Aledo Independent School District

District Improvement Plan

2020-2021 Formative Review with Notes

Mission Statement

The mission of the Aledo Independent School District is to ensure high levels of learning for all students.

Vision

Growing greatness through exceptional experiences that empower learners for life.

Show Greatness

Share Greatness

Grow Greatness

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Goals

Goal 1: How We Teach: Delivery of Instruction

Performance Objective 1: Aledo ISD will implement district identified best instructional practices that include daily evidence of high yield formative assessments, 100% of the time, by June 2021.

Evaluation Data Sources: Data from Daily Impact Walks and Remote Lesson Reviews

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews
Strategy 1: Teachers will utilize high yield formative assessments to gain actionable data to drive instruction. **Strategy's Expected Result/Impact:** Teachers consistently utilize high yield formative assessments which will provide teachers with daily evidence of student learning. Data from daily impact walks will show consistent patterns of evidence, district-wide, 100% of the time, by June 2021. **Staff Responsible for Monitoring:** Campus Administration District Administration supervising: Special Education, CTE, ESL **Title I Schoolwide Elements:** 2.4, 2.5, 2.6	
	Dec 90% **December Evidence of Progress** As of Oct. 16th - 87% As of Nov. 13th - 88% As of Dec. 11 - 92%
	Feb 90% **February Evidence of Progress** As of Jan. 12th - 95% As of Feb. 12th - 93%
	Apr 95% **April Evidence of Progress** As of Mar. 12th - 92% As of Apr. 15th - 95%
	June **June Evidence of Progress** As of May 14th - 97%
No Progress 0% Accomplished 100% Continue/Modify ✗ Discontinue	

Goal 1: How We Teach: Delivery of Instruction

Performance Objective 2: Aledo ISD will implement two identified components of Fundamental 5 with fidelity that include Framing the Lesson and Critical Writing into daily instruction, 100% of the time, by June 2021.

    Evaluation Data Sources: Daily Impact Walks and Remote Lesson Reviews

    Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews

Strategy 1: Teachers will implement Framing the Lesson in daily instruction.
 	
Strategy's Expected Result/Impact: 100% of teachers will utilize Framing the Lesson daily including We Will, I Will, and So That I Can, with fidelity, by June 2021.
Staff Responsible for Monitoring: Campus Administration
District Administration supervising: Special Education, CTE, ESL,
Title I Schoolwide Elements: 2.4, 2.5, 2.6
	Dec **December Evidence of Progress**
	95% As of Oct. 16th - 93%
	         As of Nov. 13th - 92%
	         As of Dec. 11 - 95%
	
	Feb **February Evidence of Progress**
	95% As of Jan. 14th - 95%
	         As of Feb. 12th - 95%
	
	Apr **April Evidence of Progress**
	95% As of Mar. 12th - 93%
	         As of Apr. 15th -96%
	
	June **June Evidence of Progress**
	         As of May 14th - 97%

Strategy 2 Details	Reviews
Strategy 2: Teachers will implement Critical Writing in daily instruction. **Strategy's Expected Result/Impact:** 100% of teachers will implement Critical Writing in daily instruction by June 2021. **Staff Responsible for Monitoring:** Campus Administration District Administration supervising: Special Education, CTE, ESL. **Title I Schoolwide Elements:** 2.4, 2.5, 2.6	**Dec** **December Evidence of Progress** 80% As of Oct. 16th - 81% As of Nov. 13th - 78% As of Dec. 11 - 83% **Feb** **February Evidence of Progress** 80% As of Jan. 14th - 87% As of Feb. 12th - 83% **Apr** **April Evidence of Progress** 85% As of Mar. 12th - 83% As of Apr. 15th -87% **June** **June Evidence of Progress** As of May 14th - 88%
	No Progress Accomplished Continue/Modify Discontinue

Goal 1: How We Teach: Delivery of Instruction

Performance Objective 3: Aledo ISD will implement district identified best instructional practices that include: consistent implementation of frequent feedback, 85% of the time, by June 2021.

    Evaluation Data Sources: Data from Daily Impact Walks and student artifacts from in person and the remote learning environment.

    Summative Evaluation: Exceeded Objective

Strategy 1 Details	Reviews
Strategy 1: Teachers will provide students with frequent feedback to guide students in the learning process in order to build assessment capable learners.	
Strategy's Expected Result/Impact: Students and teachers consistently provide and respond to feedback to guide the teaching and learning process. Data from Daily Impact Walks will show consistent patterns of evidence, district-wide, 85% of the time, by June 2021.	
Staff Responsible for Monitoring: Campus Administration District Administration supervising: Special Education, CTE, ESL **Title I Schoolwide Elements:** 2.4, 2.5, 2.6	**Dec** **December Evidence of Progress** 95% As of Oct. 16th - 85% As of Nov. 13th - 90% As of Dec. 11 - 95% **Feb** **February Evidence of Progress** 90% As of Jan. 14th - 97% As of Feb. 12th - 94% **Apr** **April Evidence of Progress** 95% As of Mar. 12th - 97% As of Apr. 15th -95% **June** **June Evidence of Progress** 100% As of May 14th - 97%
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue	

Goal 2: Professional Learning Community Actions

Performance Objective 1: By June 2021, 98% of the Aledo ISD collaborative teams district-wide 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

