

**I. CALL TO ORDER**

The Beavercreek Board of Education met in Special session on Wednesday, January 19, 2022 at Holiday Inn, Fairborn, Ohio. Board President Ms. Rigano called the meeting to order at 4:31 p.m.

**II. ROLL CALL**

The following members were present for the Board of Education:

Chris Stein  
Krista Hunt  
Carl Fischer IV  
Jo Ann Rigano  
Gene Taylor

A quorum was declared with five members present.

**III. PLEDGE OF ALLEGIANCE**

Ms. Rigano invited everyone to join in the saying of the Pledge of Allegiance to the American Flag.

**IV. APPROVAL OF AGENDA AS PRESENTED – RESOLUTION #2022-20**

Mr. Stein made a motion to approve the agenda as presented.

Mr. Fischer seconded the motion.

ROLL CALL: Chris Stein, aye; Carl Fischer IV, aye; Gene Taylor, aye; Jo Ann Rigano; aye; Krista Hunt, aye.

Motion carried 5-0

**V. ITEMS FOR BOARD DISCUSSION**

A. Leadership Acceleration Update and Future Planning – Presenter, Diane Egbers

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# Beavercreek City Schools Board Presentation



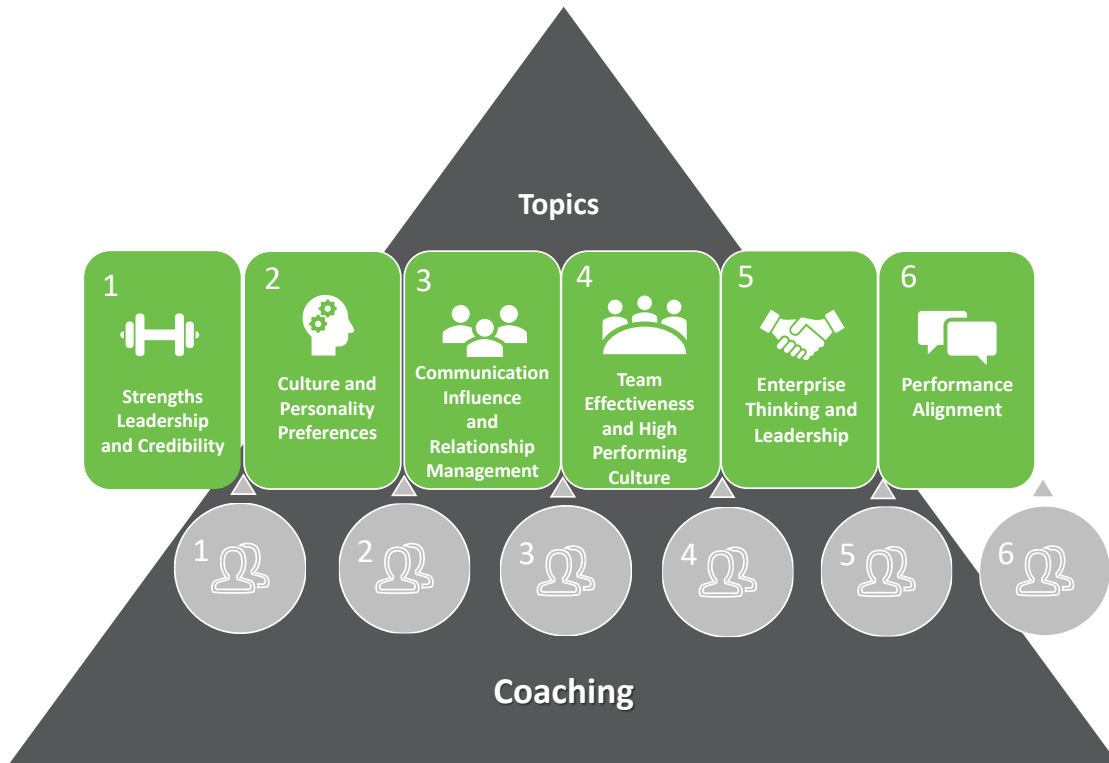
January 18, 2022

## Agenda



- Review progress on the Team Leadership Development
- Share overview of the Strategic Planning Process and Outcomes:
  - Planning Timeline and Process
  - Team Role and Key Deliverables
- Share next steps

# Leadership Team Development Process



## Centers of Excellence



### Leadership Development

- New Leader Onboarding
- Women's Leadership
- Emerging Leadership Development
- Transformational Leadership Development
- Leadership and Work Life Integration
- Executive Team Development
- Leadership Team Development



### Leadership Coaching

- New Leader Onboarding Coaching
- Executive Leadership Coaching
- Advanced Coaching Certification
- High Leadership Potential Coaching
- Relationship Management Coaching



### Organizational Development

- Organizational Culture Development
- Cultural Intelligence
- Organizational Strategic Planning
- Leadership Succession and Talent Management Strategy
- Organizational Culture of Inclusion
- Organizational Board Development
- Organizational Assessment and Planning



