

Aledo ISD

Proposed 2015-16

Superintendent Goals

December 14, 2015

Strategic Plan Board Priority	Departments Supporting	<u>GOALS</u>	Evidence/ Documentation	Timeline
<p align="center">Learning</p> <p>1. The District shall provide an aligned, rigorous curriculum, preparing students to meet or exceed educational standards.</p>	<p>Curriculum & Instruction, Assessment & Accountability and AISD Principals</p>	<p>The District will implement progress monitoring data meetings to close achievement gaps in low performing students groups identified in the Texas Academic Performance Report (TAPR) in the areas of Economically Disadvantaged, English Language Learners and Special Education.</p>	<p>Texas Academic Performance Report (TAPR) data.</p>	<p align="center">October 2016</p>
<p align="center">Safety</p> <p>2. The District shall maintain a safe and orderly environment.</p>	<p>AISD Police Dept., Curriculum & Instruction Dept., Head of Guidance and Superintendent, Chief Financial Officer</p>	<p>The District will complete the 2015 bond work related to including security entrances and measures at all affected AISD campuses.</p>	<p>2015 Bond construction calendar and bond updates to Trustees.</p>	<p align="center">October 2016</p>
<p align="center">Parents/Community</p> <p>3. Parents and members of the community shall have meaningful opportunities to communicate and participate in the educational processes of the District.</p>	<p>Superintendent, Deputy Superintendent, and proposed Director of Communication</p>	<p>The District will add the position of Director of Communications, undertake a complete overhaul of the AISD webpage, and begin implementation of the District Communication Plan.</p>	<p>Post and fill position in the Winter/Spring of 2016.</p> <p>Newly reconstructed webpage.</p> <p>Feedback from parents on annual client satisfaction survey.</p>	<p align="center">October 2016</p>
<p align="center">Human Resources</p> <p>4. The District shall recruit, hire, train, and retain a highly qualified staff.</p>	<p>Human Resources, Business Office, Deputy Superintendent, Superintendent and Board of Trustees</p>	<p>The District will conduct a detailed comprehensive salary study and develop short-term/long-term plans to ensure internal equity and remain market place competitive.</p>	<p>Texas Association of School Boards Salary Study.</p> <p>Published pay structures for 2016-17.</p>	<p align="center">October 2016</p>

			Maintain or decrease staff turnover rate Improved standing in compensation marketplace data.	
<p>Financial/Facilities</p> <p>5. The District shall exhibit excellence in financial and facility planning, management, and stewardship.</p>	Chief Financial Officer and Business Office Staff	The District will work toward having all bond programs completed on time and under budget.	Construction calendar and 2015 bond budget reports to Trustees.	October 2016
<p>Continuous Improvement</p> <p>6. The District shall monitor and revise systems and processes to evaluate organizational effectiveness and stakeholder satisfaction.</p>	Superintendent, Deputy Superintendent and All AISD Principals	The District will increase the overall attendance rate for K-12 by 1.0%.	AISD attendance data	October 2016

PROPOSED