Aledo Independent School District

Strategic Plan

2015-2018<mark>9</mark>

1st Year Evaluation Board Report – December 2016 (will evaluate the progress made in 2015-2016)

2nd Year Evaluation Board Report – December 2017 (will evaluate the progress made in 2016-2017)

3rd Year Evaluation Board Report – December 2018 (will evaluate the progress made in 2017-2018)

<mark>4th Year Evaluation Board Report   – December 2019 (will evaluate the progress made in 2018-19)</mark>

2015-2018 District Strategic Plan

District Priority #1: Learning – The District shall provide an aligned, rigorous curriculum, preparing students to meet or exceed educational standards.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	2016 – 2017 Evaluation
1.1 The district will align all curricula based on data to reflect appropriate rigor and maximize student success.	Campus/District Administration, Horizontal/Vertical team, Exec Dir. of Curriculum	Eduphoria, ~~SuccessMaker~~, Think Through Math, iStation Scope & Sequence Year at a Glance	2015-20189 school year; as data becomes available	STAAR Results, Data Tables, TAPR, Lesson plans, School Report Card	Comparison of TAPR reports and objectives annually by sub groups	The District and all campuses Met Standard – see attached TAPR report for sub group data Continuous revisions of curriculum documents occur annually
1.2 The district will provide a variety of diverse, rigorous courses and programs/pathways to meet student needs and prepare them for the future to be successful in a competitive-global society.	Campus/District Administration, Campus staff counselors	All ~~HQ~~ Staff, CTE College Prep & Dual Credit Classes, Technology TxVSN	Annual comparison of course and program offerings	Endorsement #s, Master schedule, AP Scores, Campus Distinction Designations, TAPR	Increased offerings/performance when compared annually Distinction Designations	Distinction Designations include; AMS-Postsecondary Readiness McAnally Intermediate – Academic Achievement in Math and Science 2016 SAT Avg. Score is 1569, 140 points greater than Region XI and 194 points greater than the state 2016 ACT Avg. Score is 23.7 and 1.8 points greater than Region XI and 3.4 points greater than the state In 2016-17 337 students took a total of 763 AP exams, 54% of students earned a 3, 4, or 5 AMS offered the following courses for HS credit: Algebra I, Spanish I, Journalism I, Art 1, Health, Professional Communications, Theatre Arts. Course catalog for grades 7-12 is revised annually TXVSN courses are offered on an annual basis during summer for high school credit, in 2017 9 students took a total of 19

						TXVSN courses and 19 were completed successfully
1.3 The district will identify and implement appropriate effective instructional strategies to improve student learning.	Campus/District Administration, Campus staff. Technology	Instructional Technology, Instructional Staff	August 2015 –2018<mark>9</mark>	RtI Campus documentation, Progress Monitoring Data for Individual Students, Lesson plans, Professional Development Documentation Class rosters	Learning Walk Data ~~PDAS~~, <mark>T-TESS</mark> Sign in sheets & agendas, TAPR, Bright Bytes Survey	Learning Walks, Thinking Maps, and Fundamental Five Continue as a focus of the district

Extensive professional development is offered year round in district, at Region Xi, and through attendance at professional conferences |
| 1.4 The district will provide a variety of co-curricular and extra-curricular activities for the enrichment of all students. | Campus/District Administration, Campus staff | Athletic and UIL coaches, After school club sponsors, Booster clubs, Sponsors | August 2015- 2018<mark>9</mark> | Enrollment numbers in activities, Rosters from programs | Increased attendance, academic achievements. UIL Recognition at district, regional and state level | Students received over $20,327,000 in scholarship offers

