

Smithville ISD Strategic Plan 2023-2027

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
2.1: 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. 2025-74% 2026-76% 2027-79% 2028-82% 1.1.2 Reading Increases district wide for all students from 74% to 84% by 2028. 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>	<p>2025-50% 2026-60% 2027-80% 2028-90%</p>
	<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% attendance rate at all campuses.</p> <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 be a minimum of 5% points lower than the state turnover rate.</p> <p>2.1.3 Ensure that SISD's salary schedule is annually competitive within the top 25% of 4A districts within Region 13 by 2028.</p> <p>Baseline Attrition Calculation SISD</p>
	<p>2.2 Build capacity of all staff through meaningful</p>	<p>2.2.1 Create and develop a system of support for teachers pursuing alternative certification pathways.</p>	<p>2.2.1 Progress toward certification.</p> <p>2.2.2 Review training agenda; sign in sheets</p>	<p>2.2.1 100% of staff on alternative certification pathways will become fully certified within 2 years of entering the program.</p>

	and relevant professional development	<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>2.2.3 Review training agenda; sign in sheets</p> <p>Recruit candidates and current staff to participate in the Teacher in Training 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>
23: 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 <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>3.2.1 Monitor the number of local businesses and students participating in the programs.</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> <p>3.2.1 Increase the number of students who earn Industrial Based Certifications. 2025 Establish baseline for IBC participation.</p>
	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 Each campus will have a list of events and holidays and who is responsible for coordinating, hosting, and posting events to families.</p> <p>3.3.3 Branding guidelines created and campus administration trained.</p> <p>3.3.4 Information presented on the website will be clear between campuses and the district mainpage.</p>	<p>3.3.2 District and campus communications will be 100% compliant with the SISD branding standards by 2026.</p>

24: Financial and operational systems	4.1 Clear and transparent budgetary process	4.1.1 Maintain FIRST Rating at the highest level. 4.1.2 Comptroller Transparency Stars.	4.1.1 Annually conduct a fiscal audit that is reported to the board of trustees. 4.1.2 Annually update business office reports and post to the website.	4.1.1 SISD will maintain FIRST Ratings to secure potential bonds in the future. 4.1.2 Business office policies and procedures will be compliant with federal and state finance rules.
	4.2 Effective and efficient use of resources	4.2.1 Conduct Efficiency Study of Buildings through a third party vendor. 4.2.2 Allocation of FTEs. 4.2.3 Investigate Grant options/opportunities to fill the funding gap.	4.2.1 Monitor the fidelity of implementation of study. 4.2.2 TASBO Formulas will be considered when making staffing decisions. 4.2.3 Notify stakeholders of the use of Federal Funds in a variety of ways including stakeholder meetings and website postings.	4.2.1 SISD will establish a baseline for Building Efficiency by 2026. 4.2.2. Maintain compliance with MOE requirements for state funded special programs. 4.2.3. SISD will maximize State and Federal awarded grants to support the learning of all students.
	4.3 Systematic, long-range facility planning	4.3.1 Conduct Facilities needs assessment study. 4.3.2 Review fund balance for designated and non-designated funds. 4.3.3 Conduct demographic study with Third Party to review city/county growth and its impact on SISD.	4.3.1 Utilize results of the needs assessment to develop a long-range plan. 4.3.2 Annual prioritization of capital projects. 4.3.3 Inform the board annually of county projected growth measures within the school district boundary and develop effective plan for growth to ensure quality facilities for students.	4.3.1 Present results of needs assessment to community stakeholders to determine future building priorities. 4.3.2 Review completion of capital projects. 4.3.3 Implementation of the long-range facility plan.

Goal 1: The district will provide a safe and educationally effective environment for students and staff.

Goal 2: The district will meet and exceed state and federal accountability standards.

Goal 3: The district will provide opportunities for parents and the community to collaborate with the district as partners.

Goal 4: The district will maintain a strategic, efficient operational and fiscal plan.