



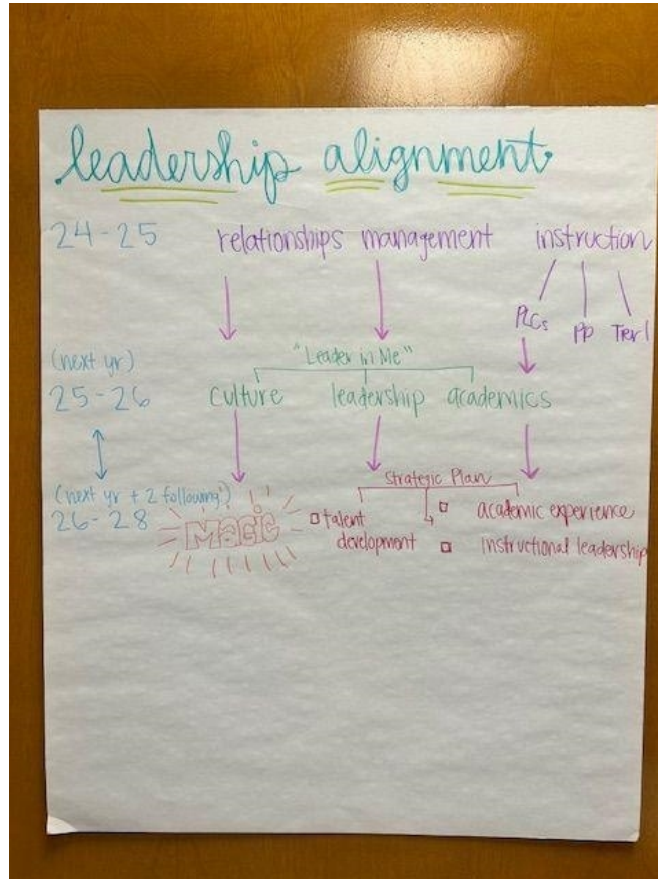
2025 Leadership Retreat

Dr. Jessica Gore, Assistant Superintendent

Theme



Day One: Procedures, Expectations, & Systems

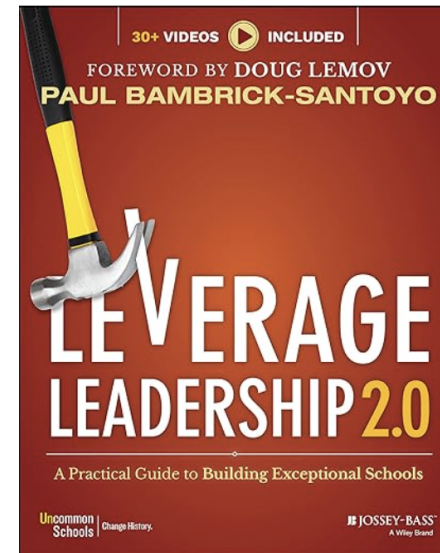




Time for Change (Anthony Muhammed)

"Sustainable change takes about three to five years. Anything less is cosmetic."

- CIPs Must Be Multi-Year and Aligned to a Larger Vision
 - Should not be a **one-year scramble** to raise scores — it should be **one chapter** in a 3–5 year story that builds coherence and capacity.
- Avoid Chasing Data — Build Systems That Improve It
 - If your plan changes drastically year to year, you're probably chasing data, not changing instruction.
- Staying the Course Is Part of the Plan
 - A strong CIP **doesn't try to fix everything** — it names 2–3 high-leverage strategies and builds them with depth and fidelity.
- When you stay with those strategies over time (TIL practices, PLCs, DDI cycles), change becomes **embedded, not performative**.



