Aledo Independent School District

2013-2015 Strategic Plan Evaluation

2014-2015 School Year

1st Year Evaluation Board Report – December 2013 (will evaluate the progress made in 2012-2013)

2nd Year Evaluation Board Report – January 2015 (will evaluate the progress made in 2013-2014)

3rd Year Evaluation Board Report – December 2015 (will evaluate the progress made in 2014-2015)

2012-2015 District Strategic Plan

District Priority #1: Learning – The District will provide an aligned, rigorous curriculum, with instructional and technology programs preparing students to meet or exceed all educational standards.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	2014-2015 Evaluation
1.1 The district will align all curricula based on data to reflect appropriate rigor and maximize student success.	Campus/District Administration, Horizontal/Vertical team, Exec Dir. of Curriculum	Eduphoria, SuccessMaker, Think Through Math, iStation, Scope & Sequence	2014-2015 school year; as data becomes available	STAAR Results, Data Tables, TAPR, Lesson plans	Comparison of reports and objectives annually by sub groups	All Campuses Met Standard See attached TAPR report for sub group data

Continuous revisions of curriculum documents occur annually. |
| 1.2 The district will provide a variety of diverse, rigorous courses and programs to meet student needs and prepare them to be successful in a competitive-global society. | Campus/District Administration, Campus staff counselors | HQ Staff, College Prep & Dual Credit Classes, Technology TxVSN Transportation | Annual comparison of course and program offerings | Master schedule AP Scores Campus Distinction Designations TAPR | Increased offerings/performance when compared annually | Distinction Designations from Spring 2015: AHS – Academic Achievement in Science

Daniel 9th GC- Academic Achievement in Reading I ELA and Math, Top 25% Student Progress & Post-Secondary Readiness

McAnally – Post- Secondary Readiness

2014 SAT Avg. Score is 1592, 139 points greater than Region XI and 175 points greater than state.

2014 ACT Avg. Score is 24.1, 2.2 points greater than Region XI and 3.5 points greater than state.

In 2014 – 15 384 students took a total of 806 AP exams, 35 % scored a 3, 19% scored a 4, 8% scored a 5.

AMS offered the following courses for HS credit: Algebra 1, Spanish 1, Journalism I, Art I, Health, Professional |

						Communications
						Course catalog for grades 7-12 is revised annually TxVSN courses are offered on an annual basis during summer for high school credit, in 2015 24 students took a total of 24 TxVSN courses and 24 courses were completed successfully.
1.3 The district will identify and implement an appropriate set of effective instructional strategies including the full integration of existing technology by staff and students.	Campus/District Administration, Campus staff. Technology	Instructional Technology, All Classroom and Special Ed staff	August 2014 – July 2015	RtI Campus documentation, Progress Monitoring Data for Individual Students, Lesson plans, Professional Development	PDAS, Sign in sheets & agendas, Clarity Bright Bytes, TAPR	Learning Walks, Thinking Maps and Fundamental Five remained district staff development focus. Extensive professional development is offered year round in district, at Region XI, and through professional conferences.
1.4 The district will provide a variety of co-curricular and extra-curricular activities for enrichment with a high level of student participation.	Campus/District Administration, Campus staff	Athletic and UIL coaches Booster clubs, Sponsors	August 2014- July 2015	Enrollment numbers in activities, Rosters from programs	Increased attendance, academic achievements. UIL Recognition at district, regional and state level	Students received over $23.5 million in scholarship offers. District finished 2nd in state Lone Star Cup.
1.5 The district will provide support programs at the district and campus level to meet the diverse needs of all learners.	Campus/District Administration, Campus staff	GT Specialists, SE Director & staff, ESL Director & staff 504, RtI Team	August 2014 – July 2015	GT Differentiation documentation forms, RtI Campus documentation, Progress Monitoring Data for Individual Students, Class Rosters	TAPR, Special Ed, 504, GT annual reports, TELPAS reports, RtI documentation	Campuses provide a wide variety of intervention programs for students: pullout, push in, before/after school tutorials, on line intervention programs, credit recovery, Bridge classes, writing camps, summer school.

