Process for Planning Strategically



2020 Plan Review & Update

Session 1
10/22/20

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The Agenda

10:00am -12:00pm CDT



30 min
Review & Update Environmental Scan by Workgroups

25 min
Workgroups Report Findings to Full Group

30 min
Identification of Key Drivers of Change/Mega Issues & Implications

25 min
Potential Consolidation of Goals

5 min
Next Steps

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Environmental Scan Review

Category:

Item #	Add / Delete / Modify	Suggested Change
	Select	
	Select	
	Select	
	Select	
	Select	
	Select	
	Select	
	Select	
	Select	
	Select	
	Select	
	Select	
	Select	

Have any assumptions changed?
Are there any that are no longer relevant or likely?
Are there new ones that need to be added?

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Demographics:

1. Growing movement to homeschool students and the influx of families to Montana
2. In-migration to the state presents challenges for infrastructure, including schools
3. Increase in home school---- mental health issues
4. Continued aging workforce with less young people entering the profession
5. Flat or declining population growth of families with children.
6. Increase in students covered under IDEA
7. Size of state, rural vs. metro,
8. Demographics vary significantly across the state. In our area we are growing significantly, with a younger demographic population and a population looking for options in the education of their children. The challenge will be clearly presenting to parents and children an educational option that is proven to be effective and efficient, on many levels, and they can be assured their kids will receive a very good, high quality education. Communication to this population will be key.
9. Polarization of people
10. While these are important, most of the demographic changes will not last.
11. The main demographic group are Montana's American Indians. They represent about 11% of our total population. Unfortunately, this same demographic group experiences a far graduation rate of 68% (4-year cohort). This is 21 points lower than white students. This remains a major challenge.
12. With the onslaught of Corvid-19 we were challenged with rapid changes on how public schools should move forward. We needed to learn to be flexible and we all needed to learn about change. I believe that we have overcome both in the last several months. In order for public schools to continue to thrive we need to become better innovators on what the future might look like.

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Business and Economic Climate:

1. Growing impact on medical management of the Corvid crisis in our health centers and it's impact on the community and businesses
2. shut down of small businesses due to virus, financial hardship for families
3. Corvid
4. With the challenges faced due to the pandemic, the state's and country's economic climate is tenuous at best.
5. Financial impact of COVID.
6. Lower tax revenues as a result of pandemic recession leading to budget cuts.
7. Difficulty finding decent, affordable housing
8. COVID closures, election results, lack of workers,
9. Significant differences are present, and some businesses are doing well, and others are not doing well at all. The main challenge will be stabilizing the economy and understanding what the economic differences are within our communities and being able to provide services to those students in need. This will cost more money and time and will require a change in resources. Also challenging in this time will be being able to tolerate and manage through the long-term time it will take to return to a more stable business and economic climate.
10. COVID shutdowns and limitations
11. Very challenging for a long time
12. The economic picture for Montana remains pretty good. Our unemployment rate is lower than many other states. A major challenge facing business is the lack of viable job seekers.
13. With the loss of jobs this puts a strain on the family structure. We need to be able to help where we can, work with all stakeholders and be open.

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Legislation and Regulation:

1. Growing budget deficit
2. Concern for shift to anti-public ed in governor & legislature;
3. Upcoming election --- $$$ for education both public and private now.
4. As expected, with the Supreme Court's decision regarding Espinoza, it is almost certain that attempts will be made to broaden the scope and its impact.
5. School Choice and impact on school funding
6. Conservative legislators reluctant to acknowledge and/or fund increased scope of social services needed within our schools.
7. Underfunding of education, especially Special Education
8. Possible tightened revenue streams, lots of other voices in need,
9. I think we need to proceed cautiously, as MTSBA has outlined. We do not know at the time of this survey what state leadership will be and that will dictate the path we pursue. I believe we have statute in place that can allow us to optimize our resources and provide high quality and needed services across the state but in a more efficient manner and one that captures economies of scale that currently exist but, in my view, we are not taking advantage of. The challenge will be to better understand the possible options before us and that we could initiate, but it will take good discussion and consensus planning/participation to make this effective and helpful.
10. Keeping what we have accomplished
11. Depending on the outcome, this will bring huge challenges.
12. Something must be done at the state level (Legislature) to address the increasing shortage of qualified people for all available jobs with school districts. This is especially true for teachers and administrators. Just as important is the need to meet the challenge of retaining the employee once he or she has been hired.
13. We need to help our legislators understand that we are not changing our core values as public schools. Which is to provide the best education to each child in our state without worry of funding reductions.

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Science and Technology

1. Providing equitable internet access to all remote students
2. Remote/online learning is commonplace; teachers don't know how to adapt; competition to private, home-school groups;
3. Infrastructure- Broadband-Remote Learning--offering the same or even better education to our students---virtual classrooms
4. Equal access to technology for all
5. As more students attend school online, our traditional mechanisms of delivering equity (bussing, food service, technology, IEP/504, etc.) will need to adapt.
6. Underfunding of education that limits the availability of technology, including all trade programs
7. Broadband availability,
8. Many good options lay before us and are coming to light with this situation. We will have to apply the science of this virus for some time to be able to sustain in person learning in an effective manner. On the other side is the technology part which presents some excellent long-term positive options and the challenge will be pulling people together to identify those options and do the work necessary to implement good options which can be available well into the future. This is one area in which we may be able to provide very good remote learning options to many smaller schools, and larger schools, in a way that optimizes our resources.
9. Remote teaching
10. Technology is crucial to education today. Scholars will need access to it!
11. A major challenge facing many schools is the lack of devices to achieve a 1:1 ration of devices to students. This is very costly and is a recurring fiscal challenge. Another challenge is providing adequate broadband capabilities in many rural areas.
12. Science and Technology has become integral in core education. But with today's challenges that is difficult if a student is now learning online. We need to come up with conceptions that will allow for continued education in these

