Aledo Independent School District

District Improvement Plan

2023-2024 Goals/Performance Objectives/Strategies

Mission Statement

Ensuring high levels of learning for all students.

Vision

Growing greatness through exceptional experiences that empower learners for life.

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Goals

Goal 1: How We Teach: Delivery of Instruction

Performance Objective 1: Aledo ISD will implement three identified components of Fundamental 5 with fidelity that include Framing the Lesson, Critical Writing, Frequent Small Group Purposeful Talk into daily instruction, 100% of the time, by June 2024.

    Evaluation Data Sources: Data from Daily Impact Walks

Strategy 1 Details				Reviews			
Strategy 1: Teachers will implement Framing the Lesson in daily Instruction.				**Formative**			**Summative**
Strategy's Expected Result/Impact: 100% of teachers will utilize Framing the Lesson Daily including we will, I will, so that I can...with fidelity by June 2024. **Staff Responsible for Monitoring:** Campus Admin District Admin				**Dec**	**Feb**	**Apr**	**June**

Strategy 2 Details				Reviews			
Strategy 2: Teachers will implement Critical Writing in Daily instruction (Weekly in Math).				**Formative**			**Summative**
Strategy's Expected Result/Impact: 100% of Teachers will implement critical writing into daily/weekly instruction by June 2024. **Staff Responsible for Monitoring:** Campus Admin District Admin				**Dec**	**Feb**	**Apr**	**June**

Strategy 3 Details				Reviews			
Strategy 3: Teachers will utilize Frequent Small Group Purposeful Talk (FSGPT) to gain actionable data to drive instruction.				**Formative**			**Summative**
Strategy's Expected Result/Impact: Teachers consistently utilize FSGPT which will provide teachers with daily evidence of student learning. Data from daily impact walks will show consistent patterns of evidence, districtwide, by June 2024. **Staff Responsible for Monitoring:** Campus Administration District Administration				**Dec**	**Feb**	**Apr**	**June**
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue							

Goal 1: How We Teach: Delivery of Instruction

Performance Objective 2: Aledo ISD will implement the active participation indicator of the learner engagement rubric with fidelity in 100% of classrooms, by June 2024.

    Evaluation Data Sources: Daily Impact Walks

Strategy 1 Details				Reviews			

Strategy 1: Teachers will ensure active student participation by designing lessons that provide multiple strategies to maximize student engagement and student contribution is monitored to ensure full participation.
    Strategy's Expected Result/Impact: 100% of classrooms will ensure active student participation by June 2024.
    Staff Responsible for Monitoring: Campus Administration
District Administration
				Formative			**Summative**

				Dec	**Feb**	**Apr**	**June**
0% No Progress		100% Accomplished		→ Continue/Modify		✕ Discontinue	

Goal 2: Professional Learning Community Actions

Performance Objective 1: By June 2024, 91% of the Aledo ISD collaborative teams districtwide will rate at the "Developing" level on the Professional Learning Community at Work Continuum: Learning As Our Fundamental Purpose.

    Evaluation Data Sources: Ratings on the Professional Learning Community at Work Continuum

Strategy 1 Details			Reviews		
Strategy 1: Collaborative Teams will:		**Formative**			**Summative**
Indicator #1: *Teachers will clarify essential learning standards for each unit and criteria for student mastery. *Collaborative teams will begin to adjust curriculum, pacing, and instruction based on evidence of student learning.		**Dec**	**Feb**	**Apr**	**June**
Strategy's Expected Result/Impact: 91% of Collaborative Teams districtwide will rate at the "Developing" level in Indicator #1 by June 2024. **Staff Responsible for Monitoring:** Collaborative Teams Instructional Specialist Campus Administration District Administration					
0% No Progress	100% Accomplished	→ Continue/Modify		✕ Discontinue	

Goal 2: Professional Learning Community Actions

Performance Objective 2: By June 2024, 92% of the Aledo ISD collaborative teams districtwide will rate at the "Developing" level on the PLC at Work Continuum: Building a Collaborative Culture through high-performing teams.

