

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
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	2015-2018 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
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	HQ Staff, 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
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	Rtl Campus documentation, Progress Monitoring Data for Individual Students, Lesson plans, Professional Development Documentation Class rosters	Learning Walk Data PDAS, Sign in sheets & agendas, TAPR, Bright Bytes Survey
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	Enrollment numbers in activities, Rosters from programs	Increased attendance, academic achievements. UIL Recognition at district, regional and state level
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, Rtl Team	August 2015 –2018	GT Differentiation documentation forms, Rtl Campus documentation, Progress Monitoring Data for Individual Students, Class Rosters	TAPR, Special Ed, 504, GT documentation program, TELPAS reports, Rtl documentation

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	Professional Development Documentation Walk through data	Bright Bytes Survey, Walk Through data reflect increased use of technology
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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, LAT = Linguistically Accommodated Testing, TAPR= Texas Academic Performance Report



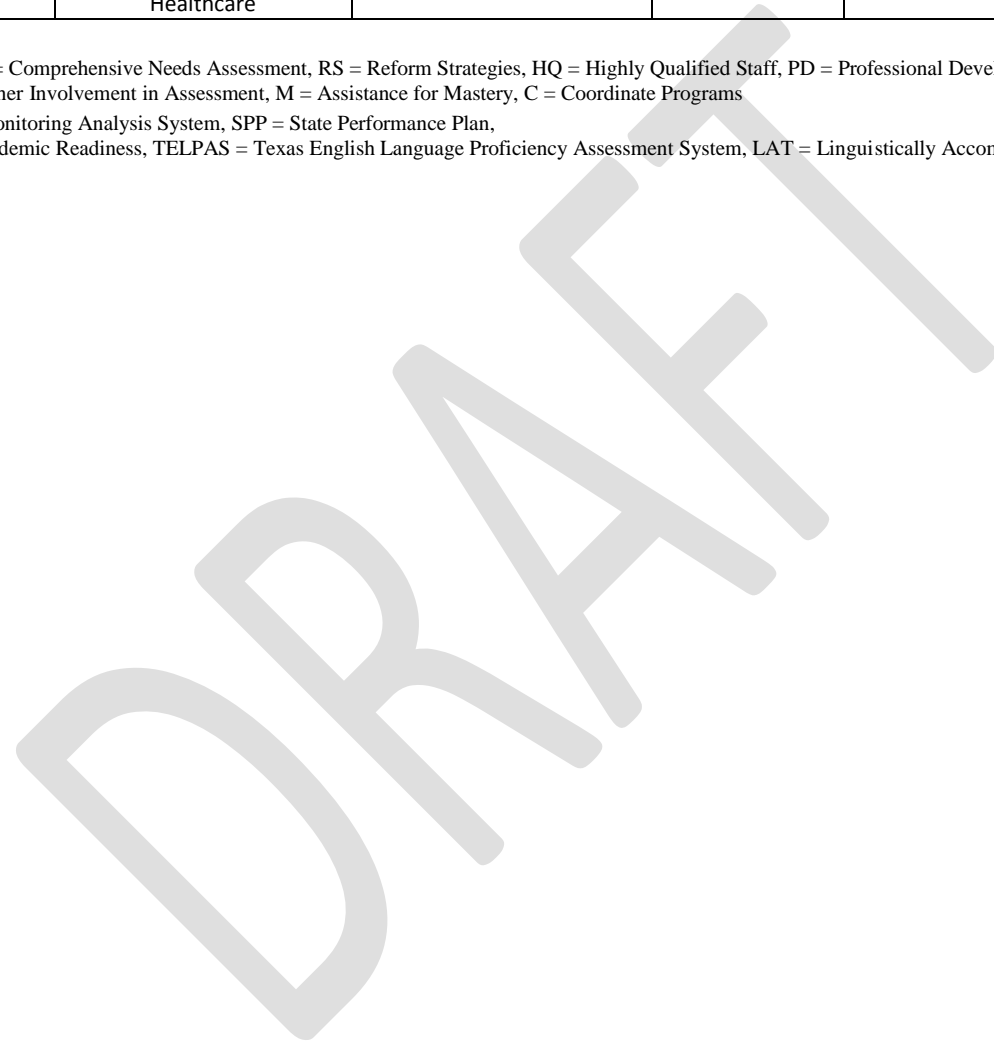
District Priority #2: Safety – The District shall maintain a safe and orderly environment.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact
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	August 2015 – 2018	Written plans for each campus/district, Documentation of Drills, ParentLink	Appropriate response if emergency occurs Debrief sessions
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	Written plans on website, Student/teacher handbooks Survey Results	Teacher, Parent Survey Results
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 Transportation Parker County Safety Group	August 2015 – 2018	Written documentation demonstrating compliance Evacuation Drills	All buildings and procedures will meet regulations
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	Discipline data for each campus/district in PEIMS, Lesson Plans	Decreased technology/social media related discipline issues
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 Edwards Risk Management	August 2015- 2018 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

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	Documentation of drills, Expenditure of district funds to upgrade safety DPS State Reports	Decreased discipline/safety issues All buildings meet regulations Eduphoria work orders
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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
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	Training dates, Documentation of communication methodology, Web status, Sign in sheets	Increased utilization of a variety of communication methods, Parent feedback Parent survey
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	Sign in sheets, Campus/District calendars of events	Increased parental involvement at the campus and district level Community feedback Parent survey
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	Attendance at meetings/events Calendar of events	Continued local support of the community, Parent survey, Civic organization documentation
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	Documentation of attendance at meetings, Calendar of events, District App	Attendance at public meetings Sign-in sheet News release District App Data Parent survey
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	Parent surveys	Increased results for parent survey

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

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact
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- 2018	Principal Attestation Report HQ District & Campus Reports	HQ District/Campus reports, Personnel records
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	Annual August orientation August 2015-2018	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
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- 2018	Published pay structure	TAPR/Teacher turnover rate Exit surveys
4.4 The district will continue to develop and promote future leaders through multiple professional learning communities.	District/Campus Administration	Title I, II, III funding IDEA funding Local funds	August 2015- 2018	Professional Development Calendar, sign in sheets, Agendas, evaluations, PD Request forms	Online Staff Development, Evaluations
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- 2018	Board Approved/Published salary/benefit package	TAPR/ Teacher turnover rate, Exit survey results

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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
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	Written plan in place updated annually	Major cost items are replaced Bond elections for buildings are approved
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	Documentation of items communicated	Responses to customer survey satisfaction
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	Annual audits FAST/FIRST data	Favorable bond ratings District fund balance
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	Documentation of district ratings and annual audit findings	FIRST, FAST Ratings Annual Audit findings
5.5 The district will identify and pursue new revenue opportunities while nurturing current relationships.	Superintendent CFO Board of Trustees	AEF DWEIC TASB Chamber of Commerce Community Partners PTO	August 2015 – 2018	Documentation of explored and approved revenue opportunities	Additional revenue opportunities will be available

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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
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	Annual Evaluation (i.e., survey meetings with stakeholders) Campus Improvement Plans	Improvement in areas of concern as identified in evaluation process
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	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.
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	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.
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	Completed survey documentation reported to stakeholders	Evidence of addressing areas of concern as identified in survey results
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	Completed survey documentation	Evidence of addressing areas of concern as identified in survey results
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	Communication strategies for survey participation	Increased participation rates

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