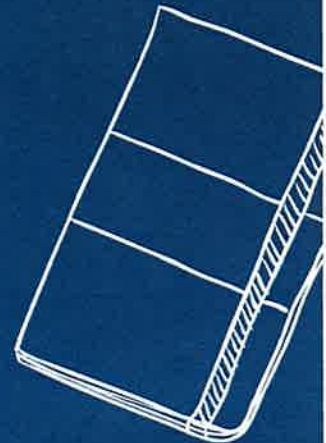


# NEEDS ASSESSMENT










# SURVEYS



## PERCEPTION:

Student (1575 responses)

- 28% of our students don't feel that they could share a personal problem with a staff member
  - 28% don't feel that lessons are relevant
  - 32% haven't explored post high school career and education paths with me (21% - N/A)
  - 52% of SHS students responded that they had friends that used illegal drugs
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# SURVEYS






## STUDENTS:

- 93% believed that teachers had high expectations for their performance
- 79% believe that the teachers care and are willing to go above and beyond
- 90% believe they belong in an activity outside of the classroom
- 78% are proud to attend this school



# SURVEYS


## PARENTS:

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- 97% believe that teachers are accessible when needed!
  - 96% believe that our schools are safe!
  - 73% of parents gave us an overall grade of “A” (22% - B)
  - 89% believe that we have an engaging fine arts program
  - Only the GT program broke the 10% threshold set for academic need






# SURVEYS

## STAFF:



The following areas showed a dissatisfaction in the following areas:

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- College and Workforce Guidance (16%)
  - Student Motivation (16%)
  - Discipline (16%)
  - RTI Academic and Behavior (24%)
  - Professional Development (11%)
  - Culture (13%)



# STAAR HIGHLIGHTS



## Total Passing Percentage

- 80.36% in 2015
- 82.27% in 2016



## Average Discrepancy with the State in Grades 3-8 (HS not released yet)

- 5.35% in 2015
- 7.7% in 2016
- Gain of 2.35%

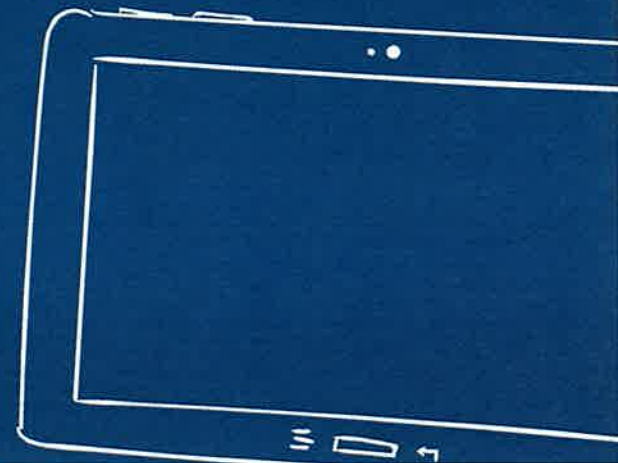
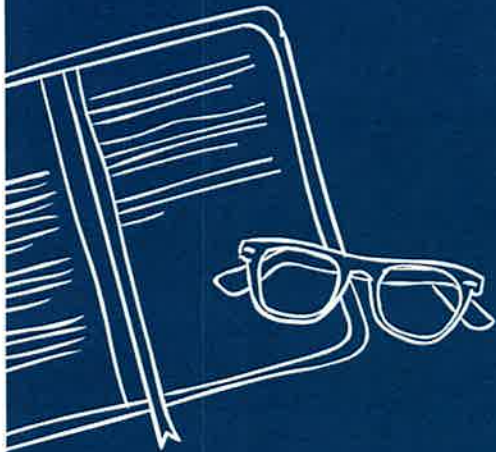




# STUDENT SUCCESS

- SHS finished 8th in the UIL Lone Star Cup (189 schools)
- FFA Leadership Teams finished Sweepstakes Runner-Up (2nd out of over 1033 chapters)
- YJB has won 7 sweepstakes in a row and finished 8th at Area
- HJH won its second UIL Quad County Championship






