

# Splendora ISD Strategic Plan Balanced Scorecard 2022-2026

**Mission:** Cultivating Exceptional People

**Vision:** Right People. Right Things. Right Way. Right Resources. Right Relationships

**In Splendora ISD We Believe...**

- Student-Focused: We believe the greatest outcomes result when students come first.
- Relationships: We believe positive and supportive relationships create the conditions for students to be advocates in their education.
- Culture: We believe a healthy, collaborative culture fosters exploration and innovation in a supportive environment.
- Servant Leaders: We believe servant leaders and critical thinkers strengthen our community and democracy.
- Learning: We believe all students deserve high-quality, engaging learning experiences that honor the potential in each student.

Strategic Priorities	Performance Goals	Key Strategic Actions	Progress Measures (Evidence)	Picture of Success (annual [X to Y by Z])	22-23	23-24	24-25	25-26
Priority 1: Focus On Student Success	1.1 Increase opportunities to support student engagement  (Increase student engagement through multiple opportunities?)	1.1 a. <b>Advertise</b> opportunities and recruit students to participate in extracurricular, co-curricular and afterschool programs and clubs b. <b>Create</b> new opportunities based on student input c. <b>Allocate</b> resources (time, money, staff, space) proportional to growth d. <b>Increase</b> participation in UIL Academic activities for grades 3-12	1.1 a. Increased numbers of students involved in these activities evidenced through rosters b. Conduct student surveys, use student groups to generate ideas for new opportunities c. Annual budget to performance goal analysis. d. Increased numbers of students participating in UIL academics in grades 3-12	By 2026, we will move from ____ to 100% of students being engaged in at least one school-based activity (course or program of study) in grades ____ beyond WIN class.  Sustain 100% of students in WIN class for grades 6-12.				
	1.2 Increase focus on student learning and growth as measured by multiple measures	1.2 a. <b>Provide</b> all four core areas with a vertically aligned curriculum PK-12 b. <b>Refine</b> HPLS based on data, TEKS and feedback c. <b>Refine</b> SBA process and TEKS selection for essential standards d. <b>Ensure</b> fidelity of PLC processes district-wide e. <b>Design</b> Engaging Work through the design process f. <b>Align</b> Rtl processes across the district g. <b>Provide</b> opportunities for after school tutoring  h. <b>Increase</b> number of teachers participating in Blended Learning through professional learning, advertisement and recruitment  i. <b>Increase</b> number of biliterate, bilingual and bicultural students	1.2 a. Completed HPLS for all core areas PK-12 b. HPLS feedback forms, attend campus PLC, c. Readiness standards are prioritized on assessments as evidenced on SBA Blueprints d. Evidenced through PLC agendas e. Evidenced through: I. Specification Sheets II. Unpacking Standards III. Webbing f. Designated campus Rtl position I. District-level training to establish common language and processes II. District-wide documentation alignment through Frontline  g. Increased number of teachers participating in Blended Learning  h. I. Increased number of Dual Language students II. Increased opportunities for language/cultural exposure III. Earn Spanish LOTE credit IV. Seal of Biliteracy	By 2026, all core subjects will have curriculum completed in the HPLS.  By 2026, Reading MAP annual growth as measured by academic readiness on each campus will increase by 50%.  By 2026, Math MAP annual growth as measured by academic readiness will increase by 50%  By 2026, all elementary campuses will have a two way dual language program for grades PK-2nd grade  By 2026, the district will go from 7% to 20% of teachers participating in Blended Learning.  *Consider addition of Science and Social Studies				