    Summative Evaluation: Met Objective

Strategy 1 Details	Reviews
Strategy 1: Collaborative Teams will: 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. **Strategy's Expected Result/Impact:** 98% of Collaborative Teams district-wide will rate at the "Developing" level in Indicator #1 by June 2021. **Staff Responsible for Monitoring:** Collaborative Teams Instructional Specialists Campus Administration District Administration **Title I Schoolwide Elements:** 2.4, 2.5, 2.6	**Dec** **December Evidence of Progress** 80% Grading Cycle 1 - 79% **Feb** **February Evidence of Progress** 90% Grading Cycle 2 - 92% **Apr** **April Evidence of Progress** 95% Grading Cycle 3 - 99% **June** **June Evidence of Progress** 100% Grading Cycle 4 - 98%
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue	

Goal 2: Professional Learning Community Actions

Performance Objective 2: By June 2021, 98% of the Aledo ISD collaborative teams district-wide 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

    Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews
Strategy 1: Collaborative Teams: 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:** 98% of collaborative teams district-wide will rate at the Developing level on Indicator #1 by June 2021.	
Staff Responsible for Monitoring: Collaborative Teams Instructional Specialists Campus Administration District Administration **Title I Schoolwide Elements:** 2.4, 2.5, 2.6	**Dec** 70% **December Evidence of Progress** Grading Cycle 1 - 72% **Feb** 85% **February Evidence of Progress** Grading Cycle 2 - 85% **Apr** 90% **April Evidence of Progress** Grading Cycle 3 - 93% **June** → **June Evidence of Progress** Grading Cycle 4 - 97%
No Progress Accomplished → Continue/Modify ✗ Discontinue	

Goal 2: Professional Learning Community Actions

Performance Objective 3: By June 2021, 93% of the Aledo ISD collaborative teams district-wide will rate at the "Developing" level on the PLC at Work Continuum: Focusing on Results, Part 1

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

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews

Strategy 1: Collaborative Teams:
 	
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: 93% of Collaborative Teams district-wide will rate at the "Developing" level in Indicator #1 by June 2021.
   Staff Responsible for Monitoring: Collaborative Teams
Instructional Specialists
Campus Administration
District Administration
   Title I Schoolwide Elements: 2.4, 2.5, 2.6	

	Dec **December Evidence of Progress** 70% Grading Cycle 1 - 68%
	Feb **February Evidence of Progress** 85% Grading Cycle 2 - 87%
	Apr **April Evidence of Progress** 90% Grading Cycle 3 - 92%
	June **June Evidence of Progress** 100% Grading Cycle 4- 93%
	0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue

Goal 2: Professional Learning Community Actions

Performance Objective 4: By June 2021, 95% of the Aledo ISD collaborative teams district-wide will rate at the "Developing" level on the PLC at Work Continuum: Focusing on Results, Part 2

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

    Summative Evaluation: Met Objective

Strategy 1 Details	Reviews

Strategy 1: Collaborative Teams:
 	
Indicator#1:
*school has created a specific process to bring teachers together multiple times throughout the year to analyze results from team-developed common assessments, district assessments, and state assessments.
*teams use the results to identify areas of success and areas of concern and to discuss strategies for improving the results.
 	
    Strategy's Expected Result/Impact: 95% of Collaborative Teams district-wide will rate at the "Developing" level in Indicator #1 by June 2021.
 	
    Staff Responsible for Monitoring: Collaborative Teams
    Instructional Specialists
    Campus Administration
    District Administration
 	
    Title I Schoolwide Elements: 2.4, 2.5, 2.6
	Dec **December Evidence of Progress**
	60% Grading Cycle 1 - 59%
	
	Feb **February Evidence of Progress**
	80% Grading Cycle 2 - 83%
	
	Apr **April Evidence of Progress**
	90% Grading Cycle 3 - 94%
	
	June **June Evidence of Progress**
	100% Grading Cycle 4 - 95%

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: The Technology Department will receive an average grade of "A" based on grading system of closed help desk ticket surveys.

   Evaluation Data Sources: Closed help desk tickets will receive an average grade of "A" by June 2021.

   Summative Evaluation: Met Objective

Strategy 1 Details	Reviews
Strategy 1: Each technology help desk ticket requester will receive a short customer satisfaction survey after each ticket is closed. **Strategy's Expected Result/Impact:** Technology help desk tickets will be addressed in a timely and effective manner resulting in an average grade of "A" by June 2021. **Staff Responsible for Monitoring:** Technology Help Desk Staff Director of Technology Chief Financial Officer	

Dec	**December Evidence of Progress**
95%	73 of 75, or 97% of customer satisfaction surveys rated service at an A, two remaining surveys rated service a B.

Feb	**February Evidence of Progress**
100%	21 surveys, 100% of customer satisfaction surveys rated service at an A average.

Apr	**April Evidence of Progress**
100%	23 surveys, 100% of customer satisfaction surveys rated service at an A average.

June	**June Evidence of Progress**
100%	3 surveys, 100% of customer satisfaction surveys rated service at an A average.

No Progress	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 Transportation Department will have a combined total student wait time and ride time for each student that does not exceed seventy-five minutes. This data will be reviewed and reported in October, December, February, and April for the 2020-2021 school year.

> **Evaluation Data Sources:** List of total student wait time and ride time by route will not exceed the maximum number of minutes as stated and will be reviewed and reported four times during the 2020-2021 school year.
>
> **Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews

Strategy 1: The Transportation Department will collect data for each route including the student wait time at the campus and the student ride time on the bus.
 	
2) Transportation monitoring personnel and Chief Financial Officer will meet on a weekly basis to review data and make necessary adjustments to meet the established standard.
 	