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Politics and Social Values

1. Uncertain
2. Lack of respect for decision-makers; lack of trust in health advisors; don't need 'school' to get an education
3. Conspiracy theories, covid hoax
4. The 2020 election will likely result in man changes that the Association will have to address and face. Ensuring that we have a seat at the table and strong advocacy voice will be crucial.
5. School choice.
6. If education becomes more politicized, bipartisan support for public education will diminish.
7. Apparent lack of parental involvement. Lack of support from the community. Widening division between the two dominant political partied
8. Election results division, cultural differences, difference of opinion regarding COVID-19
9. Who knows where this will land. In this category I see challenges to what the public will expect out of our education system as we come out of this situation. Will we just return to our pre-virus model, or will we change in a positive way that allows us to grow and expand our educational model to better serve the population. I also think much of this discussion will need to be held with the teacher world, those in the classroom and those training new teachers and administrators. This may involve bargaining agreements, but based more on doing things that present the best educational model rather than salary and benefit focus. On the salary and benefit aspect I think this discussion should look at perhaps balancing out the two in a way that provides increased salary with perhaps a change in benefits but still good benefits (for the record I am not a Gianforte advocate, period)….(continued on next slide)

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Politics and Social Values (continued)

…This would correlate with the Business and Economic category and perhaps others, but it is an area needing to be addressed in an innovative way. Overall my impression has evolved over the past several years to a point I feel we need to have a serious and detailed discussion of whether the current educational model we are using is adequate and if not, what changes need to be made to make it better, and what would be the path to do that?

some common ground that we all share and work from there 10. Has changed from respectful differences in ideologies to hate and intolerance

11. Important to keep stakeholders support for public schools.

12. The continue of the breakdown of the traditional family structure is an increasingly difficult challenge to schools. I do not see a way to reverse this negative effect on society.

13. We are always going to be faced with politics, but we can't let them change our focus we must face them head on and fight respectfully. Social Values are a challenge. We each bring a different set of values to the table. I think that we need to respect all those values and come to some common ground that we all share and work from there

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Key Drivers of Change:

What conditions or dynamics will make our relevant tomorrow very different than today?



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Pre-identified statements – Issues preliminarily identified and provided to survey participants to gauge the level of agreement on these issues as they relate to MTSBA's future success.
% Agree with the importance of this issue

Demographics: An aging K-12 workforce with disproportionate vulnerability to serious complications from COVID-19 compared to the general population.
84.61%
Demographics: The disproportionate loss of students to temporary homeschooling or other options other than enrollment in public schools due to COVID-19.
76.93%
Demographics: Influx of families from other states that are moving to Montana.
61.53%

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Business and Economic Climate: K-12 Education represents approximately 34% of general fund expenditures. All other things being equal, current projections of lagging tax revenues would translate to funding between $50 million and $100 million short of present law for K-12 in the upcoming biennium (FY22 and FY23).
100.00%
Business and Economic Climate: The economic challenges created by COVID-19 may exacerbate the extent of poverty in already-stressed populations and may also increase the number of families with children living in poverty and who are negatively affected by trauma.
100.00%
Business and Economic Climate: Montana unemployment spiked to 11.9% from February 2020 to April 2020. It has since recovered to 5.6% (August). Unemployment, however, remains significantly above the 3.5% average over 2019.
76.93%

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% Agree with the importance of this issue

Legislation and Regulation: The chances of success for MTSBA's Legislative Platform, including the priorities of protecting previous progress and pursuing additional enhancements in the law, could be divergent based on who controls the House, Senate, Governor's Office and State Superintendency.
100.00%
Legislation and Regulation: Proposals to reduce funding for public schools and/or expand privatization as a result of Espinoza could be on the horizon. Article X, Section 6 prohibitions on indirect aid to parochial education are no longer enforceable.
100.00%
Legislation and Regulation: Montana majority party legislative leaders asserting the right to act as a body through remote polling in lieu of convening as a body. This represents an effort to assert the power of the Legislative branch, even when not in session.
76.92%

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% Agree with the importance of this issue

Science and Technology: Enhancements in offsite learning and other technology-based capabilities have accelerated quickly, both in K-12 public education and in society at large. It remains to be seen how this will shape the post-COVID future.
100.00%
Science and Technology: There are increasing concerns regarding digital divides and related costs of closing those divides. If we are to rely more heavily on technology to provide learning, the stakes in the digital divide will be higher than they have been in the past.
100.00%
Science and Technology: The status of and prospects for effective treatments (therapeutic remedies) or prevention (vaccine) for COVID-19 could result in either relief from our current circumstances or, if such remedies fail, perpetuation of our current challenges.
84.62%

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% Agree with the importance of this issue

Politics and Social Values: We see an increasing emphasis on the "either/or" phenomena - people increasingly defining themselves in the context of politics as being the exact opposite of those with whom we find ourselves in disagreement. The space in the middle for those with a nonpartisan orientation to solving problems is getting smaller.
100.00%

Politics and Social Values: Polarization over school district responses to COVID-19 and related orders of the Governor and/or county officials is on the rise. The sharp differences of opinion among our constituents, some of which is mutually exclusive, will increasingly challenge our members' abilities to create and sustain unified communities.
92.31%

Politics and Social Values: The election outcome of key races with influence over K-12 public education will have an impact. The alternative candidates for key races are by their own admission, far apart on many issues related to K-12 public education.
92.30%

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Key Drivers of Change/Mega Issues

Key Driver	Implications for Stakeholders (Students, School Boards , Districts, etc.)	Implications for MTSBA (the association as an enterprise)

Save Workbook

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