

# Strategic Plan Update

Priority 2: Staff Satisfaction & Engagement



# Priority 2: Staff Satisfaction & Engagement

- 2.1 Increase recruitment efforts and ensure retention of staff
- 2.2 Build capacity of all staff through meaningful and relevant professional development
- 2.3 Improve Staff Safety & Well-Being



## **2.1 Increase recruitment efforts and ensure retention of staff**

Addition of HR Director to lead the work and focus on:

- Recruitment of new employees
- Employee relations and retention
- Improved processes for efficiency and employee experience

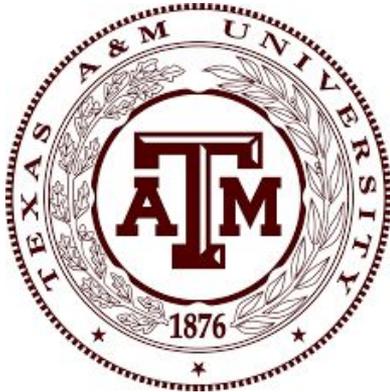
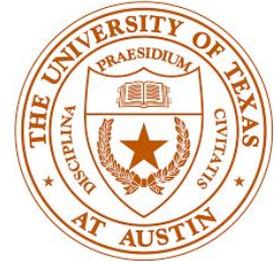


# Upcoming Job Fairs



BAYLOR  
UNIVERSITY

**SH**  
Sam Houston  
State University



TEXAS  STATE  
UNIVERSITY



# Teacher Incentive Allotment (TIA)

- 25 teachers will receive local designation in April
- Anticipated year 1 total allotment of **\$210,288**
- Continued expansion of eligible teaching assignments

## Average Campus Allotment

	Recognized	\$5,892
	Exemplary	\$11,783
	Master	\$21,639





2025-2026 Smithville ISD

# STAFF RAISES

BOARD-APPROVED AS OF JULY 7TH

Teachers  
5+ Years Experience

**\$8,000**

Teachers  
3-4 Years Experience

**\$4,000**

Teachers  
1-2 Years Experience

**\$2,500-\$2,825**

Starting Teacher  
Salary

**\$50,000**

Hourly Employees  
Paraprofessional, Clerical, and  
Trades

**5% increase**

All Other  
Employees

**3% increase**

## Employee Benefits

**\$5,100** annual contribution to health plan costs

**\$10,000** Life Insurance Policy

**403b & 457** Plan options

**10** paid leave days annually

\* \$5100 in annual healthcare contributions

\* Free PreK for ALL employee children

# Spring 2026 TASB Pay Study

- Engagement with the Texas Association of School Boards (TASB) for a comprehensive pay study in spring '26
- Evaluates all positions, relative to comparable districts and market value
- Provides recommendations for strategic compensation adjustments



# Delay of Teacher Certification Requirements

- Texas House Bill 2 (2025) enforces stricter teacher certification requirements, mandating that districts ensure all K-5 and core subject teachers (ELA, Math) hold full state certification in 2026-2027, phasing out many District of Innovation (DOI) waivers.
- Expansion of all subjects will occur by 2029-2030.
- Smithville ISD is requesting more time to meet the certification requirements through the certification waiver process.

## **2.2 Build capacity of all staff through meaningful and relevant professional development**



# Grow Your Own Teacher Program

- One candidate has fully completed the program
- Currently 4 are participating
- Cohort 2 applications open now-10 applicants



## **Mentor Teachers for 0-3 Yr Teachers**

- 22 teachers in years 0-3 currently have a mentor
- Mentor Teachers receive a \$3,000 stipend per mentee
- Mentor support includes New Teacher Academy, preparation for T-TESS evaluations, monthly meetings based on walkthroughs, needed supports, and job-embedded coaching.

# Required Annual Trainings

- Bloodborne Pathogens
- Harassment
- AES/CPR
- Stop the Bleed
- FERPA
- EpiPen/ Food Allergy
- Suicide Prevention
- Child Abuse and Maltreatment
- Ethics
- Gifted & Talented 6 hour update
- Child Find
- Safety Training
- Sex Abuse, Sex Trafficking, Maltreatment
- Seizure Recognition
- Mental Health Promotion, Substance Abuse Prevention, and Suicide Prevention
- Cyber Security Training
- Traumatic Injury Response
- Trauma Informed Care
- Mental Health First Aid
- Title IX
- Science of Teaching Reading