3) Weekly Transportation Department meetings will include a detailed review of issues including;
*a bus being late three or more days for drop off or pick up
*students not arriving in time to eat breakfast
*any student's total wait time and ride time exceeding 75 minutes
 	
4) Routes will be redrawn and/or recommendations will be made if additional drivers and buses are deemed necessary to meet the established standards.
 	
    Strategy's Expected Result/Impact: Student total wait time and student ride time will be no more than the maximum number of minutes allowed and students will arrive to campus on time, 100% of the time, by June 2021.
 	
    Staff Responsible for Monitoring: Chief Financial Officer
Transportation Director
Assistant Transportation Director
Dispatcher/Route Coordinator
Campus Administrators	

Dec 90%	**December Evidence of Progress** Elementary: 1. 100% of elementary AM and PM routes meet the arrival times and total wait/ride time of 75 minutes or less. Only one elementary route exceeds a total wait/ride time of more than fifty minutes. Secondary: 1. 88% of the secondary AM routes (4 of 33 do not) arrive by 8:30 to the campuses. In January a route change was implemented and now 2 of the 4 routes that were not arriving by 8:30 are. Discussion is being held on the remaining 2 routes that are still not arriving consistently by 8:30 am. 2. 94% of the secondary PM routes meet the desired wait/ride time of 75 minutes (2 of 33 do not). During the spring semester modifications to these 2 routes will be implemented to meet the 75 minute time limit.
Feb 90%	**February Evidence of Progress** Elementary: 1. 100% of elementary AM and PM routes meet the arrival times and total wait/ride time of 75 minutes or less. Only one elementary route exceeds a total wait/ride time of more than fifty minutes. Secondary: 1. 88% of the secondary AM routes (4 of 33 do not) arrive by 8:30 to the campuses. In January a route change was implemented and now 2 of the 4 routes that were not arriving by 8:30 are. Discussion is being held

on the remaining 2 routes that are still not arriving consistently by 8:30 am.

2. 94% of the secondary PM routes meet the desired wait/ride time of 75 minutes (2 of 33 do not). During the spring semester modifications to these 2 routes will be implemented to meet the 75 minute time limit.

Apr

95%

April Evidence of Progress

Elementary:
1. 100% of elementary AM and PM routes meet the arrival times and total wait/ride time of 75 minutes or less. Only one elementary route exceeds a total wait/ride time of more than fifty minutes.
Secondary:
1. 94% of the secondary AM routes (2 of 33 do not) arrive by 8:30 to the campuses. These 2 remaining routes are still not arriving by 8:30 as we did not have enough personnel to create another route. These were the most extreme north and south bus routes.
2. 100% of the secondary PM routes meet the desired wait/ride time of 75 minutes.

June

→

June Evidence of Progress

Elementary:
1. 100% of elementary AM and PM routes meet the arrival times and total wait/ride time of 75 minutes or less. Only one elementary route exceeds a total wait/ride time of more than fifty minutes.
Secondary:
1. 94% of the secondary AM routes (2 of 33 do not) arrive by 8:30 to the campuses. These 2 remaining routes are still not arriving by 8:30 as we did not have enough personnel to create another route. These were the most extreme north and south bus routes.
2. 100% of the secondary PM routes meet the desired wait/ride time of 75 minutes.

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 Communications Department will improve district and campus website accessibility by the end of the 2020-2021 school year.

> **Evaluation Data Sources:** Training dates/documents for district webmasters on accessibility
> Assessment of accessibility of our current and end of year web pages
>
> **Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews
Strategy 1: Provide training to all campus webmasters and monitor campus website postings and progress to provide support for accessibility implementation on a weekly basis. **Strategy's Expected Result/Impact:** 100% of campus webmasters will complete required accessibility training session by October 2020. Weekly contact between the Director of Communications and each campus webmaster will occur from August 2020 through June 2021. **Staff Responsible for Monitoring:** Director of Communications Campus Webmaster	

Dec 90%	**December Evidence of Progress** *9 of 10 campus webmasters attended the required accessibility training in person, the remaining person was provided video access to the training. The remaining person will provide documentation of training completion no later than Jan. 29, 2021. *Out of 15 weeks of school the first semester, weekly contact occurred 14 of 15 weeks. Contact was made 36 times during the 15 weeks, average of 2.4 times per week.
Feb 90%	**February Evidence of Progress** The remaining campus webmaster-provided completion of accessibility training by January 14, 2021. *Out of the first 8 weeks of school in the second semester, weekly contact occurred 7 of 8 weeks. Contact was made 18 times during the 8 weeks.
Apr 60%	**April Evidence of Progress** *Out of the second 8 weeks of school the second semester, weekly contact occurred 5 of 8 weeks. Contact was made 10 times during the 8 weeks.
June →	**June Evidence of Progress** *Out of the last 6 weeks of school, weekly contact occurred 5 of 6 weeks. Contact was made 8 times during the 6 weeks. The total average for the whole second semester was 1.7 times a week.

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: To ensure student and staff safety, all occupied classroom doors will remain opened and locked, and all unoccupied classroom doors, ancillary doors (closets/storage), and unscheduled exterior doors will remain closed and locked at all times by June 2021.

