

Gonzales ISD Strategic Change Process

Growing Greatness

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Step 1: Discovery Process (In Person)	Date
<p>The Discovery Process uses Schlechty Center frameworks and facilitation for analysis, dialogue, and strategic action. Three distinct activities make up the Discovery Phase. First, a broad-base stakeholder team of up to 100 participants will identify Defining Moments in the life of the district. This activity provides an opportunity for everyone on the team to contribute to the development of a histomap for your district. It creates somewhat of a storyboard that reflects the history and current reality of Gonzales ISD.</p> <p>Second, we use one of the Schlechty Center's most powerful frameworks – the Images of School to assess the current status of the organization. This invites the participants of the Discovery Team to engage in powerful dialogue regarding how various roles throughout the district are viewed or perceived as well as perspectives on the core business.</p> <p>The final piece is that of completing a Capacity Audit. This audit uses the Schlechty Center's Ten System Capacity Standards framework to inform district leaders where the organization needs to develop the capacity to focus on the future, establish and maintain a focus on students, and use district resources strategically.</p>	<p>9/14/22 (Meeting 1) 9/15/22 (Meeting 2)</p>
Step 2: Extended Discovery (Virtual)	Date
<p>Even with a large team of stakeholders, there is still a need to learn more from key audiences, including students, staff, parents, and community leaders. Extended Discovery involves scheduling a variety of focus groups that will be conducted virtually. The information gathered through this process typically affirms what is revealed during discovery but may also capture additional perspectives that may have been missed.</p>	<p>9/19/22 (6 Groups) 9/20/22 (6 Groups) 9/29/22 (6 Groups) 10/05/22 (6 Groups)</p>
Step 3: Identifying Trends and Patterns (Virtual)	Date
<p>The Schlechty Center supports the superintendent and leadership team with identifying trends, patterns, and implications that emerge from the Discovery Process.</p>	<p>10/12/22</p>
Step 4: Clarifying Directions (Virtual)	Date
<p>The Center supports the superintendent's leadership team as it clarifies key elements of district direction. This includes developing a strategic direction that includes responses to the questions below.</p> <ul style="list-style-type: none"> -What are our core values? -What is our vision, and is it compelling? -What makes our organization special? -What are we seeking to accomplish as a school district? -Whose support do we need? 	<p>10/24/22</p>
Step 5: Goal Setting (Virtual)	Date
<p>Using what was learned from Discovery, Extended Discovery, and Clarification of draft goal areas and the crafting of a Picture of Success for each goal statement.</p>	<p>11/01/22</p>
Step 6: Discovery Team Reconvened (In Person)	Event Information
<p>The Discovery Team reconvenes for one one day to review and react to draft documents that have been developed as a result of their initial work.</p>	<p>11/16/22</p>
Step 7: Positioning for Action (Virtual)	Event Information
<p>A one -day workshop to help position central office and local school leaders to ensure school and department plans align with the district's strategic direction.</p>	<p>12/05/22</p>