

Smithville ISD Strategic Plan 2024-2028

In Smithville ISD, We Believe:

- **STUDENTS** are empowered to choose the best learning opportunities and path forward to ensure they are “life ready” after high school, while remaining accountable for their decision-making.
- **PARENTS and FAMILIES** are supportive partners in education and maintain high expectations for their children, as they serve as an example in word, deed, and action.
- **FACULTY and STAFF MEMBERS** are highly qualified and engaging professionals who love their craft and are committed to and consistently focus on individual student growth and achievement.
- **CAMPUS LEADERS** are instructionally focused, while maintaining a sense of connectedness, community, and inclusiveness based on mutual respect, care, and trust.
- **THE SUPERINTENDENT and CENTRAL OFFICE STAFF** are responsible leaders who are proactive and responsive to the needs of students, staff, and community, while remaining visible in and around the district.
- **THE BOARD OF TRUSTEES** are committed to their role as strategic and supportive decision-makers by prioritizing the needs of all students and staff, while serving the community and honoring the successes of the district.

Mission: We serve the community by equipping all students with a quality education that prepares them to be successful in a changing society.

Vision: Committed to Excellence.

PRIORITIES:	STRATEGIC OBJECTIVES:	KEY STRATEGIC ACTIONS:	PROGRESS MEASURES:	LONG TERM OUTCOMES: X to Y by 2028
PI: Student Success	1.1 Meet/Exceed State Accountability Standards in Math & Reading	1.1.1 Implement with fidelity a Multi Tiered System of Support process. 1.1.2 Ensure and monitor with fidelity the use of High Quality Instructional Materials in Reading PreK-12, meeting Texas Education Agency standards. 1.1.3.Ensure and monitor with fidelity the use of High Quality Instructional Materials in Math PreK-12, meeting Texas Education Agency standards.	1.1.1 iReady BOY/MOY/EOY Diagnostics, Completion Rate of CCMR EOY 1.1.2 MCLASS, GOLD scores 1.1.3 STAAR, AP Exam, TIA eligible teachers	1.1.1 Math Increases district wide for all students from 72% to 82% by 2028. <ul style="list-style-type: none"> ● 2025-74% ● 2026-76% ● 2027-79% ● 2028-82% 1.1.2 Reading Increases district wide for all students from 74% to 84% by 2028. <ul style="list-style-type: none"> ● 2025-76% ● 2026-79% ● 2027-82% ● 2028-84%
	1.2 Strategically increase progress of the CCMR	1.2.1 Create and implement a tracking system to measure student’s progress toward indicators meeting CCMR goals.	1.2.1 For each cohort, have a fully operational tracking system.	1.2.1 CCMR Rates increase for each senior class from 46% to 90% of students.

	<p>indicator for all students prior to graduation</p>	<p>1.2.2 Align course sequences at SHS with approved certification and/or licensure exams.</p> <p>1.2.3 Expand and implement dual credit opportunities to include welding.</p>	<p>1.2.2 Fall and Summer PEIMS and Master Schedule submission.</p> <p>1.2.3 Monitoring enrollment at ACC, McMurray, and On Ramps with passing scores.</p> <p>1.2.4 College Bridge Tracking for students not enrolled in IBC pathway, AP, or Dual Credit.</p> <p>1.2.5 Enrollment in Welding, Purchase needed equipment.</p>	<ul style="list-style-type: none"> ● 2025-50% ● 2026-60% ● 2027-80% ● 2028-90%
	<p>1.3 Improve student Safety and Well-Being, as determined by local and state standards</p>	<p>1.3.1 Develop and implement clear, written MTSS operating procedures to ensure improvements to attendance, academics, and exclusionary placements.</p> <p>1.3.2 Meet school safety standards utilizing TEA's Safety Grant Funds and other available funding sources.</p> <p>1.3.3 Implement and monitor with fidelity the district's approved character education program to support the social and emotional well being of students.</p>	<p>1.3.1 Monitor student failure, attendance, and exclusionary placement rates by nine weeks and monitor through MTSS.</p> <p>1.3.2 Ensure each campus is making adequate yearly progress for safety upgrades.</p> <ul style="list-style-type: none"> ● Safe Cycle Grant 1 HS Fence, Window Film ● Safe Cycle Grant 2 Window film ● School Safety Standards Formula Grant-Doors, Fencing <p>1.3.3 Walk-through data, discipline data (ie dangerous offenses, threat assessments reported via PEIMS)</p>	<p>1.3.1 SISD attendance rates will increase from 92% to 95% rate at all campuses.</p> <ul style="list-style-type: none"> ● 2025--93% ● 2026-93.5% ● 2027--94.5% ● 2028--95% <p>1.3.1 34.3% reduction in exclusionary placement of special education students from 69.3% to 35%.</p> <ul style="list-style-type: none"> ● 2025 - Baseline of 69.3% ● 2026 - 57.8% ● 2027 - 46.4% ● 2028- Goal of 35% or lower <p>1.3.2 SISD will meet and exceed state required safety Tier I and II adjustments by 2028 utilizing grants.</p> <p>1.3.3 Establish baseline data from student/parent safety and well-being survey</p> <ul style="list-style-type: none"> ● 2025 - Baseline ● 2026 ● 2027 ● 2028
<p>P2: Staff Satisfaction and Engagement</p>	<p>2.1 Increase recruitment efforts and ensure retention of staff</p> <p>Learning Policy Institute Teacher Retention</p>	<p>2.1.1 Investigate options for consultants to develop a marketing strategy to recruit highly qualified teachers.</p> <p>2.1.2 Apply for and Implement TIA.</p> <p>2.1.3 Maintain a competitive salary and stipend schedule within 4A size districts</p>	<p>2.1.1 Develop a marketing strategy to recruit highly qualified teachers.</p> <p>2.1.2 Progress towards increasing highly qualified staff.</p> <p>2.1.2 Progress toward TIA approval.</p> <p>2.1.3 Salary Trend Data</p>	<p>2.1.1 Increase highly qualified teachers from 88% to 98% by 2028. (2% allowance for Teacher in Training Program)</p> <ul style="list-style-type: none"> ● 2024 Baseline- 88% ● 2025 - 91% ● 2026 - 94% ● 2027 - 96% ● 2028 - 98% <p>2.1.2 Professional staff turnover rate will decrease from 22.4% in 2024 to 15% by 2028.</p> <ul style="list-style-type: none"> ● 2025--20% ● 2026--18% ● 2027--16% ● 2028--15%