Title I Schoolwide Components: CNA = Comprehensive Needs Assessment, RS = Reform Strategies, HQ = Highly Qualified Staff, PD = Professional Development, R/R = Recruitment and Retention, PI = Parent Involvement, T = Transition, A = Teacher Involvement in Assessment, M = Assistance for Mastery, C = Coordinate Programs

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District Priority #2: Safety – The District will maintain a safe and orderly environment.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	2014-2015 Evaluation
2.1 The district will evaluate and update emergency communication systems so that employees and students are prepared to respond to an emergency situation at any time and maintain partnerships with local emergency preparedness agencies.	AISD Police, Campus/District Administration, Technology, Maintenance/ Operations	AISD Police Local First Responders Local funds Grants Edwards Risk Management	August 2014 – July 2015	Written plans for each campus/district, Documentation of Drills	Appropriate response if emergency occurs	District Safety Team trained and conducted drills for all staff and students on district wide safety procedures. Safety notebooks available for district facilities. Held Reunification Drill Conducted internal safety audits in May
2.2 The district will establish procedures for students and staff to report and respond to safety needs and concerns.	AISD Police, Campus/District Administration, Campus staff	AISD Police SHAC TASB resources Edwards Risk Management	August 2014 – July 2015	Written plans on website, Student/teacher handbooks	Teacher, Parent Survey Results	Continued use of online bullying report program. Partnership with Parker Co. CrimeStoppers. 96% of parents agree student expectations are clear, students are accountable.
2.3 The district will ensure compliance with all governmental safety regulations.	AISD Police/Maintenance, Campus/District Administration	AISD Police/Maintenance TASB Resources Edwards Risk Management	August 2014 – July 2015	Written documentation demonstrating compliance	All buildings and procedures will meet regulations	AEDs are available district wide. District facilities conducted required drills.
2.4 The district will conduct a review and revision of the Student Code of Conduct including discipline data for trends on an annual basis.	Campus/District Administration, Campus Imp. Com. (CIC) DWEIC	TASB Legal Services PEIMS data	August 2014 – July 2015	Discipline data for each campus/district in PEIMS, DWEIC Agenda CIC Agenda	Decreased discipline issues	SCOC revised & adopted. Campus discipline data is reflected in 14-15 CNA and campus plans.
2.5 The district will provide appropriate safety programs and professional development to ensure a safe environment for students, staff, substitutes, volunteers and visitors and include a safety awareness month to practice safety protocols.	Campus/District Administration, Maintenance/ Operations, Technology, Transportation, Child Nutrition	SHAC Title II funding CATCH Local funds AISD Police Edwards Risk Management	August 2014- July 2015 Cyber Safety Week Red Ribbon Week	District/Campus Calendar of Events, Campus drill documentation	Lesson Plans for Red Ribbon & Cyber Safety & CATCH	All programs implemented at campus level as appropriate. Safety awareness month conducted. Drills were practiced. Tabletop exercises were held. Reunification drill held with staff.