District finished 4th in the state – Lone Star Cup |
| 1.5 The district will provide support programs at the district and campus level to meet the diverse needs of all learners. | Campus/District Administration, Campus staff | GT Specialists, Special Programs Director & staff, ESL Director & staff 504, RtI Team | August 2015 –2018<mark>9</mark> | GT Differentiation documentation forms, RtI Campus documentation, Progress Monitoring Data for Individual Students, Class Rosters | TAPR, Special Ed, 504, GT documentation program, TELPAS reports, RtI documentation | Campuses provide a wide variety of intervention programs for students; Pull out, push in, before/after school tutorials, online intervention programs, credit recovery, Bridge classes, writing camps, summer school |
| 1.6 The district will increase the opportunities for all students and staff to use developmentally appropriate technology in creative learning environments. | Campus/District Administration, Campus Staff, Technology | Instructional Technology, All classroom Teachers | August 2015-2018<mark>9</mark> | Professional Development Documentation Walk through data | Bright Bytes Survey, Walk Through data reflect increased use of technology | Approximately 40 technology trainings were offered to staff during the year

Bright Bytes Survey results; 51% of students are asked to collaborate online at least monthly

50% of students are asked to identify and solve authentic problems using technology at least monthly

79% of teachers believe technology enhances learning |

Title I Schoolwide Components: CNA = Comprehensive Needs Assessment, RS = Reform Strategies, HQ = Highly Qualified Staff, PD = Professional Development, R/R = Recruitment and Retention, PI = Parent Involvement, T = Transition, A = Teacher Involvement in Assessment, M = Assistance for Mastery, C = Coordinate Programs
Assessment: PBMAS = Performance Based Monitoring Analysis System, SPP = State Performance Plan, STAAR = The State of Texas Assessments of Academic Readiness, TELPAS = Texas English Language Proficiency Assessment System, TAPR= Texas Academic Performance Report

District Priority #2: Safety – The District shall maintain a safe and orderly environment.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	2016-2017 Evaluation
2.1 The district will evaluate and update emergency communication systems so that employees, students and parents are prepared to respond to an emergency situation at any time.	AISD Police, Campus/District Administration, Technology, Maintenance/ Operations	AISD Police Local First Responder, Local funds Grants Edwards Risk Management, Transportation Campus Safety Teams	August 2015 – 2018**9**	Written plans for each campus/district, Documentation of Drills, ParentLink	Appropriate response if emergency occurs Debrief sessions	District safety team trained and conducted drills for all staff and students on district-wide safety procedures; evacuation, reverse evacuation, lock down, severe weather, shelter in place, tabletop drills

Conducted a full scale relocation/reunification exercise at 1 campus

Internal safety audit held across the district

District established procedures for shelter in place and conducted drills |
| 2.2 The district will maintain partnerships with local emergency preparedness agencies. | AISD Police, Campus/District Administration, Campus staff | AISD Police SHAC TASB resources Edwards Risk Management Transportation | August 2015 – 2018**9** | Written plans on website, Student/teacher handbooks Survey Results | Teacher, Parent Survey Results | Continued partnership with Parker Co. Crime Stoppers

Continued partnerships with all local law enforcement agencies, local emergency management office and local fire department |
| 2.3 The district will perform, evaluate and update emergency drills and exercises. | AISD Police/Maintenance, Campus/District Administration | AISD Police/Maintenance TASB Resources Edwards Risk Management, | August 2015 – 2018**9** | Written documentation demonstrating compliance Evacuation Drills | All buildings and procedures will meet regulations | Drills were conducted at all campuses; evacuation, reverse evacuation, lockdown, severe weather, shelter in place, tabletop drills |

		Transportation Parker County Safety Group				Conducted full scale relocation/reunification exercise at 1 campus
2.4 The district will provide grade level appropriate programs to teach students about their digital footprint, Internet safety, and responsible technology usage.	Campus/District Administration, Campus Imp. Com. (CIC) Instructional Technology Specialist	TASB Legal Services PEIMS data SHAC	August 2015 –2018<mark>9</mark>	Discipline data for each campus/district in PEIMS, Lesson Plans	Decreased technology/ social media related discipline issues	Clarity Bright Bytes data- Student survey 13% report taught digital citizenship monthly Campus discipline data is reflected in the 16-17 CNA of campus plans District-wide digital citizenship week in October All campus librarians integrate digital citizenships skills into their lessons
2.5 The district will provide appropriate safety programs/trainings and professional development to all stakeholders to ensure a safe environment.	Campus/District Administration, Maintenance/ Operations, Technology, Transportation, Child Nutrition, Healthcare	SHAC Title II funding CATCH Local funds AISD Police <mark>Campus Safety Teams</mark> Edwards Risk Management	August 2015- 2018<mark>9</mark> Cyber Safety Week Red Ribbon Week	District/Campus Calendar of Events, Campus drill documentation DPS State Reports	Lesson Plans for Red Ribbon & Cyber Safety & CATCH	Drills/tabletop exercises were conducted at all campuses Campus safety teams were trained Lesson plans reflect Red Ribbon and Cyber Safety objectives
2.6 The district will continue to comply with all state and federal guidelines and pursue best practices in facility safety.	Campus/District Administration, Maint./Operations, Technology, Transportation, Child Nutrition, Custodians, Healthcare	TASB Legal Services AISD Police Edwards Risk Management Maintenance	August 2015- 2018<mark>9</mark>	Documentation of drills, Expenditure of district funds to upgrade safety DPS State Reports	Decreased discipline/ safety issues All buildings meet regulations Eduphoria work orders	All buildings meet regulations/guidelines Multiple drills/trainings are conducted annually

