

# Strategic Plan Update

## Priority 2 : Staff Satisfaction & Engagement



# Strategy 2.1

Increase recruitment efforts and ensure retention of staff.



# Recruitment for 26-27

## New HR Director Position Added to Intensify Our Efforts

### Job Fairs

- Attended at 6 job fairs
- Partnered with the Smithville Education Foundation to update signage and swag items

### Hiring Process

- In consultation with hiring supervisors, redesigned the hiring process to improve efficiency and accuracy



# Recruitment for 26-27

## Vacancies for 26-27

- 36 Total Instructional/Professional Vacancies\*  
83% filled as of today  
Brown Primary and Smithville Elementary School are 100% filled

## Experience and Certification

- Our new-to-district hires' average years of experience is 9.9 years, and 75% of our new-to-district teachers have 3 or more years of experience
- 70% of new teacher hires are fully certified for their area of assignment
  - 3 zero-year hires, which are all Project Tiger candidates selected from within the district
  - 3 are degreed and in alternative certification pathways

## Conversion of Contracted Services to Direct Hire

- We are successfully shifting away from contracted services to more direct hires for Special Education supports:
  - Speech Language Pathologist, Diagnostician, ARD Facilitator, and Occupational Therapist (50% time)

*\*Includes those created due to in-district transfers and contracted services converted to a position*

# Teacher Turnover Rates

Year	SISD	State
2021-22	22.4%	17.7%
2022-23	18%	21.4%
2023-24	24%	19.1%
2024-25	27.5%	18.8%
2025-26	17.7% (projected)	TBD

Based upon TAPR Report data.

*Teacher turnover TAPR data includes staff who remained employed in the district, but not as teachers.*

# Teacher Retention Comparison: 25-26 vs 26-27

- **Teaching Vacancies 25-26**
  - 23 new-to-district teacher hires
  
- **Teaching Vacancies 26-27**
  - 16 new-to-district hires to date
  - 5 remaining teaching vacancies for a total of 21 new to district

# Retention

- **Instructional & Professional Vacancies**

- 5 internal transfers
- 4 hires to replace Contracted Services
- 3 retirements
- 2 adjustments to current staffing levels
- 20 resignations
- 2 current year vacancies