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District Priority #3: Parents/Community – Parents and members of the community will have meaningful opportunities to participate in the educational processes of the Aledo ISD.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	2014-2015 Evaluation
3.1 The district will provide multiple platforms of communication for our community with opportunities for training to utilize district resources. (i.e. phone apps, web page, newspaper)	District/Campus Administration Technology Webmaster Communications Officer	IT Department District Website Federal & State Local funds	Aug 2014 – July 2015	Training dates, Documentation of communication methodology, Web status	Increased utilization of a variety of communication methods, Parent feedback Parent survey	Continue to better utilize and revise district website. ParentLink system in second year of implementation. 94% agree AISD communication materials are informative.
3.2 The district will provide multiple programs for parent and community volunteer involvement.	District/Campus Administration	District Personnel SHAC State & local funds Watch Dogs PTO Booster Clubs	Monthly 2014 – 2015	Sign in sheets, Campus/District calendars of events	Increased parental involvement at the campus and district level Community feedback Parent survey	Multiple committees functioned through the year, i.e. SHAC, DWEIC, PTO. 92% agree parents are welcomed at school.
3.3 The district will be an involved member in appropriate civic, municipal and charitable organizations in the Aledo ISD community.	District/Campus Administration	District Personnel Local funds	Monthly 2014-2015	Calendar of events	Continued local support of the community, Parent survey, Civic organization documentation	Campus/District participation in community events supporting Center of Hope, Advocats, Ride for Heroes, etc. 95% agree Aledo ISD has a good public image.
3.4 The district will provide public communication forum opportunities and continue to work with the members of the community to garner support for the mission and goals of the district.	District/Campus Administration	Chamber of Commerce Mentorship Program Community Business Partners Educational Foundation Federal funds Local funds	Aug 2014 – July 2015	Documentation of attendance at meetings, Calendar of events, District App	Attendance at public meetings Sign-in sheet News release District App Data Parent survey	Aledo Educ. Foundation in second year of operation. Community Partners program has increased membership. Administration attends community meetings.
3.5 The district will continue to build positive relationships with parent and school organizations.	District/Campus Administration, Teacher/Campus Program Directors	PTO Booster Clubs SHAC Local funds	Aug 2014 – July 2015	Parent surveys	Increased results for parent survey	Participation rate increased from previous year: (13-14) 15.76% (14-15) 21%

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District Priority #4 Human Resources – The District shall recruit, hire, train, and retain a highly qualified staff.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	2014-2015 Evaluation
4.1 The district will maintain 100% fully certified and highly qualified staff throughout the district.	District/Campus Administration	Local funds Federal funds High School allotment	August 2014- July 2015	Principal Attestation Report HQ District & Campus Reports	HQ District/Campus reports, Personnel records	District was 100% HQ
4.2 The district will create a consistent structure of professional development for all employees which includes a revised, new teacher mentor program.	District/Campus Administration, Mentor Teachers	Local funds Federal funds	Annual August orientation Follow-up meetings in Oct, Nov, Dec, Jan, Apr	Calendar of Events, Sign in sheets, Payments to mentors Agendas	New Teacher Survey Results, Professional Progress Results, Teacher turnover rate, Exit surveys	Staff turn-over rate decreased slightly from 16.6% to 14% New Teacher Mentor Program continues to be revised annually based on new teacher feedback.
4.3 The district will refine and publish a coherent and consistent competitive pay structure for all employees of the district.	District Administration, Board of Trustees	TASB Legal Local funds	August 2014- July 2015	Published pay structure	TAPR/Teacher turnover rate	New pay structure was approved and implemented for 2014-2015. Information was posted to District Website. Staff turnover rate was 14 % Teacher turnover rate decreased from 12% to 9.7%. Competitive pay structure is revised and presented to Board of Trustees as part of annual budget development.
4.4 The district will continue to develop future leaders through professional learning communities at the district and campus level.	District/Campus Administration	Title I, II, III funding IDEA funding Local funds	August 2014- July 2015	Professional Development Calendar, sign in sheets, Agendas, evaluations	Online Staff Development, Evaluations	12 professional staff members participated in the Teacher Leader Academy (TLA) Cohort 3.
4.5 The district will annually review, revise and publicize a competitive employee benefits package.	District Administration, Board of Trustees	TASB Legal, Local funds, Local businesses	August 2014- July 2015	Board Approved/Published salary/benefit package	TAPR/ Teacher turnover rate, Exit survey results	Staff turnover was 14% Compensation package/employee benefits posted on website.