    Evaluation Data Sources: Ratings on the Professional Learning Community at Work Continuum

Strategy 1 Details				Reviews			
Strategy 1: Collaborative Teams:				**Formative**			**Summative**

Indicator #1:
*Meet on a weekly basis and utilize guidelines, protocols, and processes (four critical questions of a PLC) to ensure collaborative time is focused on student learning.
*Team Leaders are helping lead the collaborative process, and the work of teams is monitored closely so assistance can be provided when a team struggles.
*Teams are working interdependently to achieve goals specifically related to higher levels of student achievement and are focusing efforts on better ways to achieve those goals.
 	
    Strategy's Expected Result/Impact: 92% of collaborative teams districtwide will rate at the Developing level on Indicator #1 by June 2024.
 	
    Staff Responsible for Monitoring: Collaborative Teams
    Instructional Specialists
    Campus Administration
    District Administration
				Dec	**Feb**	**Apr**	**June**

       0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

Goal 2: Professional Learning Community Actions

Performance Objective 3: By June 2024, 87% of the Aledo ISD collaborative teams districtwide will rate at the "Developing" level on the PLC at Work Continuum: Focusing on Results

    Evaluation Data Sources: Ratings on the Professional Learning Community at Work Continuum

Strategy 1 Details			Reviews		
Strategy 1: Strategy 1: Collaborative Teams:		**Formative**			**Summative**

Indicator #1:
*Have established an annual SMART goal and assess progress toward reaching the goal.
*Teams have established processes to continually monitor their progress, and members work together in an effort to identify strategies for becoming more effective at achieving the team's SMART goal.
 	
    Strategy's Expected Result/Impact: 87% of Collaborative Teams districtwide will rate at the "Developing" level in Indicator #1 by June 2024.
 	
    Staff Responsible for Monitoring: Collaborative Teams
Instructional Specialists
Campus Administration
District Administration
	Dec	**Feb**	**Apr**	**June**

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue		

Goal 3: Aledo ISD will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all district departments.

Performance Objective 1: During the 2023-2024 school year Child Nutrition will continue to build on staff survey scores from 22/23 specifically to address areas of concern regarding staff morale and satisfaction.

Evaluation Data Sources: Baseline data indicates average score of 4.58 Staff survey scores at the end of the year will demonstrate improvement over the course of the 2023-2024 school year.

Strategy 1 Details	Reviews			
Strategy 1: A. Child Nutrition managers will be rounded with before November of 2023; a feedback report from this rounding meeting will be shared with managers by December 2023 with action steps. Managers will then round with individual staff by April 2024 with feedback gathered from those meetings being shared in a rounding report including action steps. Once all rounding has been completed, staff surveys will be conducted at the end of the year and compared with the baseline data from EOY 2023.	**Formative**			**Summative**
	Dec	**Feb**	**Apr**	**June**
Strategy's Expected Result/Impact: One on one rounding feedback will indicate areas of improvement and adjustments made accordingly. Feedback Red light/Green Light report will be sent to all staff. Increased opportunities to connect and communicate with staff on various topics will increase satisfaction survey results. **Staff Responsible for Monitoring:** Child Nutrition Director; CN Managers				
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue				

Goal 3: Aledo ISD will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all district departments.

Performance Objective 2: The Technology Department will develop and implement data privacy, security policies, and best practices.

    Evaluation Data Sources: Perform cybersecurity audit/assessment -
    -Network assessment ; Applications Audit; Analyze security patching needs for vulnerabilities; Network penetration test; Phishing Campaign Stats; Data Privacy Agreements; Multifactor Rollout to all staff

Strategy 1 Details				Reviews			
Strategy 1: The AISD technology goal is to raise the self assessment score on the NIST framework from the 2022-2023 school year by reviewing scoring rubrics for each component of the framework and then developing strategies to target specific systems and assess that target each quarter.				**Formative**			**Summative**
				Dec	**Feb**	**Apr**	**June**
Strategy's Expected Result/Impact: Ongoing assessment of the district's vulnerability to cyber attacks will increase safety of all hardware, programs, and district data. **Staff Responsible for Monitoring:** Director of Technology Technology Department							

Strategy 2 Details				Reviews			
Strategy 2: The AISD technology goal is to lower the amount of AISD staff engagement on phishing emails, as designated by the 2022-2023 baseline data, throughout the year by educating and training staff on spam, malware, and phishing campaigns. Training and internal phishing campaigns will be established every quarter.				**Formative**			**Summative**
				Dec	**Feb**	**Apr**	**June**
0% No Progress		100% Accomplished		Continue/Modify		Discontinue	

Goal 3: Aledo ISD will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all district departments.

