

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 Exelloration Update and Future Planning – Presenter, Diane Egbers

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Beavercreek City Schools Board Presentation



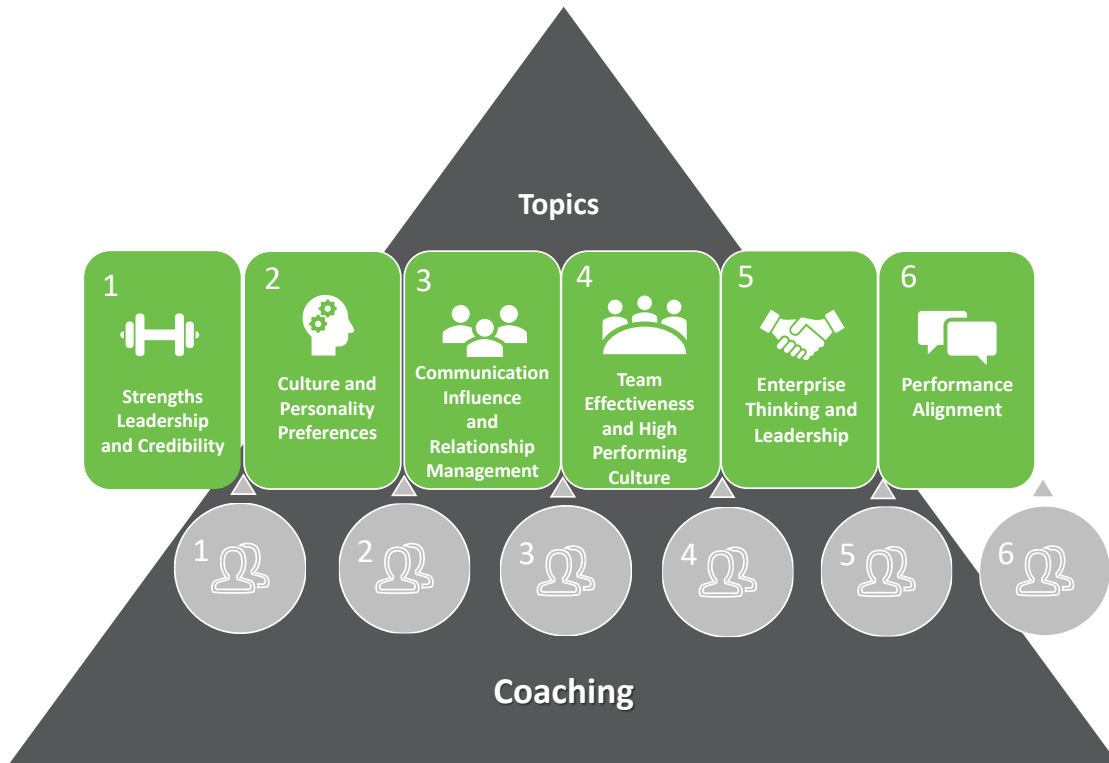
January 18, 2022

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



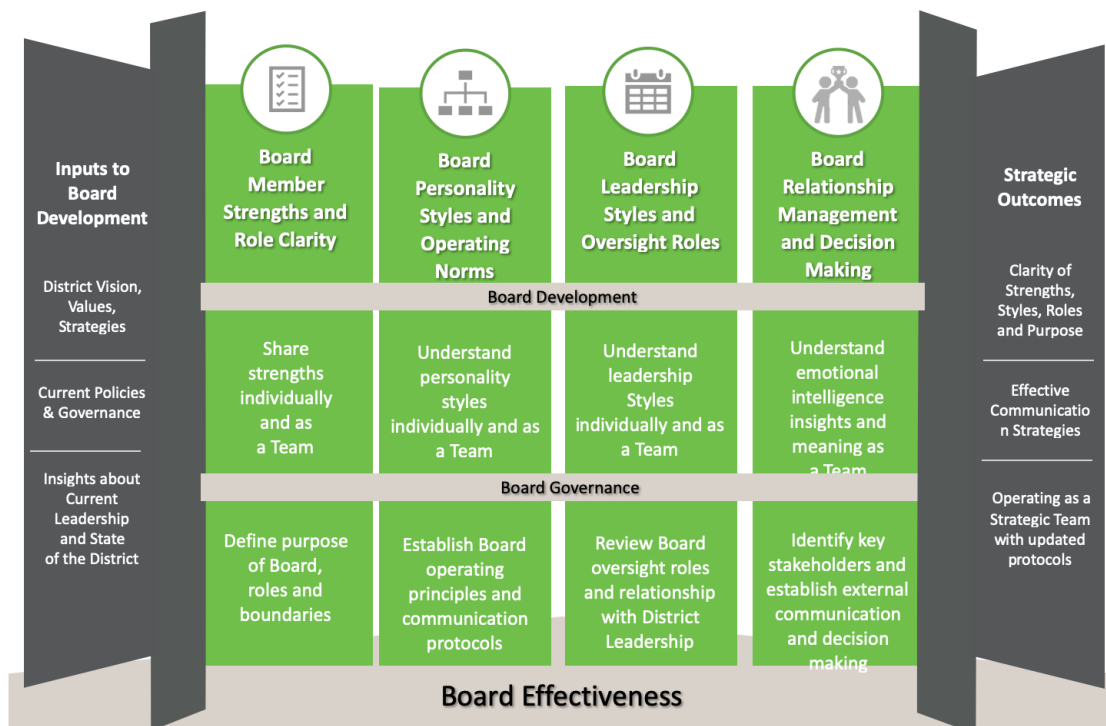
Services Specific to School Districts



- 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.

PRESIDENT

TREASURER