Evaluation Data Sources: 100% of checked occupied classroom doors will remain opened and locked, and unoccupied classroom doors, ancillary doors, and unscheduled exterior doors will be closed and locked by June 2021.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews
Strategy 1: Campus police officers and security personnel will check 10% of each door type at each campus districtwide every week and maintain documentation. **Strategy's Expected Result/Impact:** 100% of checked occupied, opened, and locked classroom doors and unoccupied classroom doors, ancillary doors, and unscheduled exterior doors will be closed and locked by June 2021. **Staff Responsible for Monitoring:** Chief of Police	

Campus Police Officers
Executive Director of Student Services
Campus Administration
All campus staff

Dec **December Evidence of Progress**

80%

As of December 2020:
*Occupied/opened classroom doors were not checked for being locked because this would have created a disruption in the classrooms.
*External doors were locked 98% of the time
*Unoccupied classroom doors were closed and locked 63% of the time
*Ancillary doors were closed and locked 92% of the time

Feb **February Evidence of Progress**

80%

At the end of February:
*Occupied/opened classroom doors were not checked for being locked because this would have created a disruption in the classrooms
*External doors were locked 98% of the time
*Unoccupied classroom doors were closed and locked 64% of the time
*Ancillary doors were closed and locked 91% of the time

Apr **April Evidence of Progress**

85%

At the end of April:
*Occupied/opened classroom doors were not checked for being locked because this would have created a disruption in the classrooms
*External doors were locked 98% of the time
*Unoccupied classroom doors were closed and locked 66% of the time
*Ancillary doors were closed and locked 92% of the time

June **June Evidence of Progress**

As of June 2021:
*Occupied/opened classroom doors were not checked for being locked because this would have created a disruption in the classrooms
*External doors were locked 98% of the time
*Unoccupied classroom doors were closed and locked 66% of the time
*Ancillary doors were closed and locked 92 % of the time

| 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: The Human Resources Department will enhance current communication methods with all staff through a weekly HR Update, a monthly non-campus based HR Corner, expansion of the HR Video Library to a minimum catalog of 14 videos, and continue twice weekly Facebook postings on the Aledo ISD Facebook Career page from August 2020 through June 2021.

Evaluation Data Sources: HR Corner postings
HR Video Library
Aledo ISD Facebook Career page postings

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews

Strategy 1: A. HR Corner will be generated and shared in weekly campus based staff communication B. HR Update will be generated and shared in a monthly newsletter for Maintenance, Police, Child Nutrition, IT, Transportation, and Administration Departments
 	
2. Expand HR video library (currently 5 videos) by producing and posting a minimum of one HR video snippet each month from September 2020 through May 2021. Each video will assist employees in completing HR-related tasks.
 	
3. Continue to post a minimum of twice a week on the Aledo ISD Careers Facebook page from August 2020 through June 2021. Current postings will be expanded to include staff celebrations and highlights.
 	
    Strategy's Expected Result/Impact: 1. A. Provide HR information to principals every Thursday for "HR Corner" in weekly campus staff newsletters beginning the week of August 10th through May 25th.
    1. B. Create and disseminate HR Update email monthly newsletter to all non-campus based staff beginning the week of August 10th through May 2021.
    2. In each weekly HR department meeting, ideas will be collected for new video snippets for that month. The focus will be on frequently asked questions and HR issues that are timely	

and relevant. Department will then determine the area of focus for the month and will create video content to post to the growing library no later than the last day of each month beginning in September 2020 through May 2021. The HR Video Library will contain fourteen videos by June 2021.

3. Postings to Aledo ISD Careers Facebook page will occur twice a week from August 2020 through June 2021.

Staff Responsible for Monitoring: Deputy Superintendent
Executive Director of Human Resources
Human Resources Staff

Dec 100%	**December Evidence of Progress**
	1. A. 100% completion
	1. B. 100% completion: HR Update monthly newsletter has been distributed each month beginning in August.
	2. Currently there are 8 videos in the library, 3 videos were created during the fall semester: Safe Schools - How To, Reconciling Timesheets, and EAP Service Offerings, we are on track to have 14 videos by June 2021.
	3. 100%, each week a minimum of 2 postings are completed, some weeks we have had as many as 5.
Feb 100%	**February Evidence of Progress**
	1. A. Generated 23 total weekly updates to date, shared with administrators.
	1.B. From December through February generated 3 additional monthly newsletters, total of 7 newsletters delivered via Smore.
	2. Generated an additional 2 videos that were inserted in newsletter or in weekly newsletters throughout the winter months.
	3. HR AISD Careers page has posted an average of 3 postings each week.
Apr 100%	**April Evidence of Progress**
	1.A. Generated 7 additional weekly update inserts for a total of 30 to date.
	1.B. Total of 9 newsletters have been produced to date.
	2. Generated 1 additional video during this timeframe.
	3. Posted 4-5 weekly AISD HR Facebook Career posts during this higher spring recruiting period.
June 100%	**June Evidence of Progress**
	1. A & B. Weekly runs consisted of 4 additional weekly updates and a final year edition monthly newsletter.
	2. Generated 9 additional videos for use with new Guest Teachers/Substitutes by June 2021.
	3. Continue to post an average of 4 postings a week to AISD HR Facebook Career page.

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 Athletic Department will achieve 93% course passing rate for all athletes, at the end of each nine weeks reporting period, throughout the school year, by monitoring individual student grades by June 2021.

   Evaluation Data Sources: 93% of student athletes pass all courses at the end of each nine weeks reporting period by June 2021.