# BUDGET







# SISD SUCCESS

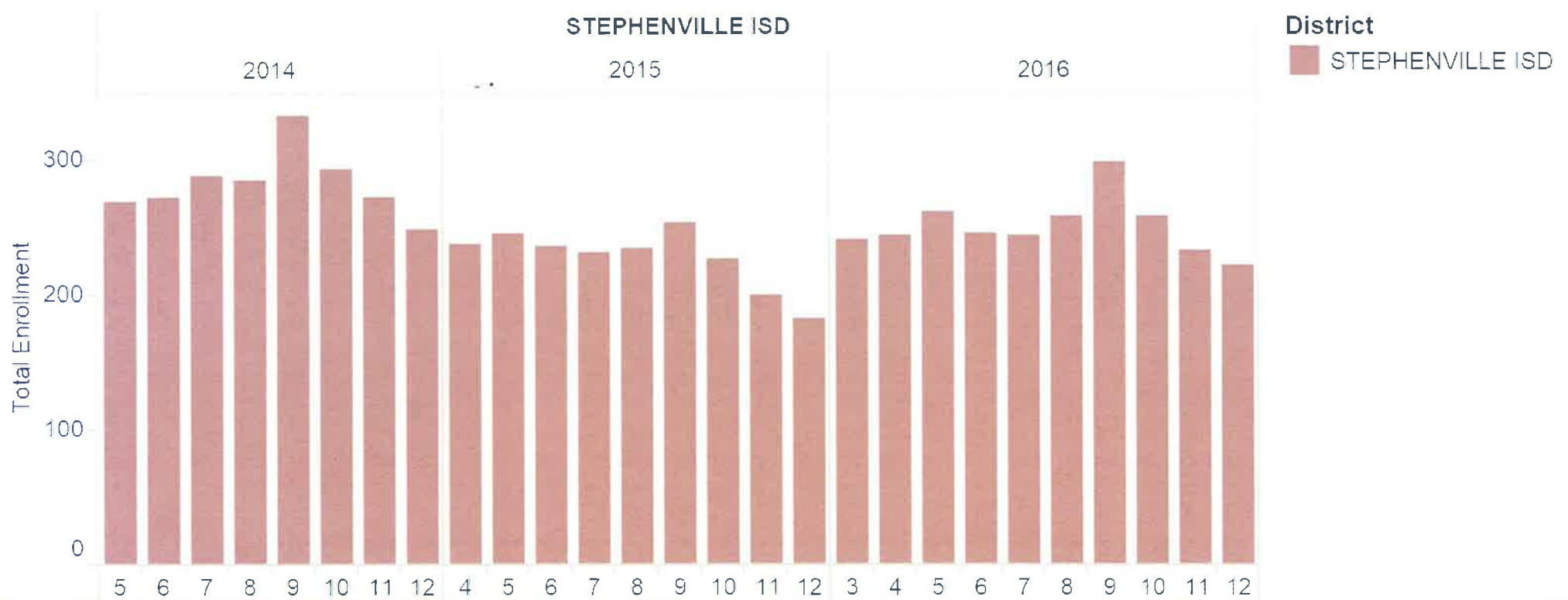
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- Superior Rating on FIRST...again.
  - Comptroller's Leadership Circle Platinum Award.
  - One of the most efficient school districts in Texas!

# Budget Information

## District Cohort Enrollment Analysis






District Class Of: 2014, 2015, 2016

Source: PEIMS Enrollment





# BUDGET OUTLOOK

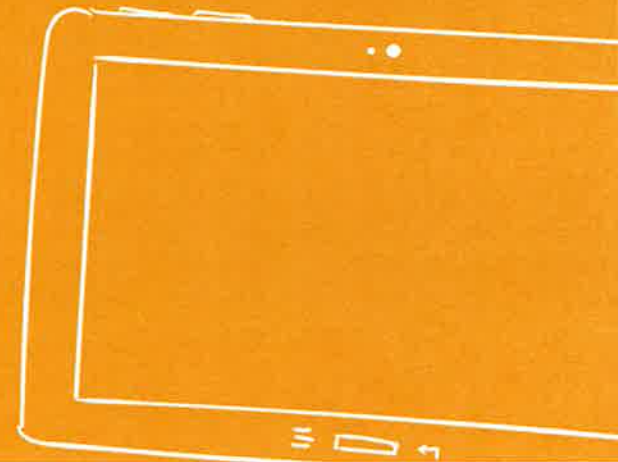
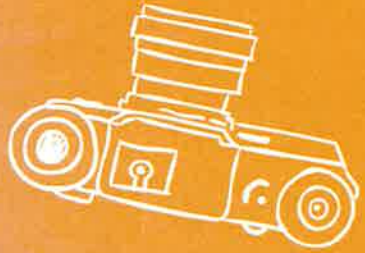
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- Budget for 2016-17 - Approximate deficit budget of \$600,000
  - Includes devices for HJH and SHS
  - Net TRE for 2016-17 - \$342,000
  - Pre-K Grant - \$40,000
  - iCore Grant with TSU



# BUDGET OUTLOOK

- Salary increases for teacher equivalent to 3.6% at the midpoint. (\$1800 per teacher)
- Some funding has been set aside for the development of an alternative compensation model (performance incentive, retirement contribution or badging/professional development incentive)

# INITIATIVES





# CONTINUOUS IMPROVEMENT MEETS INNOVATION


Instructional Focus with the implementation of T-TESS has changed for SISD.

**T-TESS includes three components:**

- Goal-setting and professional development plan
- The evaluation cycle (including: pre-conference, observation, post-conference)
- Student growth measure
  - Locally-added SAMR







# CONTINUOUS IMPROVEMENT MEETS INNOVATION




Let's examine our student performance on two TEKS at different grade levels.

3rd Grade - Students *analyze make inferences* and *draw conclusions* about the author's purpose in cultural, historical, and contemporary contexts and *provide evidence* from the text to *support* their *understanding* (64% mastery)






# CONTINUOUS IMPROVEMENT MEETS INNOVATION



English I - Students *analyze, make inferences and draw conclusions about theme and genre in different cultural, historical, and contemporary contexts and provide evidence from the text to support their understanding.*



(66% mastery)





# WHY NOT START WITH OUR WEAKNESSES?

- Beware!
- Buzz Words!
- So Cute!
- Not Relevant!
- Not Vetted!





# LEAGUE OF INNOVATIVE SCHOOLS



The League of Innovative Schools is a coalition of 73 forward-thinking school districts in 33 states, serving more than 3.2 million students. Membership in the League is based on a combination of school district qualifications and a vision for tomorrow.

