

Gilbert Public Schools  
**CORE COMMITTEE – GPS STRATEGIC PLAN**  
February 24, 2011

**MINUTES**

**I. Welcome**

Dr. Dave Allison welcomed members and audience. He specifically welcomed Jason Barney to his first meeting and asked Jason to introduce himself and share some of his background. Jason is a parent, local developer and a graduate of Gilbert Schools.

Dr. Allison reviewed the dates of upcoming meetings. The scheduled dates for the next few months are: February 24, March 10, March 24, April 7, April 21, May 5, May 19, June 16. There will be no meetings scheduled in July.

**II. Presentation – Senator Rich Crandall**

Dr. Allison gave Senator Crandall an overview of GPS's vision, on which our strategic plan is based. The vision statement is "World-Class Teachers; World-Class Education; World-Class Graduates".

Senator Crandall reviewed the transformation plan of Mesa Public Schools. He gave a state perspective of what is to come. He said revenue does not measure up with expenditures. This means that the State is going to be struggling for several years.

Senator Crandall reviewed the six options that districts have been using the past few years to deal with budget cuts:

- Reducing the number of administrators and teachers,
- Eliminating programs
- Reducing salaries
- Increasing efficiency
- Passing bonds/overrides
- Increasing class size.

Another option is, we can't continue to do things the same and expect different results. Senator Crandall reviewed the model "A School for One", which promotes technology. It allows individualized differentiated instruction. Willis Jr. High in Chandler will be a pilot for this virtual program. What are the problems with the way education is delivered currently?

- Stuck on 180 days (seat time) inputs not outputs
- Carnegie credits
- Tied to one particular school
- Must attend between 7:30 a.m. – 3:30 p.m.
- Very little differentiated instruction
- Content limited to textbook and teacher's knowledge
- Great teachers make virtually the same as average teachers
- Students are confined to courses offered by their school
- Reliance on brick and mortar, heavy fixed costs
- Hampered by "we've always done it that way", and by "state statutes don't allow that".

He also reviewed "Move on When Ready", which will result in achieving the Grand Canyon Diploma (board exam diploma). What happens if you eliminate programs, cut salaries, increase class size, and the number of students taking at least one AP exam? He said he has examined dual enrollment, AP (Advanced Placement) and IB (International Baccalaureate), and how students learn today (laptop, cell phone, pod, Facebook, etc.) while doing homework. They are multi-tasking. There is a disconnect between school learning and the way students learn at home. He reviewed what public education should look like. Gilbert can lead the State of Arizona to a new model for delivering education. Gilbert should:

## **CORE Committee Meeting**

February 24, 2011

Page Two

- Focus on the skills needed in the future and what is best for students
- Don't let state law hamper thinking (statutes can be changed)
- Parents need to contribute more
- Look outside of Arizona and the U.S.
- Don't let pre-dispositions get in the way
- Don't let the fear of changes rule the day.

Senator Crandall presented several statistics for the top 50 Arizona high schools and how ACT test scores affect those statistics. Senator Crandall recommended that Gilbert think out of the box, in spite of cuts to K-12 education, and look at new innovation models (open educational resources). He said that legislators do not want to borrow funds that will not be paid back, but the legislature is ready to receive any ideas and recommendations that are made. He explained some changes that have already been made by the legislature. For instance, you can now use bonds to buy computers and the bond amounts have been increased from 10% to 15%. Senator Crandall will provide Dr. Allison with a list of resources, which Dr. Allison will share with the team. He also mentioned that Common Core exams will replace AIMS in three years.

Ken Hein commented that the Senator has taken hold of what was discussed at the last meeting, which is "lead, follow, or get out of the way". He also said the Senator has emphasized the challenges ahead.

### **III. Presentation of MAPPware – Introduction and Overview – Randy Rollinson**

Ken Hein introduced his associate, Randy Rollinson. Randy shared some information about his background. Among other things, he is the owner of LBL (Look Before You Leap) Strategies ([rrollinson@lblstrategies.com](mailto:rrollinson@lblstrategies.com)). He believes in due diligence up front and teamwork.

Randy introduced the "tool". He explained that if help is needed, call Richard Faulkner at 773-773-1087. First step is to login and team members will receive an e-mail and a temporary password. Once inside the tool, the password can be changed. The instructions for MAPPware will then be explained. It will be offered to team managers, team members, and guests. Ken Hein will leave his messages and/or instructions on this program. Team members will then individually work through the Environmental Scan, External Scan, Strategic Direction, Strategic Plan, and Operating Plan. Randy explained the External Scan only at this meeting. After questions are answered on-line (Task 1), information will be sent to Ken Hein and then he and his team will consolidate the information and bring it back to the Core Committee. Task 2 will involve more questions. When Task 1 and Task 2 (external) are completed, they will be reviewed internally. External is driven by the outside environment. Internal is inside the organization. The Core Committee and the extended team will give input to consolidate information. This will take approximately four (4) weeks.

It was determined that work with technology people will be necessary to get through the District spam filter. A sheet on GPS Environmental Scan Questions (1<sup>st</sup> Generation) was distributed. Answers should be brief and clear. Randy reviewed this sheet and asked for questions and input. He said that feedback is absolutely necessary and immediate. He requested all members complete a review of the questions tonight and send Ken final feedback by Monday or Tuesday of next week.

## **CORE Committee Meeting**

February 24, 2011

Page Three

Ken and Randy made note of several remarks by team members regarding different aspects of this process. The best way to share ideas is through the use of the forum link. Team members were asked to contribute names and information about recommendations for extended teams. Ken will share these names with Dr. Allison for selection purposes. Discussion followed regarding economics, technological and scientific, social and cultural, political, and other global influences, which are part of the first group of questions. The second part of questions includes customer analysis, market analysis, competitor analysis, legal and regulatory analysis, other industry attributes, and state of the industry. Several recommendations were made. The team should be looking for trends. Environmental scan look at trends. Humans have a desire to rush to a solution. This process is going to have to be done right and it will take slow, methodical analysis.

The next meeting will include a review of Meyers-Briggs results and the team will look at a work plan. Also, committee members can submit a list of extended team names, which will be reviewed. Ken should receive additional input about the questions provided at this meeting by Monday or Tuesday of next week. Forum questions will be posted to review. Team members were requested to adhere to time requests and assignments, and read everything sent to them so topics can be discussed intelligently.

Assignments: respond to questions, complete Meyers-Briggs, provide list of names for extended teams.

## **NEXT MEETING**

The next CORE Committee Meeting will be held on **March 10, 2011**, at 5:30 p.m. in the first floor conference room of the District Office.