- **Paraprofessional & Auxiliary Vacancies**

- 7 transfers
- 2 resignations

# Active Vacancies

## Remaining Instructional & Professional Vacancies, to date:

### SJHS Teachers

- 8th ELAR
- Behavior/Coaching
- Art
- Librarian

### SHS Teachers

- Agriculture
- Spanish

# Statewide Trends

## Retention by Pathway to Teaching

First Teaching Year

2020-21

Pathway to Teaching

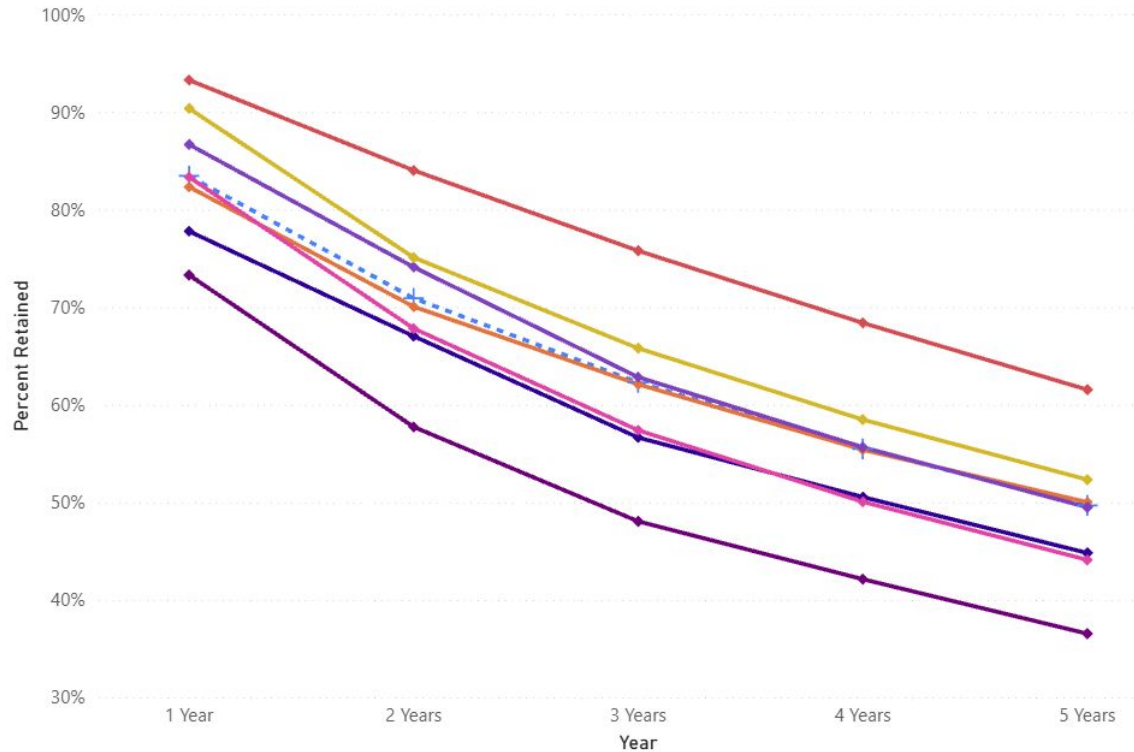
All

### Percent Retained by Pathway to Teaching

#### Pathway to Teaching

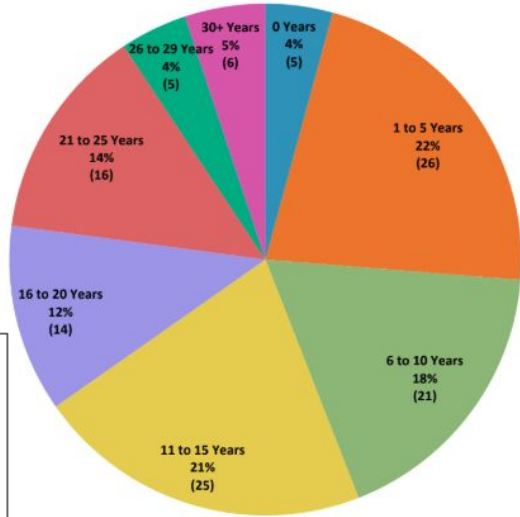
+ All routes

- ◆ First Teaching Year on Emergency Permit
- ◆ First Teaching Year on Intern Certification
- ◆ First Teaching Year on No Certification
- ◆ First Teaching Year on Out-of-State Certification
- ◆ First Teaching Year on Standard Certification, Alt
- ◆ First Teaching Year on Standard Certification, PB
- ◆ First Teaching Year on Standard Certification, Undergrad...



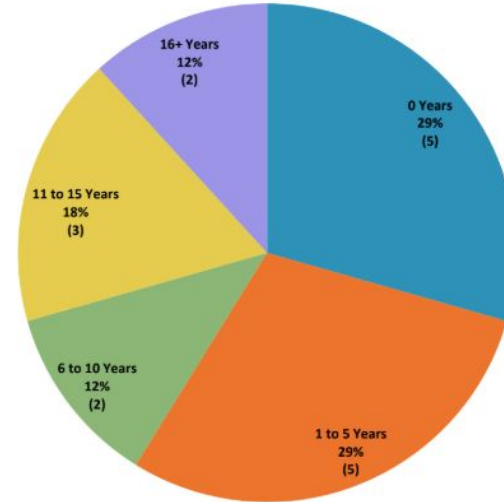
# 2025-26 Teacher Experience

Distribution of Total Experience - Teachers, 2025-2026  
Smithville ISD



**74%** of Teachers hold  $\geq 6$  yrs experience

Total Experience of Newly Hired Teachers, 2025-2026  
Smithville ISD



118 Teachers

17 Teachers with 0 years of local experience in 2025-2026

# Teacher Incentive Allotment

## 2.1.2 Apply for and Implement TIA.

- **24** SISD teachers received a new local TIA designation based upon 2024-25 performance, and **1** teacher holds a designation earned previously.
- Smithville ISD is considered rural, and 2026 individual teacher allotment amounts ranged from **\$5,876 - \$23,283**, depending on the campus and designation level
- Our local system has expanded and the application includes **all teaching assignments** in 2026-27.
- Fall 2026 data submission will include a fourth level of designation: **Acknowledged**, which will be a lower level of designation.