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District Priority #3: Parents/Community – Parents and members of the community shall have meaningful opportunities to communicate and participate in the educational processes of the District.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	2016-2017 Evaluation
3.1 The district will provide a variety of learning/training opportunities for parents/guardians.	District/Campus Administration Technology Webmaster Communications Officer	IT Department District Website Federal & State Local funds	August 2015 – 2018~~9~~	Training dates, Documentation of communication methodology, Web status, Sign in sheets	Increased utilization of a variety of communication methods, Parent feedback Parent survey	Parent Survey results include: 74% agree teachers let me know how to support my child's learning at home Parent University sessions were held and presentation material posted Training/Presentation guides on line for parents include; Creating SchoolFusion web accounts, student Google education accounts, parent portal access, cyber-safety for parents
3.2 The district will provide programs for parents/guardians and community members to volunteer and actively participate.	District/Campus Administration Teachers/Campus Program Directors	District Personnel SHAC State & local funds Watch Dogs PTO Booster Clubs	Monthly 2015 – 2018~~9~~	Sign in sheets, Campus/District calendars of events	Increased parental involvement at the campus and district level Community feedback Parent survey	Multiple committees function continuously – CIC, DWEIC, SHAC, PTO Approximately 2000 volunteers were approved Parent Survey results included: 93% agree they feel welcome at school 88% agree atmosphere encourages respect between teachers, students, parents, and administration
3.3 The district will be an active participant in appropriate civic, municipal, and charitable organizations in the Aledo ISD community.	District/Campus Administration Teachers/Campus Program Directors	Chamber of Commerce District Personnel Local funds AdvoCats AEF	Monthly 2015-2018~~9~~	Attendance at meetings/events Calendar of events	Continued local support of the community, Parent survey, Civic organization documentation	Campus/District participation in community events supporting Center of Hope, AdvoCats, Snack Pack program, Thanksgiving Basket by Holy Redeemer 92% of parents agree Aledo ISD has a good public image

3.4 The district will work with members of the community to foster support for the mission and goals of the district, and build positive relationships with parent and school organizations.	District/Campus Administration All Campus staff	Chamber of Commerce Mentorship Program Community Business Partners Educational Foundation Federal funds Local funds PTO	August 2015 – 2018<mark>9</mark>	Documentation of attendance at meetings, Calendar of events, District App	Attendance at public meetings Sign-in sheet News release District App Data Parent survey	Strong campus/district partnerships exist with PTO, Ministerial alliance, AdvoCats, Center of Hope, Community Partners, and Chamber of Commerce 78% of parents agree the vision for the District is clear
3.5 The district will utilize a variety of ways to communicate with parents/guardians and the community	District/Campus Administration, Teacher/Campus Program Directors	Social media PTO Booster Clubs SHAC Local funds APP – AISD Website ParentLink	August 2015 – 2018<mark>9</mark>	Parent surveys	Increased results for parent survey	Parent Survey participation was 38% (an increase of 21%)

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District Priority #4 Human Resources – The District shall recruit, hire, train, and retain a ~~highly qualified staff.~~ fully certified staff