   Summative Evaluation: Exceeded Objective

Strategy 1 Details	Reviews
Strategy 1: Each Head Coach/Assistant Coach will monitor individual student performance weekly to ensure students are passing all courses. Corrective action will be determined as needed. **Strategy's Expected Result/Impact:** 93% of student athletes will pass all courses at the end of each nine weeks reporting period by June 2021. **Staff Responsible for Monitoring:** Athletic Director Head Coach/Assistant Coaches	

Dec 95%

December Evidence of Progress

First Semester: Total of 52 failures for 1,238 athletes=96% pass rate
Soccer - girls 1 of 46, boys 3 of 51
Basketball - girls 0 of 40, boys 5 of 58
Volleyball - 0 of 48
Tennis - 0 of 44
Football - 19 of 211
Baseball - 5 of 75
Swimming - 0 of 13
Golf - girls 0 of 17, boys 2 of 17
Softball - 0 of 48
Student Trainers - 3 of 26
Track - 3 of 120
Cross Country - 0 of 52
AMS - girls 7 of 128
AMS - boys 11 of 245

Feb 95%

February Evidence of Progress

Data is from Jan. 6- March 13
Total of 46 failures for 1,242 athletes = 96% passing rate
Soccer - girls 0 of 46, boys 1 of 39
Basketball - girls 0 of 40
Volleyball - 0 of 48
Tennis - 0 of 44
Football - 19 of 201
Baseball - 1 of 78
Swimming - 0 of 13
Track - girls 0 of 64; boys 3 of 120
Cross Country - 0 of 52
AMS Girls - 7 of 128
AMS Boys - 14 of 254
Golf - girls 0 of 17, boys 0 of 24
Softball - 0 of 48
Student Trainers - 1 of 26

Apr

April Evidence of Progress

Data was collected from March 13- May 27

95%

Total of 39 failures for 1248 athletes=97% pass rate
Soccer - girls 0 of 46, boys 0 of 39
Basketball - girls 0 of 40
Volleyball - 0 of 48
Tennis - 0 of 44
Football - 14 of 201
Baseball - 1 of 78
Swimming - 0 of 13
Track - girls 0 of 64; boys 3 of 120
Cross Country - 0 of 52
AMS Girls - 5 of 131
AMS Boys - 15 of 257
Golf - girls 0 of 17, boys 0 of 24
Softball - 0 of 48
Student Trainers - 1 of 26

June	June Evidence of Progress

100%

Data was collected from March 13- May 27
Total of 39 failures for 1248 athletes=97% pass rate
Soccer - girls 0 of 46, boys 0 of 39
Basketball - girls 0 of 40
Volleyball - 0 of 48
Tennis - 0 of 44
Football - 14 of 201
Baseball - 1 of 78
Swimming - 0 of 13
Track - girls 0 of 64; boys 3 of 120
Cross Country - 0 of 52
AMS Girls - 5 of 131
AMS Boys - 15 of 257
Golf - girls 0 of 17, boys 0 of 24
Softball - 0 of 48
Student Trainers - 1 of 26

97.5% passing

04 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: Across all AP exams given in grades 9 through 12, Aledo ISD average score per standard will meet or exceed the global averages by July 2021.

Evaluation Data Sources: All Aledo ISD AP exam scores, multiple-choice performance section only, as reported in the Instructional Planning Report, will meet or exceed the global averages. The Instructional Planning Report data will be reported to the Board of Trustees when it is received in late summer 2021.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews

Strategy 1: Review the Instructional Planning Report data to identify the standards from 2017, 2018 and 2019, and develop instructional strategies to increase student performance with AP teachers.
 	
2) AP teachers will meet quarterly to discuss the implementation of high yield instructional strategies being implemented to increase student performance.
 	
3) Implement high yield instructional strategies of Framing the Lesson, Critical Writing, Frequent Feedback, and Formative Assessments focused on the identified standards, to increase student performance.
    Strategy's Expected Result/Impact: 1) Review multiple years of data to review the baseline data for comparison to July 2021 data with the AP teachers.
 	
    2) Quarterly meetings will document AP teachers' implementation of high yield instructional strategies being implemented to increase student performance.	

3) District Look For data: Framing the Lesson, Critical Writing, Frequent Feedback, and Formative Assessments will be reviewed quarterly for all staff teaching AP courses. **Staff Responsible for Monitoring:** Executive Director of Student Services HS Instructional Specialists Campus Administration AP Teachers	**Dec** 25% **December Evidence of Progress** As of December 2020: *A meeting was held mid-November with teachers and administrators to review baseline data and discuss high yield instructional strategies as well as the preliminary steps to move the AP program in the best direction. **Feb** 75% **February Evidence of Progress** In January 2021 a meeting was held with all AP teachers, AHS administrators, and the 4 HS curriculum specialists. At this meeting the group reviewed collective commitments and completed a root cause analysis to determine barriers to student participation and performance in the AP program. Action steps and preliminary goals were then discussed but not finalized in anticipation of requesting additional staff to oversee advanced academics. District Look for Data for AP teachers; Framing the Lesson - 93% Critical Writing - 100% Frequent Feedback - 100% Formative Assessment - 100% **Apr** 75% **April Evidence of Progress** In March the board approved a new district position, Advanced Academics Coordinator. This position was posted, committee interviews conducted, and the position filled in early May. District Look for Data for AP teachers;

		Framing the Lesson - 100% Critical Writing - 100% Frequent Feedback - 90% Formative Assessment - 100%
	June →	**June Evidence of Progress** The AP scores will be available on July 21, 2021 and our new Advanced Academic Coordinator will be on contract at that time. By early August 2021, a meeting will occur with the Advanced Academic Coordinator, HS administrative team, HS curriculum specialists, AP teachers, and Executive Director of Student Services to review the participation rate and performance from this school and to finalize the goal development process for the 2021-2022 school year. District Look for Data for AP teachers; Framing the Lesson - 100% Critical Writing - 79% Frequent Feedback - 100% Formative Assessment - 100%

	No Progress		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: Utilize the data generated by the SchoolDude system to actively and strategically manage the Maintenance Department and facilities in the District on a weekly basis from August 2020 through August 2021.