# Professional Learning in 2025-26

## SISD Beginning of Year Professional Development 2025-26

Title/Topics	Presenter	Attendees	Location	Times	Comments/ Information
<b>Wednesday July 30</b>					
New Teacher Academy	Hannath/Miles	New Teachers/Mentors	Campus	8am-4pm	<a href="#">Central Office Introductions and Road Show</a>
Para Institute	Vasquez	<a href="#">List of Paras</a>	Media Lab	8am-4pm	add in list of those needing
Nurse Bootcamp	Ally Medical	Nurses	JH Cafe	8am-1pm	
<b>Thursday July 31</b>					
New Teacher Academy	Hannath/Miles	New Teachers/Mentors	Campus	8am-4pm	
Para Institute	Vasquez	<a href="#">List of Paras</a>	Media Lab	8am-4pm	add in list of those needing
Sentinel Training	Logan	Superintendent, Assistant Superintendent, All Campus Principals, Assistant Principals, All Campus Counselors, T. Johnson, W. Brown	JH Library	1:00pm-3:30pm	<a href="#">Slide Deck</a>
ESL--Content Based Learning Instruction	Region 13	List from Brown	Region 13		<a href="#">List of participants</a>
<b>Friday August 1</b>					
<b>STAFF RETURNS</b>					
TIL Observation and Feedback Milestone #1		Campus Admin	Campus	Due by end of day	
TIL Observation and Feedback Milestone #2 (School wide action steps)		Campus Admin	Campus	Due by end of day	
TIL Observation and Feedback Milestone #3		Campus Admin	Campus	Due by end of day	Turn in Campus PD layout--calendared and topics to be covered
Parent Family Engagement Training	Campus Admin	Campus Staff	Campus		<a href="#">Slide Deck</a>
Campus Site-based Training	Campus Admin	Campus Staff	Campus		<a href="#">Slide Deck</a>
Instructional Absolutes	Campus Admin	Campus Staff	Campus		<a href="#">Slide Deck</a>
TTESS Overview	Campus Admin	Campus Staff	Campus		<a href="#">Slide Deck</a>
TIA Overview	Campus Admin	Campus Staff	Campus		<a href="#">TIA Overview</a>

## **Professional Learning Focus This Year**

- Job embedded PLC work focusing on student outcomes through lesson internalization, student work, and coaching.



TEXAS  
**INSTRUCTIONAL**  
LEADERSHIP

# Planning for Professional Learning in 2026-27

- Reimagining the Mentor Teacher support model
- Enhancing Professional Learning opportunities throughout the school year
- Improving the variety and choice of professional learning opportunities
- Increasing teacher-led professional development
- Adding a “conference-style” professional development day
- Continued instructional focus through Texas Instructional Leadership

## 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

## 2.3 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

# Fall '25 Staff Survey

- Qualtrics was used as the platform for the survey, with assistance from CESA 6 to ensure anonymity of responses
- All SISD staff were invited to participate
- The survey window was open in December 2025
- 66% of staff completed the survey
  - 78% of staff participated in at least a portion of the survey
- Open ended questions provided an opportunity for additional feedback about the strengths and needs of the district



# Fall Staff Survey

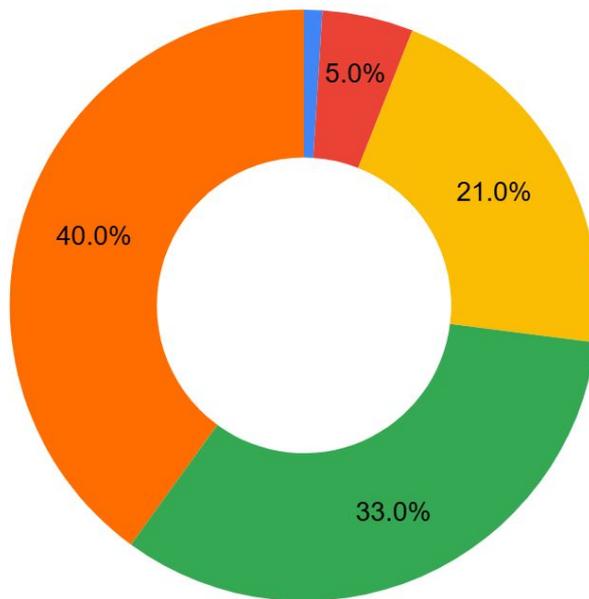
- Questions covered a variety of topics including:
  - Leadership
  - Communication
  - Professional Growth & Support
  - Environment & Resources
  - Engagement
  - Instructional Support (teachers)
  - School Climate & Relationships (teachers)
  - Mentoring (0-3 year teachers)



