

Project RE-envision 2025



DISTRICT LEADERS
FOCUS GROUP

JANUARY 2020

SDIRC STRATEGIC PLAN

Focus Group Feedback Summary

The District Leaders Focus Group was held on Friday, January 24th, 2020 with 24 District Leaders providing feedback.

The table below provides an overview of the different areas in which feedback was obtained and the major themes that were identified through analysis of the feedback provided. Additionally, the percentage of participants providing feedback related to the identified theme is indicated in the parentheses following each theme. A more detailed analysis of the feedback will be provided through a “Stakeholder Feedback Summary Report” which will be completed prior to the beginning of March.

Excellence in Schooling: What would you see, hear, and feel?	What is going well? What are areas of progress?
Positive Culture & Climate (78%) Teamwork & Collaboration (61%) Physical & Psychological Safety (43%) Diversity, Equity, & Inclusiveness (39%) Clear, Effective, & Safe Communication (30%) Collaborative Problem Solving (17%)	Increased Collaboration/Communication (61%) Renewed Sense of Hope & Direction (48%) Re-envisioning/New Leadership (35%) Community Partnerships (35%) Awareness/Actions for Areas of Improvement (35%) Change in Stakeholder Response/Participation (30%) Increased Skilled Workforce/Commitment (30%) Increased Retention of Employees (13%)
What are areas in need of improvement or of ongoing struggle?	What are specific areas of opportunity not yet explored or acted upon?
Employee Culture & Climate (57%) Need for Processes & Procedures (48%) School Community Mindsets/Public Perceptions (43%) Need for Improved Support Services (Discipline & Exceptional Student Education) (26%) Need for Effective/Transparent Communication (22%) Funding Issues/Concerns (22%) Family Engagement (22%)	Grant Writer/Grants (47%) Expanded Professional Development (e.g., Communities of Practice, Equity/Cultural Competency, Leadership Development) (40%) Re-Branding of District (27%) Centralizing/Improving Communication (20%)