

2012-13 DISTRICT GOALS

Strategic Plan Board Priority	Departments Supporting	GOAL	How will Board know we accomplished this?	Evidence/ Documentation	Completed or In-Progress
LEARNING (3 Goals)	<u>Learning Department</u> <ul style="list-style-type: none"> Curriculum Assessment Professional Development Instructional Technology Special Programs Extra-Curricular Programs Counseling 	1. Create “Year-at-a-glance” documents for core subjects in alignment to the new accountability system and all applicable standards	1. Completed, revised core subject curriculum documents aligned to standards by June, 2013	Year at a Glance Documents	Completed June, 2013
		2. Reduce student achievement gaps for sub-populations in standardized test scores, retention rates	2. Accountability Reports for student performance (STAAR/EOC, AYP, AP testing results, SAT/ACT scores, etc.)	2012 AEIS Report Data	In Progress – 2013 scores are preliminary at this time
		3. Measure student participation in extra-curricular activities by sub-populations and gender	3. Student extra- curric. activity participation reports for Board	Extra-curricular activity charts as of Dec. 2012	Completed Dec. 2012
SAFETY (4 Goals)	<u>Security/ Technology Department Functions:</u> <ul style="list-style-type: none"> Police Dept. District safety committee Surveillance technology 	1. Update/revise Emergency Operations Plan (EOP) to be prepared and trained for a campus or district level emergency	1. Emergency Operation Plan in place and prepared for use by June, 2013	Crisis Management Drills	Completed June 2013
		2. Upgrade our state of preparedness for emergency	2. Documentation of campus safety drills by semester	Safety Drills Schedule	Completed June 7, 2013
		3. Establish District-wide anti-bullying procedures and training in alignment w/ HB 1942	3. Anti-bullying resources/documents posted on-line, all training documentation by Dec. 2012	Resources available on district web page	Completed Sept., 2012

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		4. Develop and implement a safety audit schedule for 2012-13 and beyond	4. Safety audit results are reported to Board July, 2013	Questionnaire Conducted on Access and Visitation Procedure for all Facilities	Completed Sept., 2012
PARENTS/ COMMUNITY (5 Goals)	<u>Parent/Community Department Functions:</u> <ul style="list-style-type: none"> • District-wide Education Improvement Committee (DWEIC) • PTO Liaison • District Communication (web page, press releases, etc) 	1. Provide multiple platforms of communication for parent/community Involvement	1. Web pages, phone app, Alert Now messages, Facebook/Twitter, Parent Portal, DWEIC meetings, Campus Improvement Committees, SHAC meetings, PTO	Web pages and phone ap. Continuously updated Meetings held throughout the year and documentation posted on website	Completed May 2013
		2. Hold multiple community meetings each semester at elementary and secondary campuses	2. Brown Bag lunches at each elementary and one evening meeting at one secondary campus per semester	Held 5 meetings in Fall / 4 meetings in the Spring - Posted minutes of meetings	Completed Oct., 2012 Mar. 2013
		3. Continue opportunities for parent/community involvement and volunteerism	3. Organizations such as Watch Dogs, Booster Clubs, Connections	Organization Membership Participation	Completed May, 2013

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			Mentoring, SHAC, are a few of the examples for volunteer/parent participation		
		4. Maintain community connections while fostering new connections	4. PTO, Chamber of Commerce, Community Partners, Mentor program	Involvement in Chamber, Community Partners	Completed – Done all year
		5. Revise “community partners” program to encourage more participation	5. Establish community partner committee to revise and upgrade participation	Increased participation in Community Partners	Completed Spring, 2013
HUMAN RESOURCES (3 Goals)	<ul style="list-style-type: none"> • Human Resources Dept. • Professional Development 	1. Maintain 100% Highly Qualified staff	1. Maintain 100%HQ status for 2012-13	H.Q. Letter	Completed May, 2013
		2. Develop a coherent, consistent and competitive pay structure and benefit package for all employees	2. Revised pay structure proposal presented to Board in May 2013; Published pay structure for all employees, Aug. 2013	Pay structure to be posted on HR and Business website in August	Completed May 2013
		3. Review and revise employee pay/benefit package	3. Accomplished - Aug. 2012- with stipend and health ins. contribution increase	2012-13 Compensation Plan	Board approved - Completed Aug. 2012

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FINANCIAL/ FACILITIES (3 Goals)	<ul style="list-style-type: none"> • Business office • Maintenance Department • Transportation • Child Nutrition 	1. Develop a 10 year facilities plan to prepare for future growth.	1. Capacity study and long-range plan in place by June, 2013	Capacity Study Forms and 10 year forecast from Templeton	Completed June, 2013
		2. District will continue to earn top ratings in state and federal financial ratings	2. Superior FIRST rating, 4-5 star rating in FAST	FIRST and FAST Reports	Completed Oct., 2012
		3. The District will seek new revenue sources through the establishment of an Education Foundation	3. Aledo ISD Education Foundation in place by Aug. 2013	Education Foundation Documents	Completed May, 2013
CONTINUOUS IMPROVEMENT (3 Goals)	<ul style="list-style-type: none"> • Supt.'s Office • Human Resources Dept. 	1. Conduct satisfaction surveys of parents and staff to evaluate all service areas.	1. Survey results shared with Board, June, 2013	Parent/Staff Surveys to be implemented in April 2013	Completed May, 2013
		2. Continue development of Administrative Regulations to ensure internal consistency aligned to Board Policy	2. Admin Regs. posted on District web page	Sample Administrative Regulation Attached	Continuous All year Never Ending
		3. Develop 2012-13 organization chart to explain reorganization of District personnel	3. Organization Chart shared with Board and posted on District web page- Nov. 2012	Org. Chart is attached and posted online	Completed Dec.,2012