



Scurry-Rosser ISD

Dream Believe Achieve

Collaborative Vision Progress February, 2020

Teaching & Learning

Objective 1: Every learning environment will be conducive to innovative instruction and meet the academic needs of all students						
Measures: Increase student achievement across all content areas, specific to each campus						
	Action Steps:	Owner:	Measure:	Resources:	Timeline:	Progress:
1	Build teacher capacity to develop differentiation and personalization to meet the needs of all students	Administrators; Curriculum Director; Teachers	SLO; TTESS; Walk-Throughs	Professional Development; Time to observe other teachers; Campus and district budget	Annually begin August 2020	Walk throughs/ Summer PD/ILD
2	Develop specialized staff to work with teachers and administrators to provide instructional support	Administrators; Curriculum Director	Attending Instructional Leadership Cohort	Grant money	Begin October 2019 - Ongoing	Chandra Babovec (ILD Training)
3	Ensure consistent instructional processes to achieve and maintain high performance for all learners by having students apply critical thinking skills, creativity, collaboration, and communication	Administrators; Curriculum Director; Teachers	SLO; TTESS; Walk-Throughs		Annually begin August 2020	Walk throughs/ Summer PD/ILD
4	Incorporate useful technology skills into instruction across all curriculum	Administrators; Technology Department	Lesson plans show use of technology as appropriate	Training in area of technology; Technology devices; Campus and district budget	Annually begin August 2020	Walk throughs/ Summer PD
5	Create dedicated time for horizontal/vertical cross-curricular collaboration to enhance classroom instruction	Administrators; Curriculum Director	Number of planning sessions	Time; School calendar	Annually begin August 2020	2020/21 scheduling

Objective 2: All staff will be provided high-quality, research-based, sustained professional development						
Measures: # of professional learning opportunities focused on research-based instruction # of teachers meeting district and campus professional learning requirement						
	Action Steps:	Owner:	Measure:	Resources:	Timeline:	Progress:
1	Create a district-wide committee of teachers to specify the goals of the professional learning plan and communicate to campus personnel	Director of Curriculum and Instruction; Campus Principals	100% of plan will be developed and implemented	Teachers	January 2020	Committee selection in progress
2	Establish a comprehensive professional learning plan and review annually	Director of Curriculum and Instruction; Campus Principals	100% of plan will be developed and implemented	Region 10 website; Local offerings; Campus and District budget; Committee	January 2020 - May 2020	Committee will recommend
3	Offer research-based professional learning opportunities to support specified goals	Director of Curriculum and Instruction; Campus Principals	100% of plan will be developed and implemented	Region 10 website; Local offerings; Campus and District budget; Committee	May 2020	Committee will recommend
4	Create expectations to measure and ensure all staff are meeting the district professional learning requirements	Director of Curriculum and Instruction; Campus Principals	100% of plan will be developed and implemented	Region 10 website; Local offerings; Campus and District budget; Committee	May 2020	Committee will recommend

Teaching & Learning

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3	Ensure consistent instructional processes to achieve and maintain high performance for all learners by having students apply critical thinking skills, creativity, collaboration, and communication	Administrators; Curriculum Director; Teachers	SLO; TTESS; Walk-Throughs		Annually begin August 2020	Walk throughs/ Summer PD/ILD
4	Incorporate useful technology skills into instruction across all curriculum	Administrators; Technology Department	Lesson plans show use of technology as appropriate	Training in area of technology; Technology devices; Campus and district budget	Annually begin August 2020	Walk throughs/ Summer PD
5	Create dedicated time for horizontal/vertical cross-curricular collaboration to enhance classroom instruction	Administrators; Curriculum Director	Number of planning sessions	Time; School calendar	Annually begin August 2020	2020/21 scheduling

Teaching & Learning (cont.)