Performance Objective 3: The Transportation Department will implement a safety driver evaluation tool (Bus Enroute Evaluation) protocol to assess bus drivers and department needs in order to increase safety.

> **Evaluation Data Sources:** Establish baseline data of current scoring rubric in multiple areas of bus driver safety. Implement on going evaluation throughout the year of safety incidents/concerns that impact score.

Strategy 1 Details	Reviews			
Strategy 1: 1. Assign in route trainer/observers to gather baseline data on all drivers by December 2023.	**Formative**			**Summative**
2. Maintain department monthly safety meetings incorporating training protocols and findings from safety assessment/tool focusing on preventables versus non-preventables, risk management assessment; and workers compensation claims,	**Dec**	**Feb**	**Apr**	**June**
3. Highlight growth and opportunities for improvement with the team setting targeted goals while planning for next steps of implementation by using things such as: enroute discipline training; bullying, safety score, Operation Lifesaver, etc. 4. Celebrate monthly staff proficiency in safety standards with numbers of days at expected safety rating and highlighting employee of the month w by submitted to the Communications Department for spotlight. 5. Evaluate daily preventable accident free status and highlight 30 days of no accidents with staff breakfast/etc. 6. Review safety audit assessment monthly.				
Strategy's Expected Result/Impact: The Transportation Department will maintain an exceptional rate of safety in all areas with decrease in safety incidents. **Staff Responsible for Monitoring:** Director of Transportation; Assistant Director; Safety Specialists				
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue				

Goal 3: Aledo ISD will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all district departments.

Performance Objective 4: The Communications department will implement "All in Aledo" communications plan and to increase community engagement and partnership programs.

Evaluation Data Sources: 2023-2024
Monthly videos on ways people are All In; targeted social media posts
Rebranding HR hiring marketing campaign to All In
Increased comms and participation with outside groups - Silvercats, Realtors, Ministry, Mentors
Increased opportunities for engagement with district - events with those groups above plus Sippin with Susan or other ideas for engagement
Bearcat Necessities newsletter targeted stories or features on All In and wellness

Strategy 1 Details	Reviews			
Strategy 1: Develop baseline assessment/audit of current programs in Aledo ISD specific to community outreach and accessibility.	**Formative**			**Summative**
Create communications timelines of outreach and support opportunities once baseline is assessed. Develop plan of implementation.	**Dec**	**Feb**	**Apr**	**June**
Strategy's Expected Result/Impact: Community engagement and accessibility to programs/resources/opportunities to be connected to AISD campuses/activities. **Staff Responsible for Monitoring:** Director of Communications Assistant Supt. of Student and Community Programs				
0% No Progress 100% Accomplished ➡ Continue/Modify ❌ Discontinue				

Goal 3: Aledo ISD will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all district departments.

Performance Objective 5: Aledo ISD Athletic Department will work to create a culture of connectedness within AISD athletics.

    Evaluation Data Sources: Rounding feedback and campus/coaches survey.

Strategy 1 Details		Reviews			
Strategy 1: Host at least 2 scheduled meeting with all coaches throughout the year; scheduled head coaches meetings every 4-6 weeks.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Intentional meetings with coaches will build relationships and create an outlet for conversations and accessibility to the AD. Additionally , these relationships will connect programs across the district to each other and facilitate connection and collaboration. **Staff Responsible for Monitoring:** AD/Coaches/Coordinators		**Dec**	**Feb**	**Apr**	**June**
Strategy 2 Details		**Reviews**			
Strategy 2: Establish a chain of command protocol to support coaches/students/parents .		**Formative**			**Summative**
Strategy's Expected Result/Impact: Number of AD parent meetings will decrease due to parents/students being encouraged to meet with coach which will result in more positive interactions/connections with students/parents/coach. **Staff Responsible for Monitoring:** AD/Coach/Coordinators		**Dec**	**Feb**	**Apr**	**June**
0% No Progress 100% Accomplished → Continue/Modify ✘ Discontinue					

Goal 3: Aledo ISD will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all district departments.

Performance Objective 6: The AISD Business Office will establish protocols and guidelines to support district and campus staff in the business office purchase order system, Payroll and PEIMS Data entry/coding of students.