> **Evaluation Data Sources:** SchoolDude System Key Performance Indicators monthly
> SchoolDude Dashboard data daily by Director, weekly by Department
>
> **Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews

Strategy 1: 1. Require all district users utilize the online system to request non-emergency maintenance work (instead of emails, phone calls).
2. Re-training of Maintenance Personnel to ensure that everyone is providing the correct level of detail in work order completion.
3. Conduct a weekly Maintenance Departmental meeting to review Dashboard summary of work orders.
 	
    Strategy's Expected Result/Impact: 1. All maintenance personnel will require all district users utilize the online work order system to request non-emergency maintenance work beginning September 1, 2020 and continuing through August 2021.
    2. Director of Maintenance, on a weekly basis, will review the dashboard summary of work orders for the week to determine the percentage of work order completion in a seven day window with a goal of 100% completion beginning August 21, 2020 through August 2021.	

Staff Responsible for Monitoring: Chief Financial Officer
Director of Maintenance
Director of Construction and Facilities
General Foreman
General Maintenance Lead
Maintenance Secretary
Maintenance Staff

Dec

70%

December Evidence of Progress
1. 29% of district users utilized the online system the first semester.
2. Re-training of maintenance personnel has occurred and 83% provided the correct level of detail the first semester.
3. 100% of weekly meetings have been conducted and the Dashboard summary was reviewed in each meeting, 69% of the work orders have been completed in a seven day window.

Feb

90%

February Evidence of Progress
1. 95% of district users utilized the online system in January and February.
2. Re-training of maintenance personnel has occurred and now 95% provided the correct level of detail.
3. 100% of weekly meetings have been conducted and the Dashboard summary was reviewed in each meeting, 73% of the work orders have been completed in a seven day window.

Apr

90%
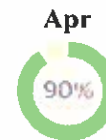
April Evidence of Progress
1. 95% of district users utilized the online system March and April.
2. Re-training of maintenance personnel has occurred and 100% provided the correct level.
3. 100% of weekly meetings have been conducted and the Dashboard summary was reviewed in each meeting, 73% of the work orders have been completed in a seven day window.

June

June Evidence of Progress
1. 100% of district users utilized the online system.
2. Re-training of maintenance personnel has occurred and 100% provided the correct level of detail.
3. 100% of weekly meetings have been conducted and the Dashboard summary was reviewed in each meeting, 74% of the work orders have been completed in a seven day window.

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: The Child Nutrition Department will develop and implement a Cafeteria Evaluation Rating System of critical attributes of an exemplary cafeteria program.

Evaluation Data Sources: Cafeteria Evaluation Rating System (4 point scale): Customer Service, Kitchen Regulations, Kitchen Safety, Equipment, Serving Line, Food Appearance/Taste, Signage/Decor, Nutritional Promotions, and Staff Appearance

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews

Strategy 1: Director of Child Nutrition and/or Child Nutrition Supervisor will conduct a minimum of one unannounced cafeteria walk through each month, for each campus, utilizing the Cafeteria Evaluation Rating System. The rating results will be immediately reviewed with the campus cafeteria manager and will include suggestions for improvement as needed. Cafeteria walk throughs will begin in September 2020 and occur monthly through May 2021.

Strategy's Expected Result/Impact: Each campus cafeteria will improve their overall rating each month, reaching a minimum of 80% compliance by May 2021.

Staff Responsible for Monitoring: Director of Child Nutrition
Child Nutrition Supervisor
Campus Cafeteria Managers
Child Nutrition Specialists

Reviews

Dec — 75%

December Evidence of Progress

3 walkthroughs (October, November, December) have been conducted at each campus. Campus averages (perfect score is 3.0) are as follows for the first semester:
AHS - 2.63
DNG - 2.42
AMS - 2.42
McA - 2.45
VE - 2.39
CE - 2.15
SE - 2.51
McE - 2.51
WE - 2.48

Feb — 90%

February Evidence of Progress

2 walkthroughs (January, February) have been conducted at each campus. Campus averages (perfect score is 3.0) are as follows for the first semester:
AHS - 2.72
DNG - 2.81
AMS - 2.81
McA - 2.81
VE - 2.81
CE - 2.81
SE - 2.9
McE - 2.81
WE - 2.81

Apr — 90%

April Evidence of Progress

2 walkthroughs (March, April) have been conducted at each campus. Campus averages (perfect score is 3.0) are as follows for the first semester:
AHS - 2.9
DNG - 2.72
AMS - 2.72

McA - 2.81
VE - 2.9
CE - 2.9
SE - 2.9
McE - 2.9
WE - 2.81

June	June Evidence of Progress
100%	1 walk through (May) was conducted at each campus. Campus averages (perfect score is 3.0) are as follows: AHS - 3 DNG - 2.9 AMS - 3 McA - 2.9 VE - 2.81 CE - 2.9 SE - 3 McE - 2.9 WE - 2.81

No Progress	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: Expand the utilization of the InTouch system to include fundraisers, paying fees, concession sales, ticket sales and collecting money for any purposes throughout the entire district to at least twenty-five groups and/or activities by June 2021.

Evaluation Data Sources: The number of groups and/or activities that utilize the InTouch receipting system.