Objective 3: Every student will be supported and empowered to reach their highest potential through the development of their knowledge, skills, and abilities

Measures: Increase informative, summative and soft skills

	Action Steps:	Owner:	Measure:	Resources:	Timeline:	Progress:
1	Expand a variety of relevant and engaging learning experiences that occur at all levels	All staff and students	Implement correctly across all campuses; Needs assessment across the district of current teaching and learning strategies (strengths and weaknesses); Data will show the measurement of this campus moving forward	Region 10; Campus leadership; District leadership; Funds (District & Campus); Technology Department; Students	Annually begin August 2020	T TESS/ walk throughs/ ILD
2	Identify strategies to promote feedback that encourages risk-taking and values the learning process to ultimately foster a growth mindset	Teachers; Campus Leadership; District Leadership	Implement correctly across all campuses; Needs assessment across the district of current teaching and learning strategies (strengths and weaknesses); Data will show the measurement of this campus moving forward	Region 10; Campus leadership; District leadership; Funds (District & Campus); Technology Department; Students	Annually begin August 2020	T TESS/ walk throughs/ ILD

3	Through technology, students will be provided enhanced modes of learning while developing the skills necessary to compete in their future society	Technology Department; District Leadership; Campus Leadership	Implement correctly across all campuses; Needs assessment across the district of current teaching and learning strategies (strengths and weaknesses); Data will show the measurement of this campus moving forward	Region 10; Campus leadership; District leadership; Funds (District & Campus); Technology Department; Students	Annually begin August 2020	Class tech/ robotics/ rocket/ certiport
4	Enable students to take responsibility for their own learning	District Leadership; Campus Leadership; Students	Implement correctly across all campuses; Needs assessment across the district of current teaching and learning strategies (strengths and weaknesses); Data will show the measurement of this campus moving forward	Region 10; Campus leadership; District leadership; Funds (District & Campus); Technology Department; Students	Annually begin August 2020	T TESS/ walk throughs
5	Engage students in real-world problems by collaborating with others in the classroom	District Leadership; Campus Leadership; Students	Implement correctly across all campuses; Needs assessment across the district of current teaching and learning strategies (strengths and weaknesses); Data will show the measurement of this campus moving forward	Region 10; Campus leadership; District leadership; Funds (District & Campus); Technology Department; Students	Annually begin August 2020	T TESS/ walk throughs

Technology

Objective 1:	A comprehensive short-term plan will be developed to replace and update devices district wide					
Measures:	% of devices replaced					
	Action Steps:	Owner:	Measure:	Resources:	Timeline:	Progress:
1	Replace desktop computers district wide for teachers and staff	Technology Department; Finance; Campus Administrators	100% of desktops replaced	District budget per recommendation; Personnel time	6-12 months	55% complete
2	Replace LAB desktops with updated computers	Technology Department; Finance	100% of LAB desktops replaced	District budget per recommendation; Personnel time	6-12 months	90% complete
3	Increase LAB capacity to compensate for district growth	Technology Department; Finance	100% of accommodation for class size growth	District budget per recommendation; Personnel time	6-12 months	75% complete
4	Update Chromebooks due to AUE expiration	Technology Department; Finance	100% of Chromebooks updated	District budget per recommendation; Personnel time	6-12 months	33 increase ongoing
5	Increase Chromebook count to compensate for district growth	Technology Department; Finance	100% increase of cart size and elementary class devices	District budget per recommendation; Personnel time	6-12 months	12 increase ongoing
6	Update Chromebooks due to AUE expiration	Technology Department; Finance	100% of Chromebooks replaced	District budget per recommendation; Personnel time	12-18 months	Exp date extended

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Objective 2:	Develop a comprehensive long-term plan for updating out-of-date equipment district wide					
Measures:	Rate that old technology is replaced with new technology					
	Action Steps:	Owner:	Measure:	Resources:	Timeline:	Progress:
1	Upgrade Smartboards with modernized technology	Technology Department with Vendor Support; Finance; Teachers; Administrators	50% complete in 2.5 years; 50% complete in second 2.5 years	District budget per recommendation; Personnel time	1-5 years	Software updated/ 85% Projector replaced
2	Upgrade PA systems with network connected speakers compatible with the phone systems paging system	Technology Department with Vendor Support; Finance; Campus Administrators	100% complete after 3 years	District budget per recommendation; Personnel time	1-5 years	Researching options
3	Update wireless access point to accommodate growth	Technology Department with Vendor Support; Finance	100% complete after 4 years	District budget per recommendation; Personnel time	1-5 years	Planning phase
4	Cafeteria multi-media update (projector/screen/audio) for all cafeterias	Technology Department with Vendor Support; Finance; Campus Administrators	100% complete at 5 year	District budget per recommendation; Personnel time	1-5 years	66% complete