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District Priority #5 Financial/Facilities – The District shall exhibit excellence in financial and facility planning, management, and stewardship.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	2014-2015 Evaluation
5.1 The district will develop a 10 year facilities' needs plan to prepare for future growth, including long range replacement schedules for major cost items.	Superintendent Board of Trustees Maintenance Director CFO	Community Groups DWEIC Administrative Team Local funds Bond funds Demographer	Aug 2014 – July 2015	Written plan in place updated annually	Major cost items are replaced Bond elections for buildings are approved	Successful Bond election in May 2015 based on 2025 Committee recommendation.
5.2 The district will develop and publish a system of communication to educate the public of federal, state, and local financial decisions and the resulting local impact.	Superintendent CFO	Campus Staff Chamber of Commerce Business Partners PTO DWEIC	Aug 2014 – July 2015	Documentation of items communicated	Responses to customer survey satisfaction	Continued member of equity center lawsuit. Budget is posted online.
5.3 The district will continue to utilize a conservative approach to financial management in order to maintain favorable bond ratings and strategically manage district finances in light of the uncertain state funding climate.	Superintendent CFO Board of Trustees	District/Campus Staff Financial Advisors TASB	Aug 2014 – July 2015	Annual audits FAST/FIRST data	Favorable bond ratings District fund balance	FitchRatings maintained the district bond rating of AA. District fund balance decreased by $3.2 million.
5.4 The district will continue to earn top ratings in all state, federal and financial accountability systems.	Superintendent CFO Board of Trustees	District/Campus Staff	Aug 2014 – July 2015	Documentation of district ratings and annual audit findings	FIRST, FAST Ratings Annual Audit findings	12th consecutive year received a First Superior Rating. Received a clean audit for 14-15. Texas Honor Circle Award – FAST Rating of 5.0
5.5 The district will identify and pursue new revenue opportunities.	Superintendent CFO Board of Trustees	Educational Foundation DWEIC TASB Chamber of Commerce Business Partners PTO	Aug 2014 – July 2015	Documentation of explored and approved revenue opportunities	Additional revenue opportunities will be available	Aledo Education Foundation awarded 67 grants totaling $180,000 to Aledo ISD teachers. PTO donated $53,200 to campuses.

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District Priority #6 Continuous Improvement – The District shall establish systems and processes to evaluate organizational effectiveness and customer

satisfaction.

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6.1 The district will annually evaluate the effectiveness of district programs. (i.e. instructional, extracurricular, technology)	District/Campus Administrators	IT Department AD UIL Coaches/Sponsors Program Directors Auxiliary Services	Aug 2014 – July 2015	Annual Evaluation (i.e., survey meetings with stakeholders) Campus Improvement Plans	Improvement in areas of concern as identified in evaluation process	All campuses evaluated, see CNA Student Achievement, TAPR. Implemented Google Apps District wide.
6.2 The district will utilize technology to improve and automate internal systems.	District/Campus Administrators	IT Department Program Directors Auxiliary Services	Aug 2014 – July 2015	Documentation of changes in automation to internal systems PayPal Transportation AESOP ParentLink Parent Portal Employee Access System	Increase in Automated internal systems Reduce cost of district operations, Increase ease of access to real time information.	District utilizes all automation as listed.
6.3 The district will continue to evaluate and develop administrative regulations and systems to ensure internal consistency and purpose of outcomes.	District Administrators	Campus Administration	Aug 2014 – July 2015	AR's posted for Administrative Use	Reduction in formal complaints/appeals, Increase incidents of complaints handled at lowest level manageable. Overall internal consistency on district procedures.	Administrative team continues to work cooperatively to ensure district consistency. (ex: common student handbooks, interview tools).
6.4 The District will conduct and evaluate annual parent satisfaction surveys at the campus and district level.	District Administration	IT Department Campus Administration	Spring 2015	Completed survey documentation	Evidence of addressing areas of concern as identified in survey results	All campuses/district evaluate data and compile CNA and needs are reflected in annual campus plans.
6.5 The district will conduct annual satisfaction surveys for parents and staff to evaluate the effectiveness of all service areas. (i.e. nutrition, transportation, IT, maintenance)	District Administration	Program Directors IT Department Program Directors Auxiliary Services	August 2014- July 2015	Completed survey documentation	Evidence of addressing areas of concern as identified in survey results	Teacher and Parent Survey participation increased in 2015

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