Summative Evaluation: Exceeded Objective

Strategy 1 Details	Reviews
Strategy 1: 1. CFO will meet with all principals and directors to review the capabilities of the InTouch system and discuss possibilities of utilizing the system this school year. 2. Business office staff will work with identified groups and projects to set up the system as needed for each individual activity. **Strategy's Expected Result/Impact:** 1. No later than September 30, 2020 the CFO and Business Office Administrative Assistant will conduct a meeting with all principals and directors to review the capabilities of the InTouch system. A meeting will also be held with the campus secretaries by October 16, 2020. 2. Effective immediately, the Business Office will continue to identify appropriate activities/groups to utilize the system and assist in the set-up for each activity to include no less than twenty-five activities/groups by August 31, 2021. **Staff Responsible for Monitoring:** CFO Business Office Administrative Assistant Business Manager	
	Dec **December Evidence of Progress** 100% 1. All campus secretaries were trained by October 16th. 2. Currently there are 25 activities/groups utilizing the In-Touch system. **Feb** **February Evidence of Progress** 100% At the end of February there are 67 activities/groups utilizing the In-Touch system. **Apr** **April Evidence of Progress** 100% At the end of April there are 74 activities/groups utilizing the In-Touch system. **June** **June Evidence of Progress** 100% At the end of the school year there are 81 activities/groups utilizing the In-Touch system. There are already 17 additional groups that will be added for the 2021-2022 school year.

No Progress	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: District communication will be timely and effective so as to increase awareness of all stakeholders concerning the impact of COVID-19 at each campus and district-wide.

    Evaluation Data Sources: COVID positive case notification letters, quarantine notification letters, district dashboard

    Summative Evaluation: Met Objective

Strategy 1 Details	Reviews
Strategy 1: 1. Within twelve hours of being notified of a COVID positive case, the district will provide required notice via email to all staff and families at the impacted campus in English and Spanish. 2. Within twenty-four hours of being notified of a COVID positive case the district will provide required notice of quarantine via email to the identified close contacts in English and Spanish. 3. The COVID dashboard will be updated each business day. **Strategy's Expected Result/Impact:** 1. 100% of the time, within twelve hours of being notified of a COVID positive case, the district will provide required notice via email to all staff and families at the impacted campus in English and Spanish. 2. 100% of the time, within twenty-four hours of being notified of a COVID positive case the district will provide required notice of quarantine via email to the identified close contacts in English and Spanish. 3. 100% of the time, the COVID dashboard will be updated each business day. **Staff Responsible for Monitoring:** Executive Director of Student Services Director of Communications Lead Nurse	

Dec

50%
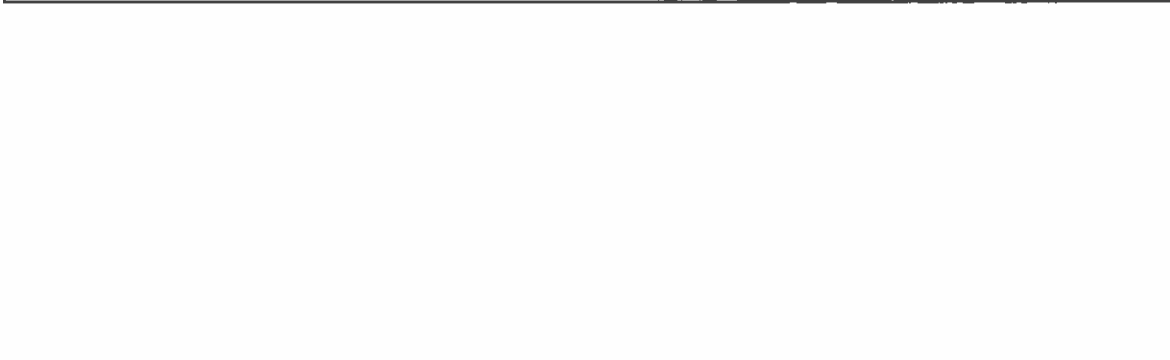
December Evidence of Progress

As of December 2020:
*100% of required notifications and quarantine notices have been distributed per the requirements of 12 or 24 hours. At the beginning of the school year notifications were not going in Spanish but that was quickly corrected.
*The dashboard is regularly updated on every school day that students are in attendance.

Feb

75%

February Evidence of Progress

*The district hired a contact tracer who began in late December.
*100% of required notifications and quarantine notices have been distributed per the requirements of 12 or 24 hours.
*The dashboard is regularly updated on every school day that students are in attendance.

Apr

90%

April Evidence of Progress

*100% of required notifications and quarantine notices have been distributed per the requirements of 12 or 24 hours.
*The dashboard is regularly updated on every school day that students are in attendance.

June

100%

June Evidence of Progress

*100% of required notifications and quarantine notices have been distributed per the requirements of 12 or 24 hours.
*The dashboard is regularly updated on every school day that students are in attendance.

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 12: In an effort to mitigate the impact of COVID -19 in district facilities, the district will take additional measures for cleaning all facilities beginning in August 2020 through June 2021.

Evaluation Data Sources: Information is shared by the custodial provider, PBS, with the Director of Construction and Facilities weekly Reports from the custodial app

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews

Strategy 1: 1. Each district facility will be disinfected utilizing an electro-static spray a minimum of once a month, two times a month during December, January, and February, and more if requested by district staff.
2. Eleven additional custodial staff members are being provided from 10:00 am to 2:00 pm at each campus; three at high school, one at all other campuses, to increase the frequency of cleaning of high touch, high traffic areas, and bathrooms.
3. Campus and district administrators will have access to an app that will provide real-time data for the supplemental cleaning by the additional staff.
 	
