



Southwest

Independent School District

Board and Superintendent Strategic Priorities and Goals 2025-2026

MISSION

Southwest ISD provides opportunities for all learners to be confident, resilient, and successful global citizens.

VISION STATEMENT

Southwest ISD will continue to build on the strengths of the community to create effective and equitable schools where students meet their highest potential.

Strategic Priority #1: Retain, Recruit, and Develop Talent

- Goal 1: The Superintendent will increase the number of clinical teachers from 42 to 60 (an increase of 40%) during the 2025-2026 school year.
- Goal 2: The Superintendent will develop a plan to enhance teacher retention by implementing mentoring programs and building support systems to improve retention rates for educators from 92% to 93%.

Strategic Priority #2: Improve Academic Performance

- Goal 1: The Superintendent will increase the third-grade district RLA STAAR scores at the “Approaches” level from 71% to 75% and the “Meets” level from 42% to 44% for the 2025-2026 school year.
- Goal 2: The Superintendent will increase the third-grade district Math STAAR scores at the “Approaches” level from 59% to 63% and the “Meets” from 34% to 36% for the 2025-2026 school year.
- Goal 3: The Superintendent will ensure that all campuses have earned a C rating or higher and do not decline in letter ratings from TEA in the 2025-2026 accountability ratings system.

Strategic Priority #3: Optimize Fiscal and Operational Efficiency

- Goal 1: The Superintendent will decrease the percentage of students identified as at-risk for chronic absenteeism from 32.9% to 27.2% for the 2025-2026 school year.
- Goal 2: The Superintendent will implement fiscal efficiency actions to save one million dollars towards the 2026-2027 Budget.

Strategic: Priority #4: Foster a Safe and Supportive Environment

- Goal 1: The Superintendent will increase the percentage of current Emergent Bilingual (EB) students making progress in achieving English language proficiency as measured by TELPAS from 47% to 51% at the district level.
- Goal 2: The Superintendent will increase the percentage of Early Childhood Special Education (ECSE) students served in general education settings for at least 50% of the school day from 5% to 8% to close the gap between district and state averages.
- Goal 3: The Superintendent will strive for safety for all students by ensuring that 100% of campuses will pass the intruder detection audits for the 2025-2026 school year.

Southwest ISD is committed to **attracting and nurturing top talent** to create an **innovative workforce** focused on **enhancing academic performance** through data-driven support and **operational efficiency**. We are dedicated to fostering a **safe, supportive environment** that empowers both students and staff, driving sustainable growth for our district. By aligning our efforts in these areas, we aim to build a **thriving community** that excels in education and personal development preparing **everyone for future success**.