TODD WHITAKER

WHAT GREAT PRINCIPALS DO DIFFERENTLY

18 Things That Matter Most

SECOND EDITION

An Eye On Education Book



Communication Flow

Central Office						
Name	Job Title	Team	Cell	Office	Email	Major Responsibilities
Mr. Bob Rauch	Superintendent	Cabinet + District Leadership				Board
Dr. Jessica Gore	Assistant Superintendent	Cabinet + District Leadership	(325)669-6023		jessica.gore@snyderisd.net	Cabinet, Principals, Academics, PD
Mrs. Valerie Morris	Director of Communications	Cabinet + District Leadership				Social/Web, Media, Crisis & Ordinary Comms, ParentSquare
Dr. Kalum McKay	Director of Human Resources	Cabinet + District Leadership				Hiring, Growth Plans, Contracts, Level 1 Grievances
Mr. Jeff McGinnis	Director of Technology and Safety	Cabinet + District Leadership	325-207-8601	325-574-8794	jeff.mcginis@snyderisd.net	Safety, SROs, Technology
Mr. Chris Jalomo	Director of Maintenance and Operations	Cabinet + District Leadership				Workorders, custodial
Mr. Robbie Helms	Director of Finance	Cabinet + District Leadership				POs, Travel, Cafeteria
Dr. Daron Worrell	Director of Student Services	Cabinet + District Leadership				Grants, Bluebonnet, Title IX, Grievances, Subpops
Coach Anthony Gonzales	Athletic Director	Cabinet + District Leadership	325-518-631		athletics@snyderisd.net	Athletics, Head Football
Amanda Koiner	Coordinator of Special Education	Cabinet + District Leadership	817-301-34			SPED
Kellye Starnes	Instructional Coordinator	Cabinet + District Leadership	(325) 207-			Program Allotment, TechTeach site coordinator

Knowledge Nest		
THEME: With support, we learn. With learning, we achieve. 2023-2026		
District Wide	Beginning of Year	Academic
Leadership Team Contact Info 24-25 Calendar 23-24 Employee Handbook Texas Strategic Leadership (TSL) PPT Reader ISO Policy and Responsibilities (for Central Office) SSD Special Services Site Texas School Procedures Vendor, Visitors, & Volunteer Requirements Advisory Committee Member List Who to Contact When	Conversation New Teacher Orientation 24-25 BOY PD for Inservice Leadership Retreat Schedule Leadership Retreat PPT BOY Important Dates/Topic Talent Schedule Teacher Change Request Letter	24-25 Tight Loosen PLC Data Walkthrough template TWTIP Strong Foundations and Implementation Grading Guidelines Primary Walkthrough Intermediate Walkthrough All Walkthrough HS Walkthrough Instructional Resources
District Teacher	Site	Professional Learning Communities
MAP - Proctor Testing Tips Proctor Quick Start Testing Tips for MAP Growth	2024 A-F STAR/REC PPT Common Summative Data Protocol CFA Checklist	PLC Data 24-25 Tight Loosen Resources: Leading the Right Work

25-26 "Who to Contact" When...	
Attendance	PEIMS Secretary
Beginning of Year Classroom Supply Reimbursement	Campus Secretary
Benefits	Kalum McKay
Bus Routes	Melissa Gutierrez
Clever	Yolanda Arellano
Clocking In	Valerie Morris
Communication	Campus Secretary has Level 1 & 2 forms, Level 3 available ad administration
Complaint/grievance	Technology
Computer issues	www.snyderisd.net/complaint
DAEP	
Demographic info (student/parent)	
Demographic info (staff)	
GT Programs	
Homeless	Tonya Ramon
Insurance	Daron Worrell
Job Openings	Daron Worrell
Lunch Accounts / Cafeteria	Tonya Ramon
Maintenance Requests	Kalum McKay / Valerie Morris
Mentors / Mentees	Dillon Randolph or Robbie Helms
Newspaper, News stations, etc.	Chris Jalomo
Online Listings (google, etc)	Kellye Starnes
Online Trainings (Vector)	Valerie Morris
ParentSquare	Valerie Morris
Phone System	Tonya Ramon
Public Information Requests	Valerie Morris / Ana Montoya
Purchase Orders	Sandy Hernandez
	Valerie Morris
	Campus Secretary then Bernice Ornelas



[illegible]