# Competitive Compensation

## 2.1.3 Maintain a competitive salary and stipend schedule within comparable districts

- In 2025-26, experienced teachers received increases of \$4,000 (3-4 yrs) and \$8,000 ( $\geq 5$  yrs) , plus 5% for hourly employees and 3% for all other employees.
- A pay study was conducted in spring 2026, and results reviewed by the Board of Trustees in June.
- Recommended updates to the pay scales, as well as strategic adjustments where positions are below market value, are being developed based upon TASB's recommendations.



# Strategy 2.2

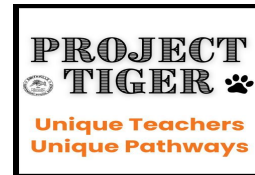
Build capacity of all staff through meaningful and relevant professional development.



# Alternative Certification Pathways

2.2.1 Create and develop a system of support for teachers pursuing alternative certification pathways.

- **Alternative certification** candidates who hold a college degree may pursue through programs such as Teachworthy, 240 Certification, Texas Teachers, Iteach, or Region 13
  - 4 candidates have become fully certified this spring and are teaching in SISD
  - 1 Candidate is anticipated to be fully certified by this summer
- **Project Tiger** (Teachworthy Elevate) provides an opportunity for individuals to earn their degree through IWU and teaching certification through Teachworthy while in the classroom
  - While serving as a classroom instructor, candidates are compensated on the state minimum pay scale
  - The district contributes \$1,500 per candidate using Title II funds to support their professional learning for the first modules of Teachworthy, and candidates are responsible for other costs, including tuition
  - Since beginning the program 2 years ago:
    - 3 candidates have completed their degree and are now finalizing certifications
    - 2 candidates are completing their degree and are continuing as classroom instructors
    - 4 participants are in the newest cohort and 3 are assigned as new classroom instructors for 2026-27



# Mentor Teacher Program

2.2.2 Identify and train eligible Mentor Teachers in research-based instructional strategies to support 0-3 year teachers.

- **Mentor Support 25-26**

- 22 teachers with mentor support for the full year
- 14 experienced new to district teachers who met monthly
- 67% returning to SISD for 26-27