    Evaluation Data Sources: establishing protocols and guidelines to support district and campus staff in the purchase order system; peims and coding of students

Strategy 1 Details	Reviews			

Strategy 1: AISD Business office will develop guidelines / steps / procedures for staff to utilize in understanding -Written steps to completing purchase order requests, receipts of goods and expenditures by November 2023. -Bi-weekly payroll information by March 2024
 	
    Strategy's Expected Result/Impact: C. Annual training will give secretaries and principals/department leaders in coding for programs and PEIMS as well as business office systems.
    Staff Responsible for Monitoring: Chief Financial Officer Business Manager Accountant/Purchasing Coordinator Business Office Secretary
	Formative			**Summative**

	Dec	Feb	Apr	June

Strategy 2 Details	Reviews			
Strategy 2: The AISD Business office will establish guidelines for ensuring the accuracy of coding of students in special programs. -Train campus principals in coding errors and campus reports. -Monitor campus reporting at snapshot with errors generated as a baseline. -Reassess campus error report for Summer Submission. **Strategy's Expected Result/Impact:** Training of all staff involved in the coding process will create systems of accountability that provide for submissions to TEA regarding current student and staff coding that support the financial wellness and audits of the district	**Formative**			**Summative**
	Dec	Feb	Apr	June

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 3: Aledo ISD will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all district departments.

Performance Objective 7: The Human Resources Department will increase staff retention by developing increased opportunities for feedback from all staff.

    Evaluation Data Sources: 90 day rounding with new staff; staff stay interviews, exit interview

Strategy 1 Details	Reviews			
Strategy 1: Establish a schedule to support a 90 day feedback survey with new staff with feedback loop.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase retention of new staff.	Dec	Feb	Apr	June
Staff Responsible for Monitoring: Executive Director of Human Resources Campus Administration Deputy Superintendent				
Strategy 2 Details	Reviews			
Strategy 2: Implementation of plan to ensure completion of exit interviews with all staff with feedback loop. Review exit interviews for themes/concerns/highlights of AISD experience. Use information to support growth and next steps for HR.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase retention of all staff.	Dec	Feb	Apr	June
Staff Responsible for Monitoring: Executive Director of Human Resources Campus Administration Deputy Superintendent				
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue				

Goal 3: Aledo ISD will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all district departments.

Performance Objective 8: The Maintenance department will increase employee satisfaction through the establishment of facilities usage guidelines and expectations to support the daily work of the department and ASID district wide events.

Evaluation Data Sources: staff survey; establishment of facilities usage expectations and guidelines; adherence to expected timelines of delivery of services

Strategy 1 Details	Reviews			
Strategy 1: Development and communication of facilities usage guidelines and expectations	**Formative**			**Summative**
Strategy's Expected Result/Impact: The development of a district facilities usage guidelines and expectations will support the planning of district wide events as well as the daily scheduling of maintenance staff for set up and delivery of services. **Staff Responsible for Monitoring:** Chief Financial Officer Director of Construction and Facilities Chief Facilities and Construction Officer	**Dec**	**Feb**	**Apr**	**June**
0% No Progress 100% Accomplished ➡ Continue/Modify ✖ Discontinue				

Goal 3: Aledo ISD will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all district departments.

Performance Objective 9: Aledo ISD will ensure an educational environment that reflects a commitment to student, parent, and family engagement and the wellness and safety of all students and staff.

Evaluation Data Sources: student and staff attendance; Thrive Thursday challenges; staff and student participation surveys/feedback; Establish Comparative data over the last 3 years; Exam exemptions; med pod visits; weekly attendance reports per campus; target and identify specific days based on last years data; determine the barriers;

Strategy 1 Details	Reviews			
Strategy 1: The district will establish monthly support meetings that address data trends and response options based on attendance concerns/success at the campus level. Campuses will develop a plan to be established no later than September 2023 to promote student attendance through awareness and engagement activities that will increase average daily student attendance that includes monthly activities and/or monitoring of strategies.	**Formative**			**Summative**
	Dec	**Feb**	**Apr**	**June**
Strategy's Expected Result/Impact: Increased student attendance will positively impact student growth and sense of belonging. **Staff Responsible for Monitoring:** Assistant Superintendent of Student and Community Services Deputy Superintendent Executive Director of Student Services Director of Communications Campus Administration District Administration				