		July											
Event	Who?	30		1		2		3		4		5	
Event	Who?	7	PD: Leader in Me Lighthouse	8	Leadership Retreat	9	Leadership Retreat	10	Board Meeting	11		12	
			Primary and Intermediate		Cabinet + Admin		Cabinet + Admin + DCs/PLG Leads + ICs		Admin				
Event	Who?	14	Instructional Coaching Conference ICs + Core	15	Instructional Coaching Conference ICs + Core	16		17	PD: TTESS Calibration APs and Principals	18	PD: Leader in Me Lighthouse Junior High and High School	19	
Event	Who?	21		22		23	PD: Leader in Me - Student AM for JH and PM for HS	24	PD: Mentor Program Alignment Mentors + Admin + ICs + Starnes	25		26	
		28		29		30	New Teacher Orientation Year 0-1 teachers	31	New Teacher Orientation Year 1-2 teachers + new to Snyder ISD	1		2	
		August											
		5	PD: District AM and Campus PM	6	PD: Campus All Day	7	PD: Campus AM and Teacher Work Day	8		9		10	
			All Staff		All Staff		All Staff		All Staff				
			PM: Tiger Takeoff for Intermediate		PM: Tiger Takeoff for Primary								
			All Intermediate Staff		All Primary Staff								
		12		13		14		15		16		17	

25-26 Convocation Schedule
THEME: With support, we learn. With learning, we achieve.
August 4, 2025 (Monday)
Snyder High School
Worsham Auditorium

Time	Person Responsible	Location	Details
7:30 AM	Derryberry, Lewis, and Lewis	Outside	Cheer, drum line, and football
7:30 AM	Set up keynote		
7:45 AM	Derryberry, Lewis, Lewis, and Coach Gonzales	Outside	Cheer and drum line begin athletes "fist bump"
8:00 - 9:00 AM	Food Service	HS Cafeteria	Breakfast for Junior High School
8:00 - 9:00 AM	Vendor Fair (Starnes)	HS Hallways (spread out)	Primary and Intermediate through Vendor Fair
9:00 - 10:00 AM	Food Service	HS Cafeteria	Breakfast for Primary Intermediate
9:00 - 10:00 AM	Vendor Fair (Starnes)	HS Hallways (spread out)	Junior High and High School through Vendor Fair
Total		17	15

25-26 Resources:

- ☒ New Teacher Orientation 25-26
- ☒ 25-26 New to Teacher / New to Snyder ISD (NTO Prep)
- ☒ 25-26 New to Snyder ISD - Contact info

List of Inservice Topics

INSERVICE DAYS

July 31st (Day 1 of NTO): new new new **II**
August 1st (Day 2 of NTO): new new new

District:

August 4th (DAY ONE)

- AM: Convocation and Vendor Fair

August 5th (DAY TWO)

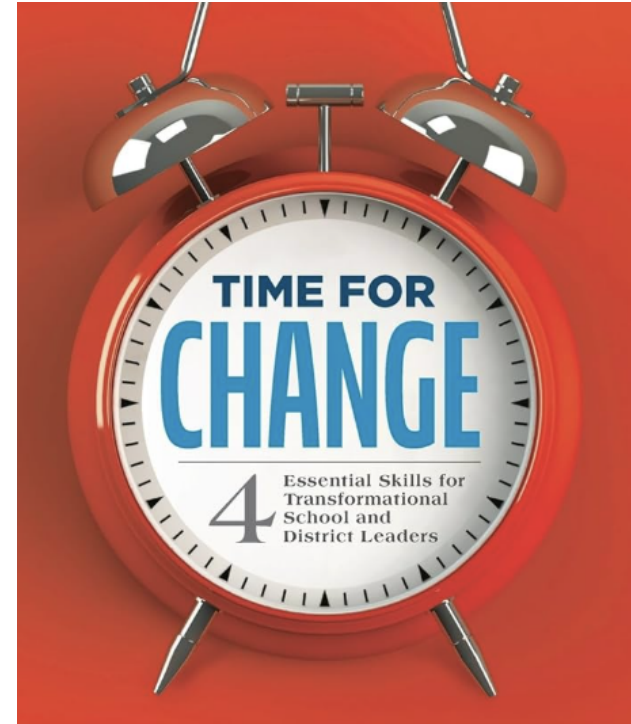
- AM: Leader in Me

- Strategic Plan - 30 min
- Tight / Loose: PLCs and Bluebonnet (high level)
- 1 hour - smartboards and Eduphoria (instead of DMAC)
- 10 minutes of instructional resources available at each school,
- 25-26 instructional Resources Planning
- Speed and 504 - 30 min

Time for Change (Anthony Muhammed)

"Nothing big happens overnight. That's why most leaders give up. But if you stay the course, the shift becomes unstoppable."