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	1.3 Ensure life readiness: students are college and/or career and/or military ready	1.3.1 a. <b>Provide</b> awareness of all requirements for college admission for all students and parents in grades 7-12 b. <b>Develop</b> a college entrance exam timeline and matrix for all students c. <b>Ensure</b> 100% of students take one or more college entrance exams d. <b>Ensure</b> students cannot exit ECHS without parent consent	1.3.1 a. I. Opportunity Guides distributed through multiple venues to 5th-12th grade students II. Parent meetings, monthly newsletters III. Individual PGP meetings for students in grade 6-11 b. Key dates on timeline completed b. Develop a college entrance exam timeline and matrix for all students c. 100% of students take one or more college entrance exams d. 100% consent for exiting ECHS students	By 2026, 100% of ECHS students will pass Math & Reading TSI by end of 10th grade  By 2026, we will have 100% parental involvement in PGP meetings  By 2026, SAT/ACT- more kids participated, increasing from X to Y by when? PSAT AP exam Dual Credit (working on this)				
		1.3.2 a. Provide awareness of pathways (Opportunity Guide) b. Strategically recruit students for pathways (Career Fairs and Career Readiness class) c. Select career endorsement and pathway (8th-9th grade) and follow up actions to ensure completion of related pathway (Major Clarity) d. Increase certifications/level 1 certificate opportunities e. Ensure certification/certificate alignment with appropriate Program of Study	1.3.2 a. I. Opportunity Guides distributed through multiple venues to 5th-12th grade students CTSO/Parent meetings, monthly newsletters b. I. 100% of secondary students are given the opportunity to participate in Career Fair A. Student feedback through surveys II. All 8th grade students take Career Readiness class using Major Clarity and Texas OnCourse c. Yearly PGPs with parental involvement (6th-11th grade) d. Utilize Texas Gulf Coast Workforce Commission/Local CTE Advisory Committee data e. Refine course selection guide based on TEA requirements	By 2026, industry based certifications will increase by ___ to ___ for Lone Star Level 1 certification.  By 2026, will continue to increase the number of completers to ____ by ____.  By 2026, SISD CTE will sustain and increase all industry partnerships from ___ to _____.  By 2026, we will have 100% parental involvement in PGP meetings				
		1.3.3 a. Provide awareness of pathways (Opportunity Guide) b. Increase number of students enrolled in ROTC c. Provide opportunities for students to take the ASVAB d. Provide opportunities for military recruiters to meet with students during school lunch	1.3.3 a & b. I. Opportunity Guides distributed through multiple venues to 5th-12th grade student II. Parent meetings, monthly newsletters III. Individual PGP meetings for students in grade 6-11 c. document number of students taking ASVAB d. Recruiters present during school lunches to meet with students	Enlistment papers				
	1.4 Ensure Social/Emotional Wellness and Physical Safety for All Students	1.4.1 a. <b>Ensure</b> a positive and supportive classroom climate by the implementation of CKH at	1.4.1 a. 1. Campus walkthroughs with CKH focus 2. Implementation of CKH Premium	- By 2026, the District will maintain its CKH National Showcase Standing.				