- **Mentor Support 26-27**

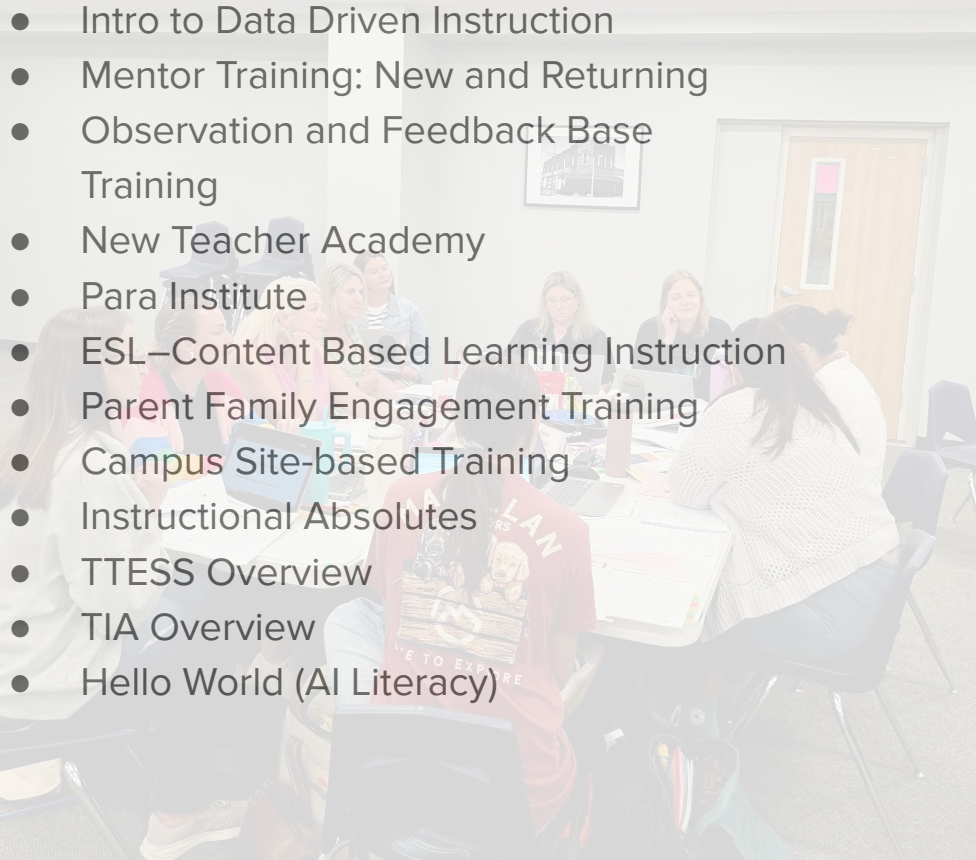
- 9 current teachers who will continue to receive mentor support
  - 3 continuing Project Tiger
  - 6 in 2nd or 3rd year
- All New Hires with 0-3 years of experience

# Special Education Professional Development

2.2.3 - Identify areas to provide professional learning for staff in the area of serving students with special needs.

- Para Institute
- SPED Tech Resources
- Texas Behavior Support Initiative
- Dyslexia for Gen Ed
- SPED Overview-All Staff
- Case Management 101
- SAMA De-escalation Training
- SPED New to District
- Technology for SPED Support
- Time Out/Restraints
- Unique Curriculum
- Goal Books
- E-SPED Training

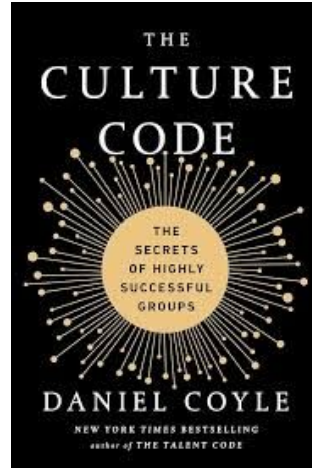
# Teacher and Staff Professional Development 25-26

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- Intro to Data Driven Instruction
  - Mentor Training: New and Returning
  - Observation and Feedback Base Training
  - New Teacher Academy
  - Para Institute
  - ESL–Content Based Learning Instruction
  - Parent Family Engagement Training
  - Campus Site-based Training
  - Instructional Absolutes
  - TTESS Overview
  - TIA Overview
  - Hello World (AI Literacy)
  - CollegeBridge Training
  - iReady ELAR/Math Training
  - Title IX
  - Trauma and Grief Informed Practices
  - STAAR Intervention
  - Stop the Bleed and Narcan
  - Delta Math / Desmos / Kami Pro
  - CTE Work based Learning
  - Social Skills Curriculum Training
  - YouScience / iCEV / Edmentum
  - DBQ--Document Based Questions
  - Data Analysis of December Final
  - Content Based Language Instruction
  - ELPS Toolkit for English Learners
  - HMH Rollover
  - Curriculum Mapping

# Professional Development: Looking Forward to 26-27

- **Campus Professional Development Plans**
  - Streamline required trainings to create space for meaningful and relevant professional development
  - Embedded choice into more Professional Development time
  - Time reserved for campuses to address specific needs during Back to School PD
  - Smithville ISD District Conference Day, November 2, 2026  
*Teacher-led learning on relevant topics for student success*
- **Focus on Growing our Leaders**
  - This year's focus was courageous leadership
  - Next year, we are focusing on building a culture of excellence through team strengths and alignment of our shared vision

# Planning Forward - Leadership Development



# Planning Forward - Data Driven Instruction

As a part of the Texas Instructional Leadership Framework, Data-Driven Instruction (DDI) is a highly effective, research-based training guiding district and campus leaders to conduct effective data meetings with their campus teams.

