Outcomes for Tonight

- Welcome and committee’s charge
- Quick walkthrough of presentation materials and priority coding
- Review of sample concept maps
- Ground rules, gradients of agreement, decision-making model, and bond construction process
- Implications going forward
- Bond deliberations
Our Journey Thus Far

Demographics & School Finance
- Multiple Campuses Over or Nearing Capacity
- Continued Enrollment Growth
- 1,100+ Students in 5 Years and 2,100+ Students in 10 Years
- Current Tax Rate $1.371
- Nearly 70% of Budget Goes to Instruction

Vision for Teaching & Learning in BISD
- Grade Alignment of PK-5, 6-8 and 9-12
  - Full Day PK
  - Minimized Transitions
  - Enhanced Relationships
- Smaller Learning Communities 6-8
- Enhanced CTE

Educational Adequacy & Facility Conditions
- Facility Tours (meetings 2 and 3)
- Comprehensive Assessment Results
- Buildings and Facilities Are Well Cared For
- Deferred Maintenance List is Extensive

Guiding Principles & Priority Recommendations
- Safety
  - Growth
- Grade Alignment
- Limit on School Size
- Straight Feeder Pattern
- No Tax Rate Impact
- Project Recommendations
- Must Dos, Should Dos, Wish to Dos

Financial Capacity & Related Tax Impact
- Fast Growth District
- Superior FIRST Financial Rating
- $37.3 Million in Savings to Taxpayers Since 2009
- 7 Cent Tax Rate Reduction in 2019
- $140,535,000 Projected Bond Capacity with No Tax Rate Impact

CITIZENS ADVISORY TASK FORCE
Priority Coding Revisited

**Architect**

1. Currently Critical (Current Year)
2. Potentially Critical (Year 1)
3. Not Yet Critical (Years 2-5)
4. Long Term (Years 6-10)

**District**

- MUST DO
- SHOULD DO
- WISH TO DO
Bastrop High School

Refer to Building Project Builder for alignment to project numbers shown in this drawing.
Cedar Creek High School
Bastrop Middle School
Bastrop Intermediate School
Bastrop Intermediate School
Cedar Creek Intermediate School
Cedar Creek Intermediate School
Mina Elementary School
Mina Elementary School
CATF Charter
How Will We Make Decisions?

“If we don’t decide how we will decide now, someone will do it for us later.”
Dynamics of Group Decision Making

Business
As Usual

NEW TOPIC
Dynamics of Group Decision Making

Divergent Zone
Dynamics of Group Decision Making
Dynamics of Group Decision Making
Decision Making Process

Consensus

Sustainable Decision

Supermajority
Consensus is our goal!
<table>
<thead>
<tr>
<th>Position</th>
<th>Statement</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ENDORSEMENT</strong></td>
<td>&quot;I like it.&quot;</td>
</tr>
<tr>
<td><strong>ENDORSEMENT WITH A MINOR POINT OF CONTENTION</strong></td>
<td>&quot;Basically, I like it.&quot;</td>
</tr>
<tr>
<td><strong>AGREEMENT WITH RESERVATIONS</strong></td>
<td>&quot;I can live with it.&quot;</td>
</tr>
<tr>
<td><strong>ABSTAIN</strong></td>
<td>&quot;I have no opinion.&quot;</td>
</tr>
<tr>
<td><strong>STAND ASIDE</strong></td>
<td>&quot;I don’t like this, but I don’t want to hold up the group.&quot;</td>
</tr>
<tr>
<td><strong>FORMAL DISAGREEMENT, BUT WILLING TO GO WITH MAJORITY</strong></td>
<td>&quot;I want my disagreement noted in writing, but I’ll support the decision.&quot;</td>
</tr>
<tr>
<td><strong>FORMAL DISAGREEMENT, WITH REQUEST TO BE ABSOLVED OF RESPONSIBILITY</strong></td>
<td>&quot;I don’t want to stop anyone else, but I don’t want to be involved in implementing it.&quot;</td>
</tr>
<tr>
<td><strong>BLOCK</strong></td>
<td>&quot;I veto this proposal.&quot;</td>
</tr>
</tbody>
</table>

This is the Community At Work Gradients Of Agreement Scale. This scale makes it easier for participants to be honest. Using it, members can register less-than-whole-hearted support without fearing that their statement will be interpreted as a veto. Community At Work © 1996
80% Rule
If after group discussion, consensus is not achievable, 80% agreement will constitute a sustainable decision.

Vote
If the group is unable to achieve consensus or an 80% agreement, a supermajority vote of \( \frac{2}{3} \) will constitute a decision.

Even a supermajority is the least desirable outcome for this team.
Remember Our Process

We will ...

▷ Be fair in decision making.
▷ Suspend judgment.
▷ Listen to others’ perspectives.
▷ Gain understanding through discussion and asking questions.
▷ Deliberate and make decisions using the selected process.
▷ Reach consensus on a bond referendum that we consider viable in the community, represents good stewardship, and meets the needs of our district and students.
▷ Present that proposed referendum to the Board of Trustees who have the final decision on calling for a bond election.
Bond Construction Process
Implications of Not Passing a Bond in May 2020

▷ Enrollment will continue to rise, causing strains on our capacity.
▷ We will add more portables where necessary to address that growth.
▷ We will continue doing our best to address building systems and infrastructure that need repair/replacement based upon priority and budget constraints.
▷ The costs of construction will increase as the market dictates (approximately 6% per year).
▷ Those more substantive educational issues we want to see addressed will be deferred (grade alignment, improvements to CTE, etc.)
▷ Our ability to recruit and retain the best teachers may be impacted.
Remember our history as a community ... we have had two recent failed bonds on the ballot in 2016 & 2017. Both had tax rate increases.

Keep our six guiding principles in mind when you construct this bond.

Consider an 8th elementary school as an “anchor” for the bond we know is necessary in a few years, which we believe also could be passed with no tax rate increase.

Know that we are here to support and encourage you!
Table Deliberations
Lingering Questions
Process Checks

Likes

Wishes
Meeting #7 is January 6th at 5:30 pm

Task Force will reconstitute into 4 tables

Bond construction process continues

Determination about a need for January 13th meeting