    Strategy's Expected Result/Impact: 1. Beginning in August 2020 through May 2021, each
    district facility will be disinfected utilizing an electro-static spray a minimum of once a
    month, two times a month during December, January, and February, and more as requested
    by district staff.
    2. Beginning September 8, 2020 through May 2021, eleven additional custodial staff	

members are being provided from 10:00 am to 2:00 pm at each campus; three at high school, one at all other campuses, to increase the frequency of cleaning of high touch, high traffic areas, and bathrooms.

3. No later than October 1, 2020 campus and district administrators will have access to an app that will provide real-time data for monitoring cleaning of high traffic areas.

Staff Responsible for Monitoring: CFO
Director of Construction and Facilities

Dec	**December Evidence of Progress**
60%	1. PBS is electrostatically spraying all AISD buildings one time a month and during the first and third week of the month in December. They also spray when requested by the campus administration.
	2. By mid-November the additional 11 custodians (red shirts) were hired and are working as stated at each campus to increase the frequency of cleaning in high traffic areas from 10 to 2.
	3. Due to technical and scheduling difficulties, the app was not available the first semester to campus administrators.

Feb	**February Evidence of Progress**
60%	1. PBS is electrostatically spraying all AISD buildings one time a month and during the first and third week of the month in January and February. They also spray when requested by the campus administration.
	2. 11 custodians (red shirts) are working as stated at each campus to increase the frequency of cleaning in high traffic areas from 10 to 2.
	3. Due to technical and scheduling difficulties, the app was not available through the end of February to campus administrators.

Apr	**April Evidence of Progress**
100%	1. PBS is electrostatically spraying all AISD buildings one time a month during March and April. They also sprayed when requested by the campus administration.
	2. 11 custodians (red shirts) are working as stated at each campus to increase the frequency of cleaning in high traffic areas from 10 to 2.
	3. The app and online training was made available to campus administrators in March.

June	**June Evidence of Progress**
100%	1. PBS electrostatically sprayed all AISD buildings as stipulated.
	2. 11 custodians (red shirts) worked as stated at each campus to increase the frequency of cleaning in high traffic areas from 10 to 2.
	3. Campus administrators now have access to the app.

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 13: 2019 bond program construction projects will be completed on time and within budget.

> **Evaluation Data Sources:** Expenditure records for the 2019 bond program
> Certificate of Occupancy for Aledo Elementary #6
>
> **Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews

Strategy 1: 1. On-going meetings will be held to establish, monitor, and maintain a schedule of activities to ensure timely completion of the building.
2. Steps to shorten construction time to ten months includes early grading package, purchasing of long lead time items, and other activities which will be identified during the construction of the building.
 	
    Strategy's Expected Result/Impact: 1. Continue the on-going meetings with engineers, architects, contractors, and AISD staff to establish, monitor, and maintain a schedule of activities to ensure timely completion of Elementary #6 through August 2021.
2. Steps to shorten construction time to ten months includes early grading package, purchasing of long lead time items, and other activities which will be identified during the construction of the building through August 1, 2021.
 	
    Staff Responsible for Monitoring: Board of Trustees
Superintendent
CFO
Director of Construction and Facilities	

	Reviews
Dec 100%	**December Evidence of Progress** 1 A. Weekly OAC (Owner, Architect, Contractor) meetings have been conducted each week through the fall semester. 1 B. Weekly meeting is held with CFO, Superintendent, Director of Construction, Architects and Engineers. 1 C. A monthly bond update was presented at each regular board meeting during the first semester. 2. The following steps were taken during the first semester to shorten construction timeline: early grading package, more frequent meetings were held to prioritize and expedite the submittal and request for information responses, and utilized auger cast piles process.
Feb 100%	**February Evidence of Progress** 1 A. Weekly OAC (Owner, Architect, Contractor) meetings have been conducted each week through the spring semester. 1 B. Weekly meeting is held with CFO, Superintendent, Director of Construction, Architects and Engineers. 1 C. A monthly bond update was presented at each regular board meeting during the spring semester. 2. The following steps were taken in January and February to shorten construction time: construction crews are working 7 days a week and we continue to order long lead time materials (storing materials off-site). Due to extremely low temperatures during a state-wide winter storm 11 working days were lost.
Apr 100%	**April Evidence of Progress** 1 A. Weekly OAC (Owner, Architect, Contractor) meetings have been conducted each week through the

spring semester.

1 B. Weekly meeting is held with CFO, Superintendent, Director of Construction, Architects and Engineers.

1 C. A monthly bond update was presented at each regular board meeting during the spring semester.

2. The following steps were taken in March and April to shorten construction time: construction crews are working 7 days a week and we continue to order long lead time materials (storing materials off-site), and additional labor crew members were brought in. Due to excessive rain 15 working days were lost.

June	**June Evidence of Progress**
→	1 A. Weekly OAC (Owner, Architect, Contractor) meetings have been conducted each week through the spring semester. 1 B. Weekly meeting is held with CFO, Superintendent, Director of Construction, Architects and Engineers. 1 C. A monthly bond update was presented at each regular board meeting during the spring semester. 2. The following steps were taken in May and are continuing through the completion of the project to shorten construction time: construction crews are working 7 days a week and we continue to order long lead time materials (storing materials off-site), and additional labor crew members were brought in. Due to excessive rain, 12 working days were lost in May, this is a total of 49 working days lost from October 2020 through May 31, 2021 due to weather conditions.

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