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	2016-2017 Evaluation
4.1 The district will maintain 100% fully certified ~~and highly qualified~~ staff throughout the district.	District/Campus Administration	Local funds Federal funds High School allotment	August 2015- 201~~8~~9	Principal Attestation Report TEA ~~HQ~~ District & Campus Reports	TEA ~~HQ~~ District/Campus reports, Personnel records	District was 100% highly qualified for 14th consecutive year
4.2 The district will provide a comprehensive professional learning system that aligns with AISD instructional focus, supports new staff and meet the needs of our future-ready learners.	District/Campus Administration, Mentor Teachers	Local funds Federal funds Community Partners	Annual August orientation August 2015-201~~8~~9	Calendar of PD Events, Sign in sheets/agendas, Payments to mentors Position/Dept. PD plans	New Teacher Survey Results, Professional Progress Results, Teacher turnover rate, Exit surveys	New teacher mentor program provides a paid mentor, gift cards specialized training, master teacher observations Teacher turn-over rate: 2015-2016=8% 2016-2017=8.1% Staff turn-over rate decreased: 2015-2016 13.6% 2016-2017=12% Extensive in-house summer PD opportunities provided Local and federal funds utilized for PD cost outside of Aledo ISD
4.3 The district will encourage continued service through a salary structure that is competitive and serves as a recruiting tool.	District Administration, Board of Trustees	TASB Legal Local funds	August 2015- 201~~8~~9	Published pay structure	TAPR/Teacher turnover rate Exit surveys	1% of mid-point increase provided for all staff TASB Pay Maintenance Study was completed in Spring 2017 Staff and teacher turn-over rate stayed constant or decreased
4.4 The district will continue to develop and promote future leaders through multiple	District/Campus Administration	Title I, II, III funding IDEA funding Local funds	August 2015- 201~~8~~9	Professional Development Calendar, sign in sheets, Agendas, evaluations, PD Request forms	Online Staff Development, Evaluations	15 staff members participated in the Teacher Leader Academy (TLA) Cohort 5

						Extensive PD offered to staff on & off site
4.5 The district will ensure that employee benefits compete with surrounding districts. (i.e. unused sick day stipend upon retirement, attendance incentive, tuition reimbursement, health and fitness)	District Administration, Board of Trustees	TASB Legal, Local funds, Local businesses	August 2015- 20189	Board Approved/Published salary/benefit package	TAPR/ Teacher turnover rate, Exit survey results	Staff and teacher turn-over rate remained constant or decreased

Compensation packages/employee benefits posted on website |

District Priority #5 Financial/Facilities – The District shall exhibit excellence in financial and facility planning, management, and stewardship.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	2016-2017 Evaluation
5.1 The district will continue to monitor, reevaluate and effectively communicate the facilities' needs plan annually to prepare for future growth, including long range replacement schedules for major cost items.	Superintendent Board of Trustees Maintenance Director CFO	Community Groups DWEIC Administrative Team Local funds Bond funds Demographer	August 2015 – 2018~~9~~	Written plan in place updated annually	Major cost items are replaced Bond elections for buildings are approved	New Elementary #5 planning and construction completed. Campus opened August 2017
5.2 The district will utilize effective systems of communication to educate the public of federal, state and local financial decisions with emphasis on local impact.	Superintendent CFO	Campus Staff Chamber of Commerce Community Partners PTO DWEIC Communications Staff	August 2015 – 2018~~9~~	Documentation of items communicated	Responses to customer survey satisfaction	Budget is posted on line Parent survey results: 91% would give the Aledo ISD a grade of A or B
5.3 The district will continue to utilize a conservative approach to financial management in order to maintain favorable bond ratings and strategically manage district finances in light of the uncertain state funding climate.	Superintendent CFO Board of Trustees	District/Campus Staff Financial Advisors TASB	August 2015 – 2018~~9~~	Annual audits ~~FAST~~/FIRST data	Favorable bond ratings District fund balance	Fitch Ratings maintained the district bond rating of AA District fund balance was maintained
5.4 The district will continue to earn top ratings in all state, federal and financial accountability systems.	Superintendent CFO Board of Trustees	District/Campus Staff	August 2015 – 2018~~9~~	Documentation of district ratings and annual audit findings	FIRST, ~~FAST~~ Ratings Annual Audit findings	14th consecutive year received a FIRST Superior Rating Received a clean audit for 2016-2017
5.5 The district will identify and pursue new revenue	Superintendent CFO Board of Trustees	AEF DWEIC TASB	August 2015 – 2018~~9~~	Documentation of explored and approved revenue opportunities	Additional revenue opportunities will be available	Aledo Education Foundation awarded $183,000 in teacher grants