# Staff Survey

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

● 1-2 ● 3-4 ● 5-6 ● 7-8 ● 9-10



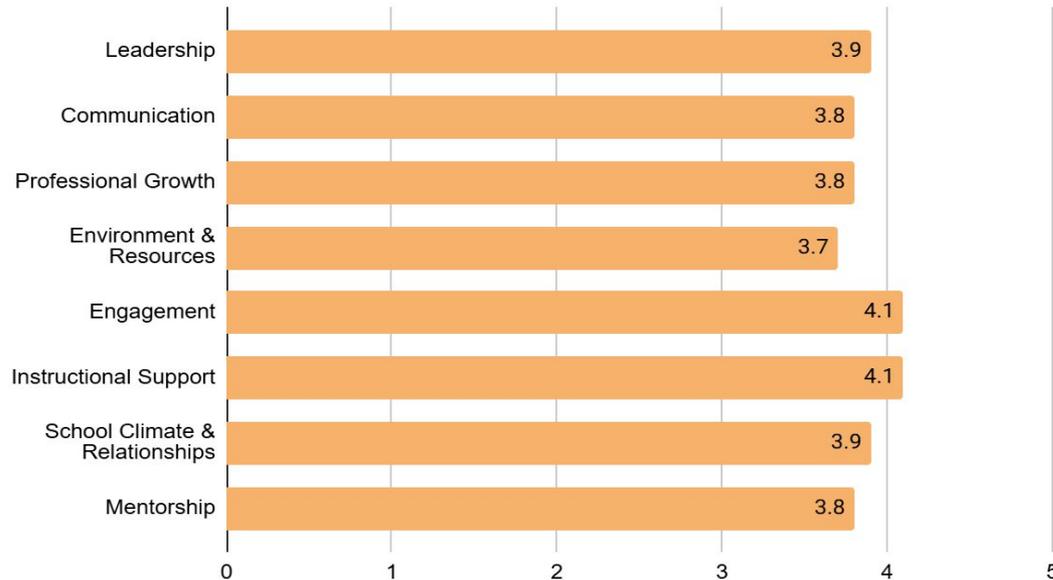
**73%**  
Responded  
Favorably



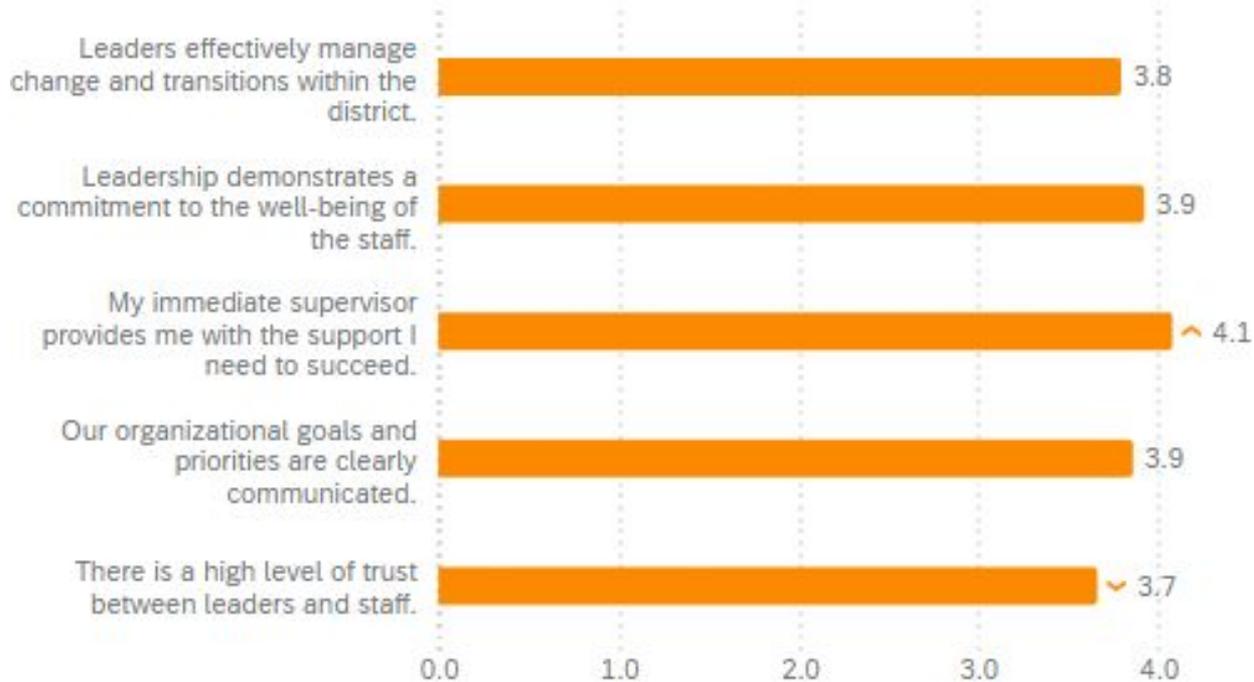
# Staff Survey

Survey questions were designed to cover a wide range of topics, with response options ranging from 1=strongly disagree to 5=strongly agree.