				<p>2.1.3 Ensure that SISD’s certified teacher salary schedule in steps 0-15 is within the top 50% of 4A districts within Region 13 by 2028. Baseline of 4th Quartile in 2024-2025</p> <ul style="list-style-type: none"> ● 2025-2026--3rd Quartile ● 2026-2027--3rd Quartile ● 2027-2028--2nd Quartile <p>Salary Comparison</p>
	2.2 Build capacity of all staff through meaningful and relevant professional development	<p>2.2.1 Create and develop a system of support for teachers pursuing alternative certification pathways.</p> <p>2.2.2 Identify and train eligible Mentor Teachers in research-based instructional strategies to support 0-3 year teachers.</p> <p>2.2.3 Identify areas to provide professional learning for staff in the area of serving students with special needs.</p>	<p>2.2.1 Progress toward certification.</p> <p>2.2.2 Review training agenda; sign in sheets</p> <p>2.2.3 Review training agenda; sign in sheets Recruit candidates and current staff to participate in the Teacher in Training Program.</p>	<p>2.2.1 100% of staff on alternative certification pathways will become fully certified within 2 years of entering the program.</p> <p>2.2.2 Retention of 0-3 teachers who participated in the Mentor Program will increase to 96% from 68%.</p> <ul style="list-style-type: none"> ● 2024 Baseline- 68% ● 2025 - 75% ● 2026 - 82% ● 2027 - 89% ● 2028 - 96%
	2.3 Improve staff Safety and Well-Being	<p>2.3.1 Provide all staff with training and tools to access the Employee Assistance Program.</p> <p>2.3.2 Administer a safety and well-being survey to measure perceptions of staff safety and well-being.</p> <p>2.3.3 Investigate tools and strategies to improve two way communication.</p>	<p>2.3.1 Training agendas; meeting minutes on the Employee Assistance Program; usage data from EAP.</p> <p>2.3.2 Safety and well-being survey results to establish baseline measure well-being of staff.</p>	<p>2.3.2 Increase staff attendance rate from 93.2% to 98% by 2028</p> <ul style="list-style-type: none"> ● 2024 Baseline- 93.2% ● 2025 - 94.4% ● 2026 - 95.6% ● 2027 - 96.8% ● 2028 - 98% <p>2.3.2 2025 - Establish baseline data on perceptions of safety and well-being surveys.</p>
P3: Stakeholder Satisfaction and Engagement	3.1 Expand Opportunities for Parent Family Engagement	<p>3.1.1 Annually review and refine the district plan for family engagement with the District Site Based Committee to ensure multiple methods of communication and participation.</p> <p>3.1.2 Each campus will review and refine the campus plan for family engagement with the Campus Site Based Committee.</p>	<p>3.1.1 The district and campuses will post their family engagement plans after meaningful stakeholder input to the website. Baseline PFE Activities 23-24 Parent Family Engagement Plans</p> <p>3.1.2 The district and campuses will engage the community in activities that help children in academics, special populations, Title I Part A, etc.</p> <p>3.2.3 Utilization rates of social media, ROOMS, and websites for interaction.</p>	<p>3.1.1 Annual increase of 5% parental/community participation in PFE events.</p> <ul style="list-style-type: none"> ● 2025--Baseline ● 2026-- ● 2027 ● 2028 <p>3.1.2 Establish baseline for Stakeholder Engagement/Satisfaction survey.</p>
	3.2 Expand Partnerships with entities that support students on their path to college and careers.	<p>3.2.1 Redefine current and develop future partnerships within the workforce programs.</p> <p>3.2.2 Identify and recruit eligible students to enroll in Dual Credit, Advanced Placement, On Ramps, McMurry, ACC etc. course work to earn early college credits.</p>	<p>3.2.1 Monitor the number of local businesses and students participating in the programs.</p> <p>3.2.2 Monitor the number of students participating in early college credit classes.</p>	<p>3.2.1 Based on student need and workforce readiness requirements, student participation in work based programs will increase annually by 5%</p> <ul style="list-style-type: none"> ● Baseline 2025-- ● 2026-- ● 2027-- ● 2028--