opportunities while nurturing current relationships.		Chamber of Commerce Community Partners PTO				PTO donated $80,000 to the campuses Community Partners donated $8000 to new staff members District continued in SHARS program resulting in funding for district

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District Priority #6 Continuous Improvement – The District shall monitor and revise systems and processes to evaluate organizational effectiveness and stakeholder satisfaction.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	2016-2017 Evaluation
6.1 The district will annually evaluate the effectiveness of all district programs.	District/Campus Administrators	IT Department AD UIL Coaches/Sponsors Program Directors Auxiliary Services Transportation	August 2015 – 2018**9**	Annual Evaluation (i.e., survey meetings with stakeholders) Campus Improvement Plans	Improvement in areas of concern as identified in evaluation process	Clarity Bright Bytes teacher survey results: 79% agree technology enhances learning 75% of teachers can get devices for students when needed Each campus receives parent/staff survey results on annual basis District/all campuses complete CNA annually to establish goals
6.2 The district will use technology to improve and automate internal systems. (Google educational app., teacher website, parent participation)	District/Campus Administrators	IT Department Program Directors Auxiliary Services	August 2015 – 2018**9**	Documentation of changes in automation to internal systems PayPal Transportation AESOP ParentLink Parent Portal Employee Access System	Increase in Automated internal systems Reduce cost of district operations, Increase ease of access to real time information.	Clarity Bright Bytes teacher survey results: 91.7% of teachers have access to device at home w/internet capabilities Continue to utilize Schoolfusion, Parent Portal, Paypal, AESOP, Outlook exchange, Google Apps fpr Education
6.3 The district will continue to evaluate and develop administrative regulations and systems to ensure internal consistency and purpose of outcomes.	District Administrators	Campus Administration	August 2015 – 2018**9**	AR's posted for Administrative Use	Reduction in formal complaints/appeals, Increase incidents of complaints handled at lowest level manageable. Overall internal consistency on district procedures.	Admin team works cooperatively to ensure consistency with student handbook, attendance procedures, interview tools, complaint process, etc., reviewing and revising ARs as needed
6.4 The district will conduct and evaluate the annual parent satisfaction survey at the campus and district level.	District Administration	IT Department Campus Administration DWEIC	Spring 2015-2018**9**	Completed survey documentation reported to stakeholders	Evidence of addressing areas of concern as identified in survey results	Parent survey had 38% response rate Parent survey results included: 89% agree they are kept adequately informed, 88%

						agree the atmosphere of school encourages respect between teachers, students, and parents 94% agree child feels safe at school 96% agree child understands expectation for behavior and is held accountable 82% agree options for extra-curricular activities are adequate 91% agree course offerings are adequate 91% would give an overall grade of A/B to AISD Parent survey results are reviewed at the campus level as part of CNA
6.5 The district will conduct and evaluate the annual satisfaction surveys at the campus and district level.	District Administration	Program Directors IT Department Program Directors Auxiliary Services	August 2015-2018<mark>9</mark>	Completed survey documentation	Evidence of addressing areas of concern as identified in survey results	Teacher and parent survey results are reviewed at the campus and district level Teacher survey results included: 94% agree campus administration effectively communicates with all 95% agree admin. acts on faculty concerns and recommendations 93% agree goals for school are clearly communicated 98% agree student performance is continuously monitored and assessed
6.6 The district will encourage increased participation on parent and staff satisfaction surveys.	District/Campus Administrator	Program Directors IT Department Campus Administrator Auxiliary Services	August 2015 - 2018<mark>9</mark>	Communication strategies for survey participation	Increased participation rates	Parent survey participation rate was 38% Teacher survey participation rate was 85%

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