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CTE & CCMR

Objective 3: Develop and implement student certifications based on current industry needs						
Measures: # of certification opportunities available to students % of staff members equipped to offer certifications						
	Action Steps:	Owner:	Measure:	Resources:	Timeline:	Progress:
1	Identify industry high wage, high demand jobs with student interest considered	CTE Coordinator; Counselors; Students	Accurate industry identification	Personnel time; Student survey; Business survey	6 months	Survey in progress
2	Survey resources (staff skills)	Campus Administrators	Completed survey of skills	Personnel time	6 months	Survey in progress
3	Survey resources (community)	District/Campus Administrators	100% of resources identified	Personnel time	Ongoing	Survey in progress
4	Offer identified certifications from the surveys	Campus Administrators; District Curriculum Director	100% as identified in surveys	Staff development budget for certification training and facility needs	6 months	Pending survey results
5	Vertical alignment of computer curriculum for K-12 (common language)	District Curriculum Director; Technology Department	All grade levels vertically aligned	District; Technology; Personnel time	18 months	In progress

Facility

Objective 1: Develop a master facility plan						
Measures: Facilities will meet TEA's size requirements that provide ample square footage per student Maintain student to teacher ratio 17-22:1						
	Action Steps:	Owner:	Measure:	Resources:	Timeline:	Progress:
1	Board agenda action item to form a Facilities Committee	Board of Trustees	Approval	Personnel time	November 18 2019	In progress
2	Facility needs assessment will be conducted	Facilities Committee	Recommendations from the facility needs assessment	Personnel time	January 2020	In progress
3	Prioritize needs based on the recommendations of the facility needs assessment	Facilities Committee	Consensus of the Facilities Committee is in agreement of the priorities	Personnel time	February 2020	In progress
4	Budget analysis conducted based on the priorities from the facility needs assessment	Facilities Committee	Within budget limitations and/or financial capacity	Personnel time	March 2020	In progress
5	Create short term and long term facilities plan	Facilities Committee	Consensus of the Facilities Committee is in agreement of the recommendations in the short term and long term facilities plan	Personnel time	March 2020	In progress
6	Present facilities plan to the school board	Facilities Committee	Action taken by school board	Personnel time	March 2020	In progress

Financial

Objective 2:	Develop financial capacity plan					
Measures:	Maintain an "A" rating on School FIRST rating Maintain a high Moody's credit rating Maintain a positive budget Maintain excess of three months' operating expenditures					
	Action Steps:	Owner:	Measure:	Resources:	Timeline:	Progress:
1	Board agenda action item to form a Finance Committee	Board of Trustees	Approval	Personnel Time; Advisors	November 18, 2019	In progress
2	Obtain budget analysis a. Bond capacity analysis b. M&O growth estimates	Financial Advisor; District Finance Director	Capacity amount	Personnel time; Advisors	January 2020	In progress
3	Prioritize the budget analysis	Financial Committee	Capacity amount	Personnel time	February 2020	In progress
4	Create recommendations based on the priorities	Financial Committee	Consensus of the Financial Committee is in agreement with the recommendations of the priorities	Personnel time	March 2020	In progress
5	Present recommendations to the school board	Financial Committee	Action taken by school board	Personnel time	March 2020	In progress

Social & Emotional Health/School Safety

Objective 1:	Improve and implement social-emotional learning skills that lead to higher academic achievement and an improved ability to function in schools and the workplace					
Measures:	Student skills will be assessed by the implementation of a pre- and post-test					
	Action Steps:	Owner:	Measure:	Resources:	Timeline:	Progress:
1	Implement curriculum per grade level	Curriculum Director; Teachers; Administrators	100% of the plan will be developed and implemented	Evidence-based SEL curriculum; Teachers; Counselors	August 2020	Curriculum selected/ 2020/21 Implementation
2	Educational involvement by implementation of staff development which includes professional development component; training staff to be aware of the signs and indicators that a student may be a danger to themselves or others	SEL Coordinator	100% of the plan will be developed and implemented	Evidence-based SEL curriculum; Teachers; Counselors	August 2020	Summer PD planned
3	Administer student assessment (pre & post test) included in curriculum		100% of the plan will be developed and implemented	Evidence-based SEL curriculum; Teachers; Counselors	August 2020	2020/21 School year
4	Parent education/involvement opportunities	Counselors	100% of the plan will be developed and implemented	Evidence-based SEL curriculum; Teachers; Counselors	August 2020	Current year meetings and planned for 2020/21

Social & Emotional Health/School Safety (cont.)