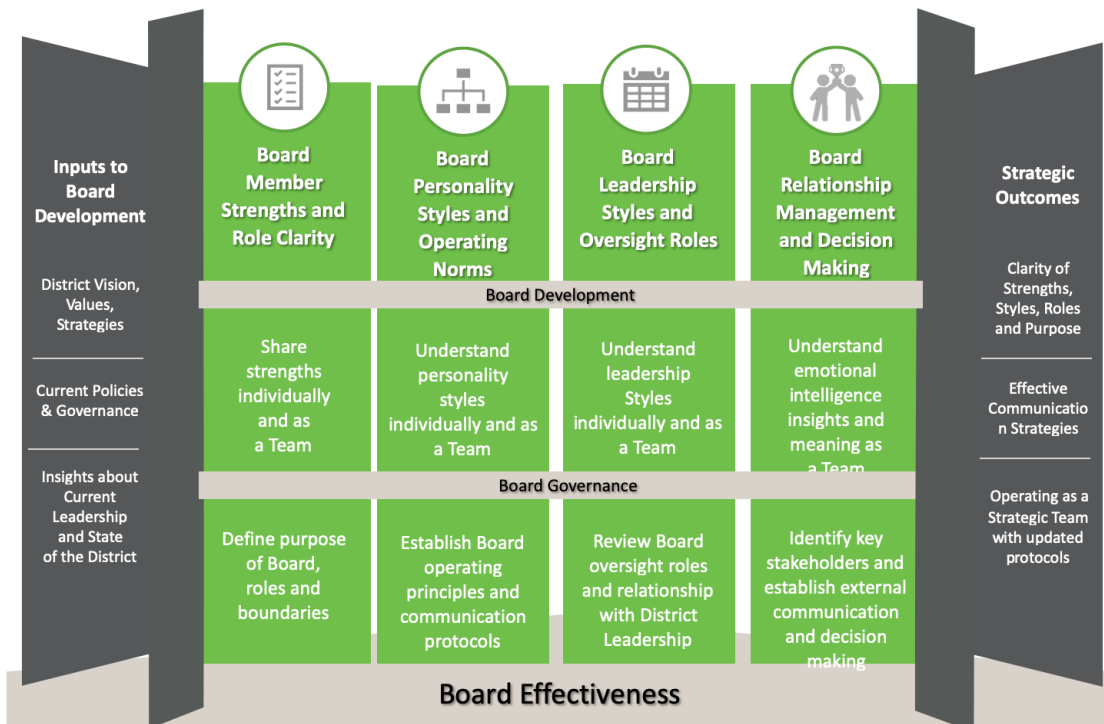
# Services Specific to School Districts



- Strategic Planning
- Onboarding Superintendents and Administrators
- Executive Coaching Superintendents and Administrators
- Administrative Team Leader Development
- Board of Education Development
- Onboarding Group Coaching



## Board of Education Development



## Identified Opportunity

### Strategic Planning

- Create a compelling Vision, Plan and Goals for the future.
- Achieve 90+% of annual goals.
- Leverage talented team to achieve at a high level.

High-performing leadership teams spend nearly **20%** more time than low-performing leadership teams determining strategy, **12%** more time aligning the organization around strategy, **14%** more time checking progress against strategic goals by reviewing key measures and shifting resources accordingly.

Source: How the Most Successful Teams Bridge the Strategy – Execution Gap



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### Impact of Strategic Planning

- Gain momentum to create a compelling vision for the future.
- Set a roadmap with specific goals and measures for the path ahead.
- Inspire alignment across the district with common goals.
- Achieve 90+% of district annual goals.
- Build loyalty by involving leaders, staff, parents, and community commitment.
- Ensure retention of top talent who are engaged.



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## Strategic Planning BOE Contributions

Guide as a BOE:

- Strategic Planning Team input
- BOE Interviews
- BOE Strategic Imperative Themes
- One BOE member on Strategic Planning Team
- Review data collected
- Participate in Strategic Planning sessions
- Strategic Plan presentation approval



# Strategic Planning Outcomes

- Updated Vision, Mission, Values
- 4 – 5 Strategic Themes
- 3-year objectives, 3-year growth indicators, 1-year goals, strategies, and measures
- Executive Summary and two finished Strategic Plan branded formats for delivery to the Board and constituents
- Implementation plan
- Support for communication



# Strategic Plan Format

**Strategic Plan and Goals - Draft**

Strategic Plan 2022-2025			Operational Goals 2022			
Focus Area	3-Year Objectives	3-Year Growth Indicators	Year 1 Goals (September 2022 - June 2023)	Year 1 Strategies (September 2022 - June 2023)	Year 1 Measures (September 2022 - June 2023)	Timeline/Start Provides support for all teams & initiatives ST reviews status monthly

LEADERSHIP EXCELLERATION



# Thoughts and Next Steps...

Thank  
you!





**VI. ADJOURMENT**

There being no further business, Ms. Hunt moved to adjourn the meeting at 6:39 p.m. Mr. Fischer seconded the motion.

ROLL CALL: Krista Hunt, aye; Carl Fischer IV, aye; Chris Stein, aye; Gene Taylor, aye; Jo Ann Rigano; aye.

Motion carried 5-0

We do hereby certify the above to be correct.

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PRESIDENT

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TREASURER