Last week, each campus team participated in a 2-day training with ESC 13 to expand this work.



# Strategy 2.3

Improve Staff Safety and Well Being



## 2.3.1 Improve Staff Safety and Well-Being Through Employee Assistance

### Emotional Support

- Stress, Anxiety, Depression
- Marital and Family Conflicts
- Alcohol or Drug Use
- Job Pressures
- Dealing with Change
- Grief and Loss



### Work-Life Solutions

- Finding Child or Elder Care
- Housing Searches
- Financial Assistance
- Pet Care Resources
- School Planning



### Legal Guidance

- Family Law (divorce, custody, adoption)
- Bankruptcy and Credit Issues
- Real Estate and Foreclosure
- Immigration Concerns
- Wills and Estate Planning

## 2.3 Improve Staff Safety and Well-Being Through Employee Assistance

### Access Benefits Anytime:

Call 24/7: **844-266-0712**

Online:

[guidanceresources.com](https://guidanceresources.com)

App: **GuidanceNow<sup>SM</sup>**

### Six Face-to-Face Sessions

 Emotional Support

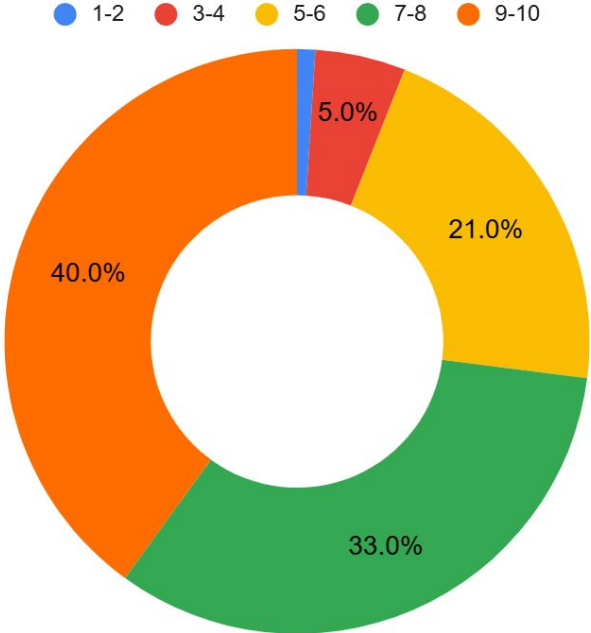
  Work-Life Solutions

 Legal Guidance

# Fall Staff Survey

2.3.2 Administer a safety and well-being survey to measure perceptions of staff safety and well-being.

**On a scale of 1-10, how likely are you to recommend working at Smithville ISD?**



**73%**

Responded Favorably (7-10)

66% response rate



# Areas of Focus Resulting from the Staff Survey

- **Strengthening our culture of care** and belonging through leadership development
- Creating systems to **improve two-way communication** (2.3.3)
  - Communication after the survey about the results and impact, including a letter to staff, board presentation, and incorporation into leadership development and improvement planning
  - Campus and district-based newsletters
  - Superintendent's Advisory Council
  - COAT on Campus
  - Campus & department leadership team structures and processes
  - Continuing the survey cycle
- Recognizing and **valuing employee contributions**
  - Board recognitions throughout the year
  - District newsletter recognitions
  - Job specific recognitions on social media (e.g., Assistant principals, counselors, nurses)
  - Employees of the Year, added Texas Teacher of the Year
  - Education Foundation partnership to support these efforts
- **Addressing facility related issues** and concerns
- **Improving and enhancing professional learning** offerings to increase relevance and choice based on individual needs

# Questions & Comments

