUSE – Is there an overarching cause you support? Why are we doing this work?

EXAMPLES - BUILDING BLOCKS:

The simplest approach is to limit the statement to have ACTION + BENEFICIARY.

ACTION	TARGETED BENEFICIARY (IES)
The Protection Of	All Native Animals And Plants In Their Natural Communities – Wildlife Defenders
To Serve	Individuals And Families In The Poorest Communities In The World – CARE
To Inspire And Empower	People Affected By Cancer - Livestrong

OTHER EXAMPLES - BUILDING BLOCKS:

ACTION	TARGETED BENEFICIARY (IES)	PROBLEM
Celebrating	Animals	And Confronting Cruelty – Humane Society
ACTION	SERVICE PROVIDED	PROBLEM
To Create	Lasting Solutions	To Poverty, Hunger, And Social Justice – OXFAM
ACTION	CAUSE	TARGETED BENEFICIARY (IES)
To Inspire	Conservation	Of The Oceans – Monterey Bay Aquarium

EXAMPLES – SCHOOL DISTRICT MISSION STATEMENTS:

Hartford (CT) Public Schools: Hartford’s system of schools exists to provide all students with access to participation in a global economy through attainment of Academic standards of the State of Connecticut and readiness for post-secondary education.

Cleveland Heights-University Heights School District: We will prepare all students for college and life by providing a challenging curriculum (RIGOR) that connects students’ lives and their future (RELEVANCE) in a safe, supportive, and nurturing environment (RELATIONSHIPS).

Amherst, Pelham and Amherst-Pelham Regional Schools: The mission of our schools is to provide all students with a high-quality education that enables them to be contributing members of a multi-ethnic, multi-cultural, pluralistic society. We seek to create an environment that achieves equity for all students and ensures that each student is a successful learner, is fully respected, and learns to respect others.

Berkeley Public Schools: The mission of our school district is to enable and inspire our diverse student body to achieve academic excellence and make positive contributions to our world.

HOW:

Mission Statement Development Steps:

1. Review Belief Statement(s). Make sure they truly reflect the work completed during the Belief Statement workshop. These Belief Statement(s) are our defining assumptions moving forward.
2. Review Mission Statement samples.
3. Complete the action/targeted beneficiary/service provided/problem/cause Chart.

ACTION	TARGETED BENEFICIARY(IES)	SERVICE PROVIDED/PROBLEM/CAUSE

4. First draft of Mission Statement completed based on Step 2.
 - a. Add descriptor words?
5. Move to Vision Statement.

Step #4 Primer: Setting the Vision Statement

WHY: As the ancient philosopher Seneca rightly stated, “If a man knows not what harbor he seeks, then any wind is in the right direction.” The same is true for a school system. The vision statement simply describes your districts desired future state.

Overview of Process:

- Review of Beliefs and District Profile
- 2-hour meeting – First draft of Vision Statements aligning with Belief Statements
- Mission = Present tense description of what you do and who benefits from your work
- Vision = Future tense description of what you are working towards

Product – First Draft of Vision Statement

WHAT: A short phrase or one sentence statement describing the clear and inspirational desired future state.

THE BEST VISION STATEMENTS:

- Are inspirational, clear, memorable and concise
- Simple and concrete language
- Can be as short as 2-3 words
- Should be no longer than 30 words
- Avoid buzzwords and jargon

THE DIFFERENCE BETWEEN MISSION AND VISION:

MISSION = Present tense. Describes what you do and who/what benefits from your work.

VISION = Future objective. Describes the future you are working towards.

Example from OXFAM

Mission: To create lasting solutions to poverty, hunger and social injustice.

Vision: A just world without poverty.

BRAINSTORMING QUESTION:

If we were completely successful, what would this look like for our students, parents, faculty & staff and community?

20 EXAMPLE VISION STATEMENTS

Human Rights Campaign: Equality for everyone (3)

Feeding America: A hunger-free America (4 words)

Oxfam: A just world without poverty (5 words)

The Nature Conservancy: To leave a sustainable world for future generations. (8)

Habitat for Humanity: A world where everyone has a decent place to live. (10)

San Diego Zoo: To become a world leader at connecting people to wildlife and conservation. (12)

NPR, with its network of independent member stations, is America’s pre-eminent news institution (12)

Oceana seeks to make our oceans as rich, healthy and abundant as they once were. (14)

In Touch Ministries: proclaiming the Gospel of Jesus Christ to people in every country of the world. (14)

20 EXAMPLE VISION STATEMENTS

Save the Children: A world in which every child attains the right to survival, protection, development, and participation. (15)

Teach for America: One day, all children in this nation will have the opportunity to attain an excellent education. (16)

Smithsonian: Shaping the future by preserving our heritage, discovering new knowledge, and sharing our resources with the world (17)

ASPCA: That the United States is a humane community in which all animals are treated with respect and kindness. (18)