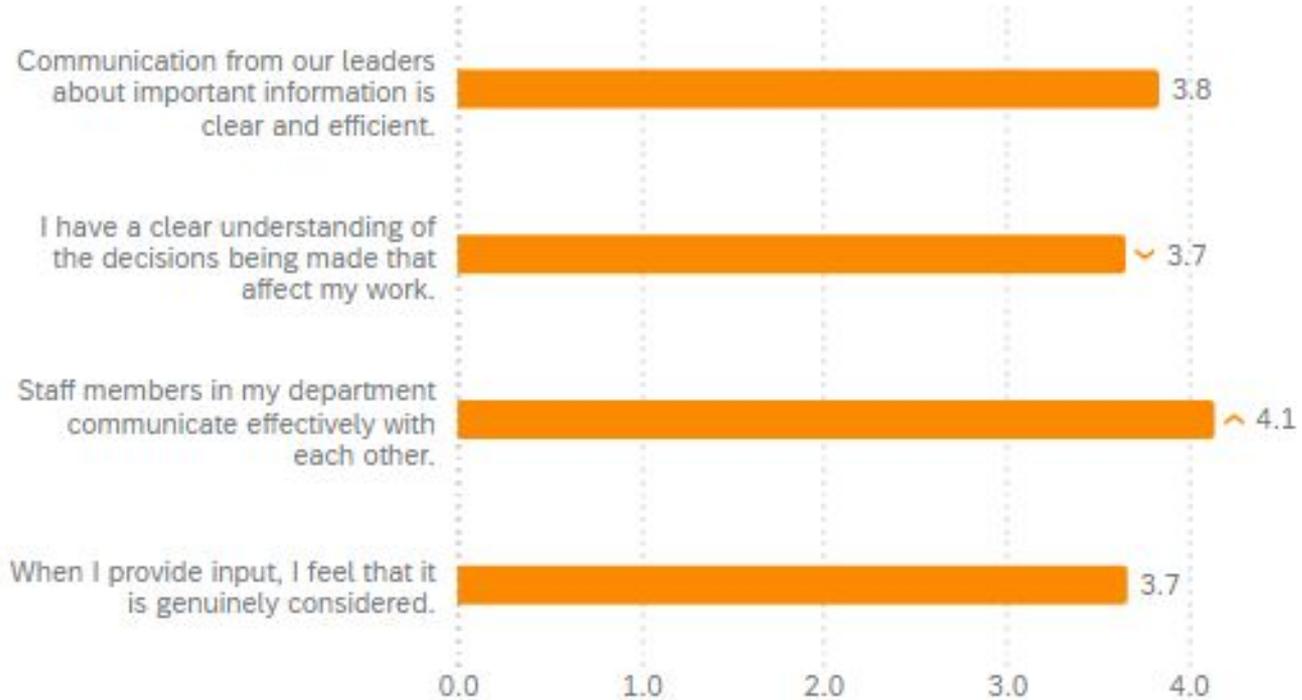
District-wide averages for each topic area:



# Leadership



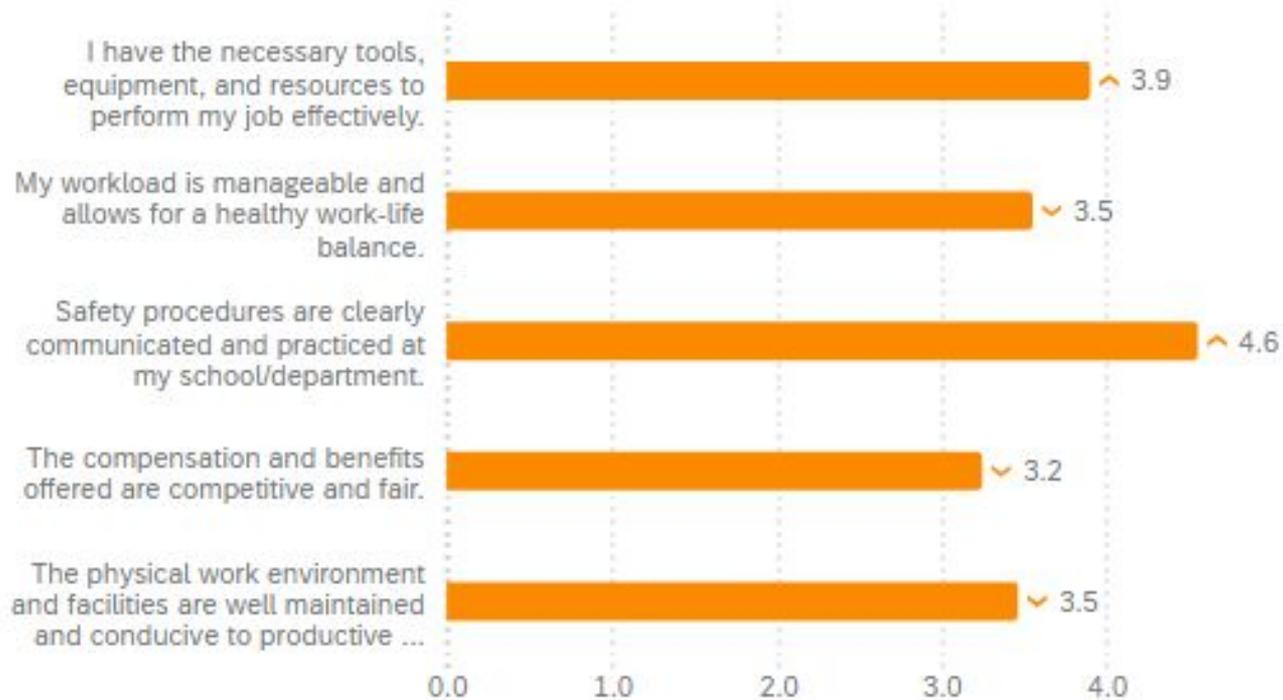
# Communication



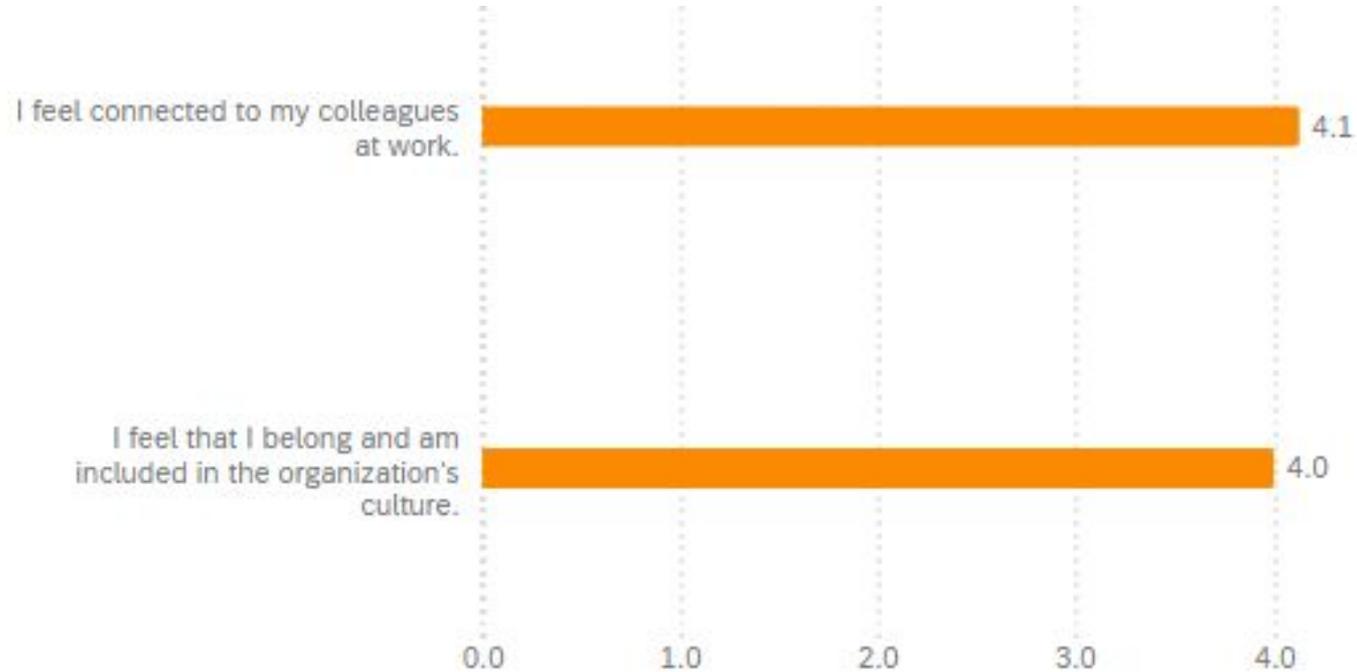
# Professional Growth & Support



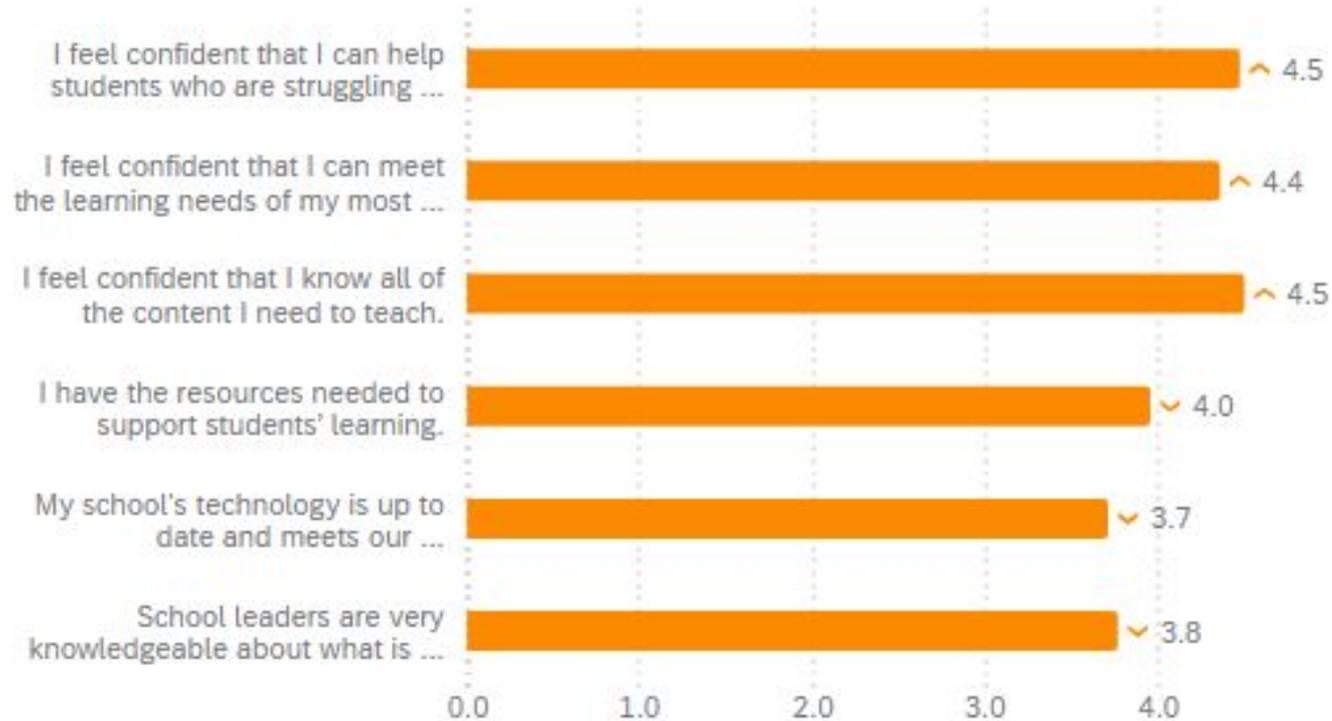
# Environment & Resources



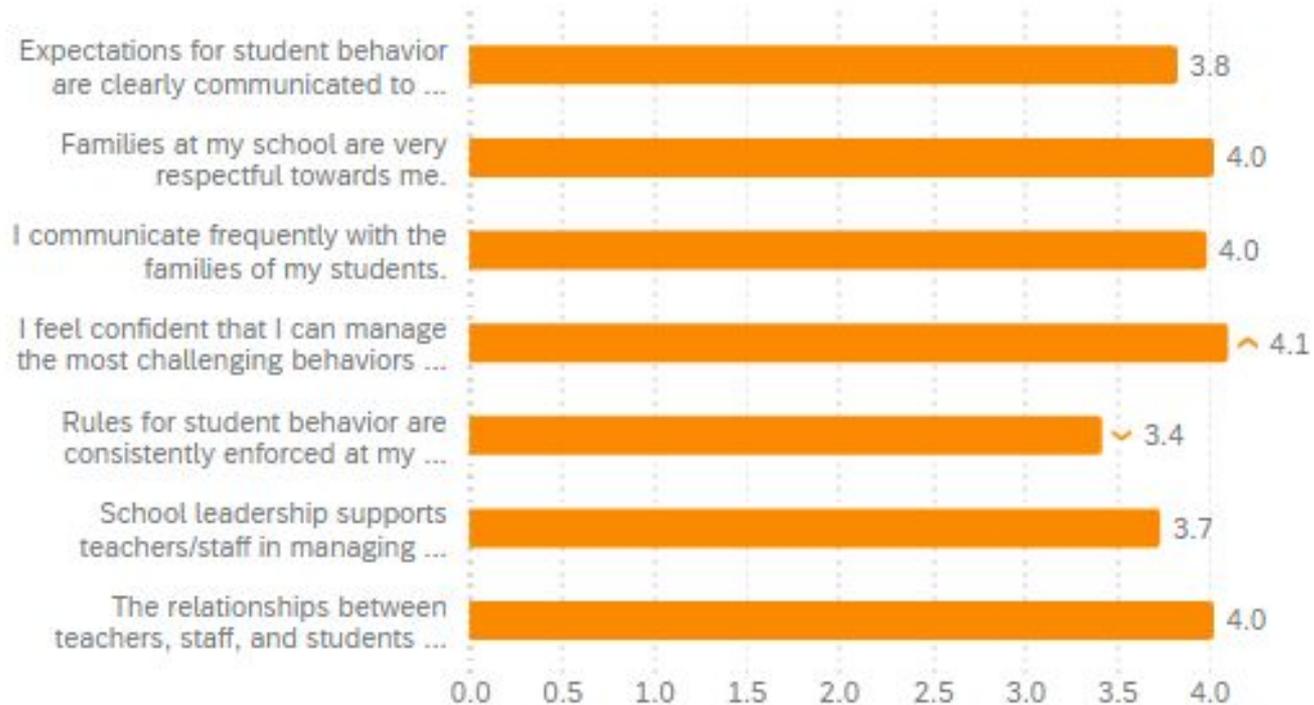
# Engagement



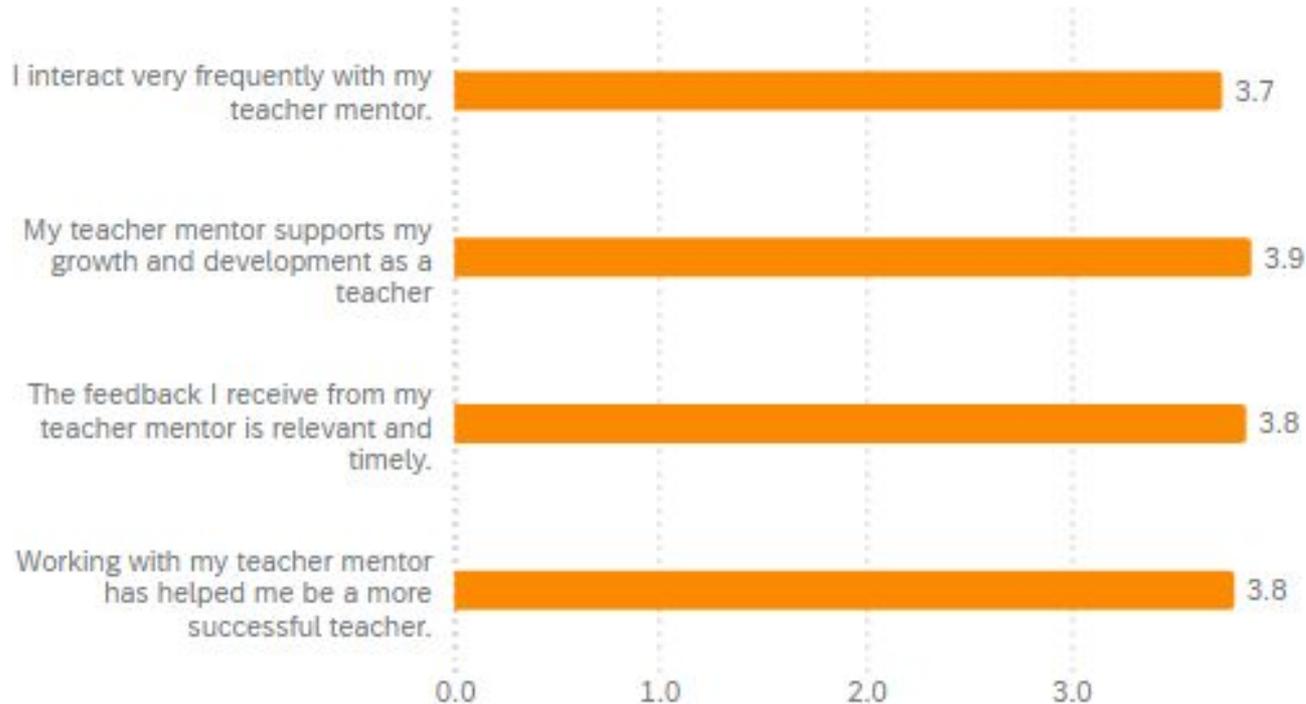
# Instructional Support (Teachers)



# School Climate & Relationships (Teachers)



# Mentoring (New Teachers)



# Fall Staff Survey



## AREAS TO CELEBRATE & BUILD UPON

- Leaders are committed to the well-being of staff
- Feeling a sense of belonging and inclusion at work
- Having the resources and tools needed to do the job
- Receiving the support needed to succeed and support student learning
- Experiencing respectful relationships at work
- Feeling confident in the instructional content being taught
- Staff communicate effectively and feel connected to each other
- Families are respectful towards staff



## AREAS OF NEEDED FOCUS & IMPROVEMENT

- Genuinely considering input from employees
- Recognizing and valuing employees' contributions
- Increasing trust between leaders and staff
- Promoting a culture of continuous learning and improvement
- Clearly communicating important information, decisions, goals and priorities
- Effectively managing changes and transitions within the district
- Supporting staff in managing behavioral challenges and enforcing behavioral expectations
- Maintaining facilities and providing up-to-date instructional technology