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		<p>all campuses in all grade levels</p> <p>b. <u>Implement</u> explicit Social and Emotional Skill Building on all campuses</p> <p>c. <u>Provide</u> Training for all Teachers, Instructional Staff and Administrators to support the Social and Emotional Wellness of Students</p> <p>d. <u>Develop</u> a Comprehensive Counseling Program that adheres to the Texas Model of Comprehensive School Guidance</p>	<p>3. Process champions planned refresher trainings</p> <p>4. Leadworthy classes implemented at SJH and SHS</p> <p>5. Ensure all new staff members are CKH trained</p> <p>b.</p> <p>1. Counselors will provide Guidance lessons on each campus that support CKH, Campus Character Education Programs, and Social and Emotional Wellness</p> <p>2. Teachers will provide Social and Emotional Skill building lessons.</p> <p>3. Coordinate health and wellness training groups and presentations for students in collaboration with Community Organizations.</p> <p>4. Students will be taught Tier One behavior expectations on all campuses</p> <p>c.</p> <p>1. Teachers and instructional staff will be trained to support positive student mental health and incorporate trauma informed instructional practices</p>	<p>-</p> <p>- By 2026, 100% of students will receive teacher-directed explicit Social and Emotional Skill Building Instruction/Character Education in the classroom on a weekly basis, and Guidance lessons provided by the school counselor in compliance with The Texas Model of Comprehensive School Counseling.</p> <p>-</p> <p>- By 2026, 100% of all Teachers and Instructional Staff will have received training in Mental Health First Aid and Trauma Informed Instruction and Discipline.</p> <p>-</p> <p>- By 2026, 100% of all campuses will have a well supported comprehensive school counseling program that meets the Texas Model Standards.</p>				
		<p>1.4.2</p> <p>a. Create a culture of Campus Safety</p>	<p>1.4.2</p> <p>a. Crisis/Threat Assessment Teams, Nurses, Administrators and Counselors will be trained to support students social and emotional well being in a crisis situation</p> <p>b. Teach students the expectations for campus safety measures</p> <p>c. Implement a confidential reporting program</p> <p>d. Practice school safety drills utilizing the guidelines set forth by the Texas School Safety Center</p> <p>e. Complete campus safety check audits with SISD Police Department</p> <p>f. Provide Trusted Adult Training to all instructional staff that includes Suicide Prevention, Bullying</p>	<p>-</p> <p>- BY 2026 100% of all Crisis/Threat Assessment Teams, Nurses, Administrators and Counselors will be trained in Psychological First Aid.</p> <p>-</p> <p>- By 2026, campuses will reach and maintain a 100% rating in compliance measures related to school safety.</p> <p>-</p> <p>- By 2026, campuses will see an improvement in our school safety measures on student climate and</p>				

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			Prevention, Threat Prevention and Reporting Abuse Requirements.	culture surveys measures from ____ to ____.				
Priority 2: Focus on Staff Well-Being, Engagement and Growth	2.1 Develop and offer aligned professional learning for all district staff	2.1 a. Survey staff regarding professional learning needs and interests b. Develop meaningful professional learning based on feedback and alignment to Strategic Direction c. Provide opportunities for meaningful professional learning c. Ensure follow up and follow through of professional learning	2.1 a. Send out professional learning Interest surveys to all staff b. Partner with necessary departments and stakeholders to develop professional learning	By 2026, staff will have multiple choices and tiers for professional learning				
	2.2 Focus on staff wellness and safety	2.2 a. Create a Retention & Wellness committee b. Ensure campuses and departments are physically safe locations for employees.	2.2 a. Provide committee recommendations to increase retention and wellness through health initiatives and employee counseling b. Work with Splendora ISD Police Department and Maintenance Department to ensure campuses are safe, clean, and secure.	By 2024 SISD employees will feel safe at work and believe that SISD offers great wellness opportunities for both themselves and their families.				
	2.3 Increase Staff Satisfaction, Engagement, Trust and retention	2.3 a. Increase staff satisfaction with Splendora ISD. b. Build trust between staff and supervisors within Splendora ISD. c. Develop methodology for all staff retention. d. Measure teacher retention on all campuses. e. Measure all staff retention on campuses and departments.	2.3 a. Staff surveys in fall and spring to gauge staff satisfaction with the District. b. Staff surveys in fall and spring to gauge staff trust with supervisors in the District. c. Analyze turnover data in July for retention rates.	By 2026 SISD employees will be satisfied with their jobs, departments, and supervisors. (Indicate Question Number)  By 2026 we will move from 76% to 85% annual District teacher retention rate  By 2026 we will move from 70% to 85% annual staff retention rate.  By 2026 we will move from 60% to 80% participation in surveys.				
Priority 3: Focus on Community Engagement, Transparency and Trust	3.1 Augment Community Partnerships	3.1 a. <b>Create</b> Business Coalition (Young Adults/Business Owners internship), Fine Arts Council b. <b>Host</b> Faith Leadership Breakfast, Community Leaders Breakfast, Realtor Lunch & Learn c. <b>Engage</b> senior citizens and community members d. <b>Invite</b> all to join District Improvement Team (DEIC)	3.1 a. Distribute invitations and an all call on social media b. Increase attendance at all hosted events c. Use Splendora Folks on Facebook to promote SISD app, and ESL and GED classes d. Increase DEIC new membership by advertising on Splendora Folks	Stakeholders are informed and consider it a benefit to partner with the school district financially (sponsors in marketing), as educational sponsors (partners in education), and/or as volunteers.  3.1.a. By 2026, the young adult/business internships will have met seven times. 3.1.b. Each year improve attendance by 1. 3.1.c. App downloads and community email subscriptions will grow by 10% each year. 3.1.d. New members will be added on a continual basis.				
	3.2 Increase Engagement with All Parents	3.2 a. <b>Offer</b> 2-way communication (Let's Talk) b. <b>Align</b> teacher-based communication into one platform (Remind)	3.2 a. Let's Talk dialogues and customer experience b. Teacher communication on Remind	By 2026, parent and volunteer attendance will increase, Let's Talk customer experience rating will improve, and complaints will decrease.				

