



# 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**.