- The emotional tension of year one in a school improvement cycle — when new systems are in place, but the data hasn't caught up yet.
- Too often, leaders abandon high-quality instructional strategies because they don't "work fast enough."
- Reality is: **big change always starts slow.**
- Over time, **fidelity beats urgency**
 - By year 2 and 3, those foundational routines will yield results that *are both visible and lasting.*

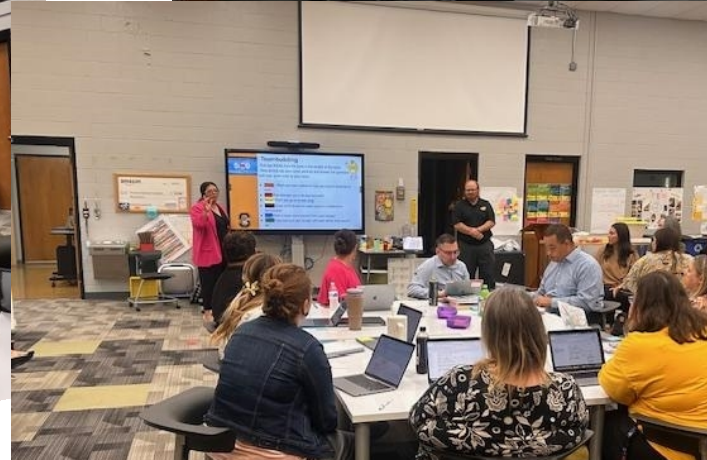


ANTHONY MUHAMMAD
LUIS F. CRUZ

Day Two: Instructional Systems & Academic Planning

	Tight	Loose	Notes
Academic	2 PLCs a week with an agenda, norms, and roles with materials internalization a priority (template??)	Type of agenda and types of roles	Template from ESC 14? Checklists?
	25-26 PLC Schedule with admin present		
	2025-2026 Snyder ISD Assessment Calendar.xlsx	Days of testing within window and local assessments (as long as not required by grant)	
	25-26 Professional Learning Community (P... - within 5 days of scope and sequence / pacing calendar		Dropped in PLC folder?
	Data-driven instruction (pulse check) at least every 3 weeks	Frequency, template, and action planning	Need more of this... aligned with MIA. Product?
	Bluebonnet for Tier 1 (where applicable)	Supportive resources + Tier 2 / 3 resources	
	Monthly instructional rounds	Action planning around trends	
	1-hour of classroom visits a week on admin calendar with "on the spot" coaching provided and / or 5 informal walkthroughs		Template for tracking?? More than about compliance, more about coaching and improving practices. Google Form?
	Bluebonnet unit / modular assessments (per assurances)	Frequency, exit tickets, data analysis cycle, action planning	
	Research-Based Instructional Strategies (RBIS)	Reading, writing, practicing, productive struggle	
Systemic	Campus Improvement Plan aligned to EDF, measured quarterly	Monitoring system, "owner",	
	3 TTESS walkthroughs in Fall, 2 TTESS walkthroughs in spring for TIA	Campus-level scheduling	
	Roles and responsibilities for leadership team		
	Site-Based Decision-Making committees	Frequency, agendas,	
Behavioral	Tiered behavior system for consequences		
	PBIS system in Minga	Campus-level rewards, frequency	
	2025-2026 Snyder ISD - Disciplinary Actions & Protocols		





Good to Great (Jim Collins)

"You don't go from bad to great in a single bound.
You build greatness step by step."

- True transformation is never instant.
There's no silver bullet.
- Sustainable success is built through disciplined, focused effort.
Each step—each team meeting, leadership decision, classroom observation, or data meeting—builds a layer of momentum, where small, consistent wins compound into real, lasting results.
- It validates slow but strategic progress.
We are doing the right work: refining systems, developing leaders, aligning instruction. The results lag behind the work—but they *will* come.