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		c. <b>Track</b> parent attendance and feedback at every event d. <b>Target</b> new parents e. <b>Target</b> multilingual parents	c. Event attendance and feedback d. Welcome bags to registrars, PTOs and Booster Clubs memberships, volunteers, Front line employees have monthly trainings to improve customer relations e. Title III liasons will host meetings for multilingual parents, adding instructional "how to" videos to website, host ESL classes					
	3.3 Increase transparency and trust	3.3 a. <b>Post</b> calendar events on website and in bimonthly campus newsletters b. <b>Share</b> district and campus news through email/app c. <b>Use</b> social media to share our story d. <b>Promote</b> Let's Talk	3.3 a. Confirm calendar events on website align with bimonthly campus newsletters b. Improve number of parents receiving email notifications/increase app downloads c. Answer social media comments and increase followers d. Increase Let's Talk dialogues and improve the customer experience	By 2026, community trust is validated by support of District Initiatives and Bonds, and support of Board, District, and Campus Leadership.				
Priority 4: Focus on Strategic Alignment of Financial and Operational Systems for Long Term District Growth	4.1 Develop systematic long range plan and process to accommodate long term district growth.	4.1 a. Develop a 10 year long range facility and bond plan b. Conduct Education Specification process for facility planning c. Reconstitute current Land and Facilities committee to broaden perspective.	4.1 a. Long range facility plan that includes 10 year projections for facilities, bond capacity, and explanatory language regarding projects and timelines. b. Education specification summary report to be delivered by December 2022 to be used for all new construction.	Long-Range Plan is completed and used in a systematic, transparent manner.				
	4.2 Ensure Efficiency, Cost Avoidance, and Strategic Alignment of Resources	4.2 a. Develop staffing ratios to accommodate increasing growth b. Conduct Energy Management, Budgeting, and Departmental Audits to ensure strategic alignment of resources and efficiency.	4.2 a. Ascender; TASB staffing audit (shared internal google drive), PEIMS database (retention rate), OnPoint, TASB online salary database b. TxEIS, Audit results (would have to find data source- could plug into the audit companies dataset)					
	4.3 Ensure Coherent and Transparent Budget Development, Adoption and Management	4.3 a. Strategically inform and involve the Board in budget workshops each year.	4.3 a. Board workshop meeting minutes and feedback from the Board.					

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		b. Conduct Budget Review and creation process  c. Ensure timely and accurate staffing processes for campuses and departments.	b. Annual Financial Audit and tracking meetings throughout the spring budget creation process. c. Monthly Staffing reviews beginning each January for all campuses and departments.					

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Priority 3: Focus on Community Engagement, Transparency and Trust	3.1 Augment community partnerships 3.2 Increase engagement with all parents 3.3 Increase transparency and trust
Priority 4: Focus on Strategic Alignment of Financial and Operational Systems for Long Term District Growth	4.1 Develop systematic long range facility plan 4.2 Ensure efficiency, cost avoidance, and strategic alignment of resources 4.3 Ensure coherent and transparent budget development, adoption and management