Strategy 2 Details	Reviews			
Strategy 2: Through review of the Panorama survey results, as well as other data points, the district will promote a monthly student and staff wellness plan and activities that encourage connecting and belonging across the district. Counselors will meet monthly to plan for events/activities. P2 lessons/activities will be highlighted as spotlights at counselor meetings. Monthly showcase of "My Counselor" podcasts/videos/information videos will be created for students/families to create awareness of counselor roles and promote engagement opportunities.	**Formative**			**Summative**
	Dec	**Feb**	**Apr**	**June**
Strategy's Expected Result/Impact: Increased focus on self wellness for staff and students will positively impact the learning environment and promote safety in AISD. **Staff Responsible for Monitoring:** Assistant Superintendent of Student and Community Services Executive Director of Student Services Director of Communications				
0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Goal 3: Aledo ISD will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all district departments.

Performance Objective 10: Aledo ISD Police Department will lead increased safety and security measures in schools which will promote an environment where students, parents, and staff feel safe and heard.

    Evaluation Data Sources: Safety and Security meetings planning, feedback and implementation; campus walks/observations;

Strategy 1 Details	Reviews			

Strategy 1: AISD PD will lead weekly safety planning team meetings, monthly drill planning, and quarterly District Safety Committee.
    Strategy's Expected Result/Impact: AISD PD leading campus and district safety initiatives will increase connectivity between campus officers as well as ensure protocols are being followed and implemented accordingly.
    Staff Responsible for Monitoring: Chief of Police
Deputy Superintendent
	Formative			**Summative**

	Dec	**Feb**	**Apr**	**June**
Strategy 2 Details	Reviews			
Strategy 2: AISD PD will initiate action and lead after action reviews/debrief of all events/incidents that may occur on campus or in the district. **Staff Responsible for Monitoring:** Chief of Police Deputy Superintendent	**Formative**			**Summative**
	Dec	**Feb**	**Apr**	**June**
Strategy 3 Details	Reviews			
Strategy 3: AISD PD will initiate ongoing communication with all district and community stakeholders through monthly BLT updates and Bearcat Blast regarding current practices, upcoming events, and police department spotlight. **Staff Responsible for Monitoring:** Chief of Police Deputy Superintendent	**Formative**			**Summative**
	Dec	**Feb**	**Apr**	**June**
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue				

Goal 3: Aledo ISD will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all district departments.

Performance Objective 11: Over the 2022-2023 and 2023-2024 school years the percentage of graduates that meet the criteria for College Career Military Readiness will be tracked as this is a 2-year indicator with accountability lagging by 1 year and will increase from 73% in 2022 to 90% for the 2024 accountability.

> **Evaluation Data Sources:** OnRamps enrollment and pass rates; AP enrollment and exam pass rates; dual credit completion; TSI pass rates; data rate completion of TSI substitute courses; military enlistments; pass rate industry-based certifications; level I and level II certification completions, increase percentage of completer status in CTE pathways.

Strategy 1 Details	Reviews			
Strategy 1: A. Increase OnRamps course offerings and enrollment by 30%.	**Formative**			**Summative**
B. Maintain AP enrollment and the percentage of students who sit for exams. C. Create a strategic TSI testing plan for AHS students to include student identification, preparation, testing and re-testing.	**Dec**	**Feb**	**Apr**	**June**
D. Implement a TSI test substitute course. E. Increase opportunities for industry-based certifications through existing pathways by 20%. F. Create new pathways that will include opportunities for industry-based certifications from 11 to 14 pathways. G. Remove barriers to incentivize students to prepare and sit for level I and level II certifications. H. Work with a CTE advisory board and CTE student advisory board to provide input to the district on how to best communicate the advantages of the completion of and encouragement to participate in CTE pathways. I. Obtain software to assist in real-time data tracking of CCMR status.				
Strategy's Expected Result/Impact: Increase the percentage of graduates that meet the criteria for College Career Military Readiness to 73% in 2022 and to 85% for the 2024 accountability. **Staff Responsible for Monitoring:** Advanced Academic Coordinator Director of CTE Assistant Superintendent of Curriculum and Instruction Assistant Superintendent of Student and Community Programs Director of Assessment and Accountability Executive Director of Student Services High School Administration High School Counseling Staff AP, Dual-Credit, OnRamps, and CTE Teachers				
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				