## **2.3.3 - Investigate tools and strategies to improve two-way communication**



# SISD App and Rooms

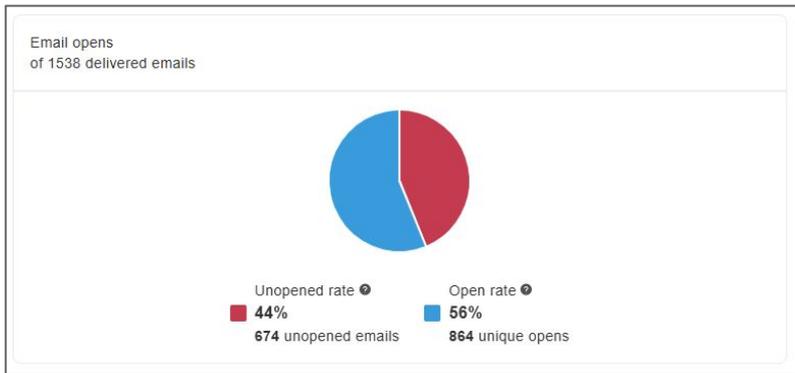
- Increased usage of Rooms for 25-26 school year
  - ALL teaching staff have a classes created in Rooms
  - 51+% of guardians are active in Rooms
- Phase-out of SportsYou to create streamlined communication
- 26-27 Employee Handbook will specify Rooms as the Districts' approved communication tool for staff with parents and students

# Other Communication Channels

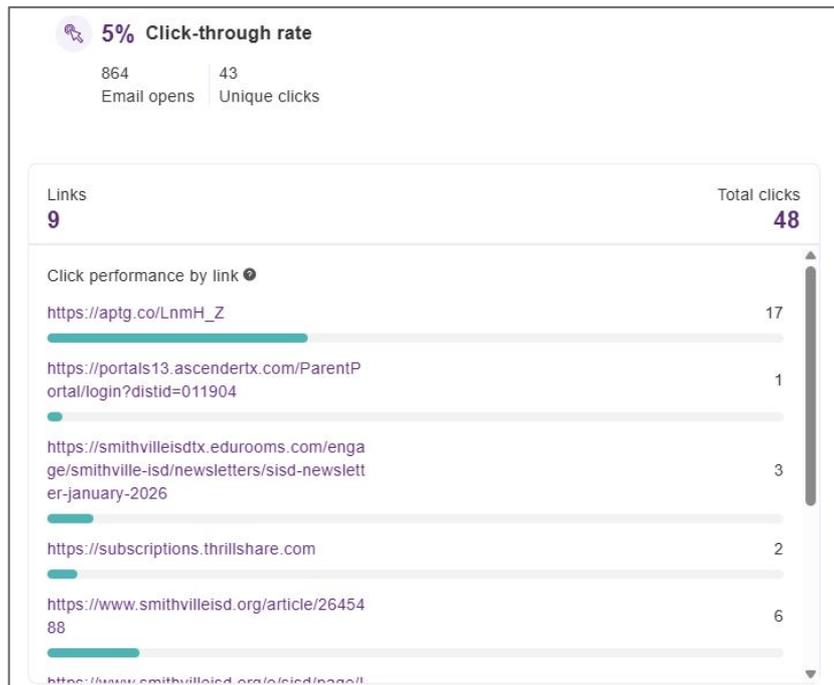
- Superintendent's Advisory Council - quarterly meetings
- Monthly newsletter - The Tiger's Roar
  - Started in December
- Social Media
- Upcoming Family Survey (April 2026)



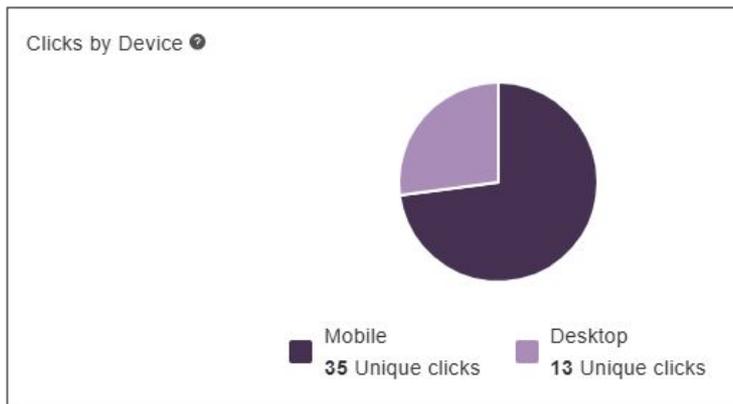
# Newsletter Analytics



**28%-36% “good” in Public K-12**



**2%-5% “good” in Public K-12**



# Questions & Comments