Clinton Foundation: To implement sustainable programs that improve access worldwide to investment, opportunity, and lifesaving services now and for future generations. (19)

Goodwill: Every person has the opportunity to achieve his/her fullest potential and participate in and contribute to all aspects of life. (21)

Boy Scouts of America: To prepare every eligible youth in America to become a responsible, participating citizen and leader who is guided by the Scout Oath and Law. (24)

WWF: We seek to save a planet, a world of life. Reconciling the needs of human beings and the needs of others that share the Earth... (25)

Kiva: We envision a world where all people – even in the most remote areas of the globe – hold the power to create opportunity for themselves and others. (26)

Special Olympics: To transform communities by inspiring people throughout the world to open their minds, accept and include people with intellectual disabilities and thereby anyone who is perceived as different. (28)

VFW: Ensure that veterans are respected for their service, always receive their earned entitlements, and are recognized for the sacrifices they and their loved ones have made on behalf of this great country. (32)

HOW:

Vision Statement Development Steps:

1. Review Belief and Mission Statement(s).
2. Review Vision Statement samples.

3. Do you want a slogan/motto (3-5 words) or a statement (6-30 words)?
4. Pull key words from Beliefs and Mission Statement draft. Your Vision Statement should emerge depending on whether you want a motto or statement. If you desire a statement, review sample Vision Statements and reach consensus on how to start it.
 - a. "We envision ..."
 - b. "To (action verb) for (assumption students) ..."
 - c. "Our students (verb) ..."
5. First draft of Vision Statement completed.



PROMOTING EXCELLENCE • CREATING THE FUTURE

March 11, 2020

Mission:

Calallen ISD, grounded in a tradition of unyielding commitment to excellence, academics, integrity, citizenship, and service, empowers each and every student to achieve their unique potential in an ever-changing, dynamic world.

Vision:

Intentionally empowering today, to excel tomorrow.

Beliefs:

In CISD, we believe that....

- all students are at the heart of our decisions.
- education is a shared responsibility among students, educators, parents, and the community.
- character and integrity matter.
- all students must feel safe, respected, and connected to learn effectively.
- students need to be critical thinkers and problem solvers.
- strong, meaningful relationships that value and respect the differences in all people are essential to success.
- our success is not determined by a single, standardized assessment.

Goals:

1. All learning environments will foster engagement by integrating personalized learning experiences.
2. CISD will provide create an efficient, safe, and supportive environment in which students, staff, parents, and community members are meaningfully and actively engaged.
3. CISD will create and sustain an infrastructure that will securely accommodate the current and next generation of digital content and tools for stakeholders.
4. Calallen ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.
5. Institutionalized Initiatives.

Learner Outcomes:

1. All students demonstrate the skills in the learner profile.
2. All students demonstrate lifelong learning.
3. All students demonstrate personal and academic growth.
4. All students will engage in service to the community.
5. All students will explore, select and achieve desired career pathways.

Learner Profile:

A learner in Calallen:

- thinks critically
- communicates effectively
- collaborates
- demonstrates responsibility
- exhibits good social and life skills
- problem solves
- adapts effectively
- innovates
- is resourceful
- sets goals
- is financially responsible
- is technologically proficient

Calallen ISD Belief Statements

9.26.2023

Students:

- In Calallen ISD we believe that students should have the opportunity to be involved in extra-curricular activities.
- In Calallen ISD we believe that students should have the opportunity to develop problem solving skills.
- In Calallen ISD we believe that students should have the opportunity to explore avenues of life. (post High School opportunities)

Parents/Families:

- We believe parents/families are inherently good and want what is in the best interest of their child.
- We believe the sense of entitlement has increased over the year and “the rules don’t apply to them”.
- We believe that family dynamics have changed drastically.

Teachers:

- We believe our teachers are talented and highly qualified.
- We believe our teachers are innovative and impactful.
- We believe our teachers are committed to building life-long relationships.

Campus Leaders:

- In Calallen ISD we believe that Campus Leaders will encourage innovative and collaborative instructional practices.
- In Calallen ISD we believe that Campus Leaders will foster positive relationships with all stakeholders.
- In Calallen ISD we believe that Campus Leaders will create a collaborative environment focused on staff, student, family success.

Central Office/Superintendent:

- In Calallen ISD we believe that Central Office/Superintendent should be student focused
- In Calallen ISD we believe that Central Office/Superintendent should be transparent and trustworthy.
- In Calallen ISD we believe that Central Office/Superintendent should be accessible and responsive.

School Board:

- In Calallen ISD we believe that the School Board will work together for the betterment of staff, students and community.
- In Calallen ISD we believe that the School Board will be open minded and will put aside personal agendas.
- In Calallen ISD we believe that the School Board will be transparent.
- In Calallen ISD we believe that the School Board will act as community ambassadors.

Adjourn

