

**Aledo ISD**

**2017**

**Superintendent Goals**

Presented February 7, 2017

<b>Strategic Plan Board Priority</b>	<b>Departments Supporting</b>	<b><u>GOALS</u></b>	<b>Evidence/ Documentation</b>	<b>Timeline</b>
<p align="center"><b>Learning</b></p> <p>1. The District shall provide an aligned, rigorous curriculum, preparing students to meet or exceed educational standards.</p>	<p>Curriculum &amp; Instruction, Assessment &amp; Accountability and AISD Principals</p>	<p>The District will implement progress monitoring data meetings to close achievement gaps in low performing students groups identified in the Texas Academic Performance Report (TAPR) in the areas of Economically Disadvantaged, English Language Learners and Special Education.</p>	<p>Texas Academic Performance Report (TAPR) data.  Campus specific data pointing to targeted student groups.</p>	<p align="center">October 2017/Ongoing</p>
<p align="center"><b>Safety</b></p> <p>2. The District shall maintain a safe and orderly environment.</p>	<p>AISD Police Dept., Curriculum &amp; Instruction Dept., Head of Guidance and Superintendent, Chief Financial Officer</p>	<p>The District shall complete the required review of all District security measures (once every three years).</p>	<p>Report to Trustees in July of 2017.</p>	<p align="center">July 2017</p>
<p align="center"><b>Parents/Community</b></p> <p>3. Parents and members of the community shall have meaningful opportunities to communicate and participate in the educational processes of the District.</p>	<p>Superintendent, Deputy Superintendent, and proposed Director of Communication</p>	<p>The District will add the position of Director of Communications, undertake a complete overhaul of the AISD webpage, and begin implementation of the District Communication Plan.</p>	<p>Post and fill position in the Winter/Spring of 2017.  Newly reconstructed webpage.  Feedback from parents on annual client satisfaction survey.</p>	<p align="center">October 2017</p>
<p align="center"><b>Human Resources</b></p> <p>4. The District shall recruit, hire, train, and retain a highly qualified staff.</p>	<p>Human Resources, Business Office, Deputy Superintendent, Superintendent and Board of Trustees</p>	<p>During the spring and summer of 2017, the HR department will efficiently and effectively reassign and hire additional personnel as necessary to staff each campus based on the newly adopted district elementary attendance zones and the opening of Elementary #5.</p>	<p>Staffing plan and board action (when appropriate).</p>	<p align="center">October 2017</p>

		<p>Includes the following:</p> <ol style="list-style-type: none"> <li>1. Hire Elementary #5 principal</li> <li>2. Reassign 5<sup>th</sup> grade teachers to the five elementary campuses and reallocate non-teaching McAnally staff members (due to major enrollment decrease)</li> <li>3. Reassign current elementary teachers as necessary based on new attendance zones and demographer projections</li> <li>4. Hire any additional teaching positions as board-approved in late spring</li> </ol>		
<p><b>Financial/Facilities</b></p> <p>5. The District shall exhibit excellence in financial and facility planning, management, and stewardship.</p>	<p>Chief Financial Officer and Business Office Staff</p>	<p>The District shall undergo a process in which the ten-year growth plan is reviewed for currency and the community is surveyed to assess public opinions related to growth with an eye toward a possible bond election in November 2017.</p>	<p>Board agendas/ minutes and survey results.</p>	<p>October 2017</p>
<p><b>Continuous Improvement</b></p> <p>6. The District shall monitor and revise systems and processes to evaluate organizational effectiveness and stakeholder satisfaction.</p>	<p>Superintendent, Deputy Superintendent and All AISD Principals</p>	<p>The District will add items to campus and parent surveys assessing satisfaction with central administrative departments and functions, including auxiliary services.</p>	<p>Survey results presented to Trustees.</p>	<p>October 2017</p>