				<p>3.2.1 Increase the number of students who earn Industry Based Certifications. 2025 Establish baseline for IBC participation.</p> <ul style="list-style-type: none"> • 2025--Baseline • 2026-- • 2027-- • 2028 <p>3.2.2 Increase the percentage of individual students participating in opportunities to earn early college credit by 5% annually</p> <ul style="list-style-type: none"> • BOY 2025 Baseline--21.5% • 2026--26.5% • 2027--31.5% • 2028--36.5%
	3.3 Ensure communication is consistent	<p>3.3.1 Realign Communication methods to be a standard process.</p> <p>3.3.2 Develop Master Calendar of district events/activities.</p> <p>3.3.3 Develop communication templates and branding standards.</p>	<p>3.3.1 Branding guidelines created and campus administration trained.</p> <p>3.3.2 Include a communication question on parent/staff satisfaction surveys regarding the "Satisfaction and perceived effectiveness of district communication"</p> <p>3.3.3 Information presented on the website will be clear between campuses and the district mainpage.</p>	<p>3.3.2 District and campus communications will improve effective communication with stakeholders by 5% each year.</p> <ul style="list-style-type: none"> • 2025--Baseline • 2026 • 2027 • 2028
P4: Financial and operational systems	4.1 Clear and transparent budgetary process	<p>4.1.1 Maintain FIRST Rating at the highest level.</p> <p>4.1.2 Comptroller Transparency Stars.</p>	<p>4.1.1 Annually conduct a fiscal audit that is reported to the board of trustees.</p> <p>4.1.2 Annually update business office reports and post to the website.</p>	<p>4.1.1 SISD will maintain FIRST Ratings to secure potential bonds in the future.</p> <p>4.1.2 Business office policies and procedures will be compliant with federal and state finance rules. SISD will have zero findings in an audit.</p>
	4.2 Effective and efficient use of resources	<p>4.2.1 Conduct Efficiency Study of Buildings through a third party vendor.</p> <p>4.2.2 Complete a staffing student to determine needed allocations of FTEs.</p> <p>4.2.3 Investigate Grant options/opportunities to fill the funding gap.</p>	<p>4.2.1 Monitor the fidelity of implementation of study.</p> <p>4.2.2 Utilize results of staffing study to determine appropriate measures.</p> <p>4.2.3 Notify stakeholders of the use of Federal Funds in a variety of ways including stakeholder meetings and website postings.</p>	<p>4.2.1 SISD will establish a baseline for Building Efficiency by 2026.</p> <p>4.2.2. Utilize staffing study to aid in determination of staffing allocations.</p>
	4.3 Systematic, long-range facility planning	<p>4.3.1 Conduct Facilities needs assessment study to develop a long-range facility plan for growth.</p> <p>4.3.2 Review and adjust fund balance for designated and non-designated funds for long-range planning.</p> <p>4.3.3 Conduct demographic study with Third Party to review city/county growth and its impact on SISD.</p>	<p>4.3.1 Prioritize long-term facility needs based upon the results of the needs assessment.</p> <p>4.3.2 Annual prioritization of capital projects.</p> <p>4.3.3 Inform the board annually of county projected growth measures within the school district boundary and develop an effective plan for growth to ensure quality facilities for students.</p>	<p>4.3.1 Consider budget capabilities and compare against long-term priorities.</p> <ul style="list-style-type: none"> • 2026 Priority-- • 2027 Priority-- • 2028 Priority--