Objective 2:	Roles and responsibilities of the counselors will be redefined to allow counselors to dedicate more time to care for the mental health needs of students					
Measures:	First year, increase time allotted for serving students by 25% In the second year, an additional 25% increase in time allotted for serving students (total of 50%)					
	Action Steps:	Owner:	Measure:	Resources:	Timeline:	Progress:
1	Reallocate 25% of the non-counseling duties to personnel (year 1)	Curriculum/Testing Coordinator	25% more time allotted in first year	Administration oversight to adjust assignments; Additional personnel	August 2020	2020/21 schedule/ Ofc. Segura
2	Reallocate an additional 25% of non-counseling duties the following year	Curriculum/Testing Coordinator	Additional 25% of more time allotted in second year	Administration oversight to adjust assignments; Additional personnel	August 2020	2020/21 schedule/ Ofc. Segura

Scurry-Rosser ISD

Collaborative Visioning Priorities / Objectives / Measures

Core Statements	Strategic Priorities	Objectives	Measures
<p style="text-align: center;">Motto Dream • Believe • Achieve</p> <p style="text-align: center;"> Mission Statement The mission of Scurry-Rosser ISD is to prepare students to be passionate learners and influential leaders who strive for excellence and fulfill their potential.</p> <p style="text-align: center;"> Vision Scurry-Rosser ISD will be an ever-changing innovative and diversified learning institution where all students are prepared to succeed.</p> <p style="text-align: center;"> Value Statements We Value...</p> <ul style="list-style-type: none"> • Academic Diversity Through Lifelong Learning • Pride, Tradition and Community • Building Student Leaders Who Are Ethically and Morally Driven • A Culture of Maximum Effort 	Teaching & Learning - Professional Learning for Staff	<p>Every learning environment will be conducive to innovative instruction and meet the academic needs of all students.</p> <p>All staff will be provided high-quality, research-based, sustained professional development.</p> <p>Every student will be supported and empowered to reach their highest potential through the development of their knowledge, skills and abilities.</p>	<ul style="list-style-type: none"> • Increase student achievement across all content areas, specific to each campus • Number of professional learning opportunities focused on research-based instruction • Number of teachers meeting district and campus professional learning requirement • Increase informative, summative and soft skills
	Technology & Digital Learning - CTE/CCMR	<p>A comprehensive short-term plan will be developed to replace and update devices district wide.</p> <p>Develop a comprehensive long-term plan for updating out-of-date equipment district wide.</p> <p>Develop and implement student certifications based on current industry needs.</p>	<ul style="list-style-type: none"> • Percentage of devices replaced • Rate that old technology is replaced with new technology • Number of certification opportunities available to students • Percentage of staff members equipped to offer certifications
	Finance - Future Facilities	<p>Develop a master facility plan.</p> <p>Develop financial capacity plan.</p>	<ul style="list-style-type: none"> • Facilities to meet TEA's size requirements providing ample square footage per student. • Maintain student-teacher ratio 17:22½. • Maintain an "B" rating on School FIRST rating. • Maintain a high Moody's credit rating. • Maintain a positive budget. • Maintain more than three months' operating expenditures.
	Social & Emotional Health - School Safety	<p>Improve and implement social-emotional learning skills that lead to higher academic achievement and an improved ability to function in schools and the workplace.</p> <p>Roles and responsibilities of the counselors will be redefined to allow counselors to dedicate more time to care for the mental health needs of students.</p>	<ul style="list-style-type: none"> • Student skills will be assessed by the implementation of a pre- and post-test. • First year, increase time allotted for serving students by 25% • In the second year, an additional 25% increase in time allotted for serving students (total of 50%)