



ALEDO ISD BOARD MEETING TEMPLATE

Meeting Date: December 14, 2015

Agenda Item: Report - 2014-15 Superintendent Goals

Presenter: Dr. Derek Citty, Superintendent

Aligns to Board Priority: Board Priority #6 - CONTINUOUS IMPROVEMENT-
“The District shall establish systems and processes to evaluate organizational effectiveness and customer satisfaction”.

Background Information:

- At the beginning of the 2014-15 school year, a set of seven specific goals for the Superintendent were established in alignment with the District’s three-year 2012-2015 Strategic Plan.
- The AISD Strategic Plan contains six areas of priority and there are seven specific goals approved for the Superintendent in three of those areas. They are:
 - Learning (3 goals)
 - Safety (0 goals)
 - Parents and Community (2 goals)
 - Human Resources (0 goals)
 - Financial and Facilities (0 goals)
 - Continuous Improvement (2 goals)

Administrative Considerations:

Goal Progress Summary

1. LEARNING - *The District will provide an aligned, rigorous curriculum, with instructional and technology programs preparing students to meet or exceed all educational standards.*

Superintendent Priority Performance Goal:

Maintain or increase the number of students meeting Texas Education Agency Standards for Reading, Math, Science, Writing and Social Studies as identified in the targeted student groups.

Measurable Specifics:

The data reflected on the *Texas Academic Performance Report* (TAPR) which is also found on the *Student Performance Domain Worksheet* forms the basis for the measurable related to this item.

AISD continues to perform above the state and region in all tested areas. Hispanic and White groups also perform above the state and region in all tested areas. The African American Group is commensurate to Hispanic and White in all areas except 8th Grade Social Studies. Areas for improvement are Special Education, Economically Disadvantaged and English Language Learners. The District continues to monitor and adjust instruction to close these gaps.

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1. *LEARNING - The District will provide an aligned, rigorous curriculum, with instructional and technology programs preparing students to meet or exceed all educational standards.*

Superintendent Priority Performance Goal:

Expand career and technology opportunities reflecting student interest into areas such as engineering and manufacturing.

Measurable Specifics:

Overview

Generally speaking, Career and Technical Education consists of 16 different potential career clusters. Each local district is required to offer at least three. Aledo ISD currently offers a total of ten – eight in AISD and two at Weatherford High School (Transportation -Auto / Human Services –Cosmetology).

The eight housed at AISD are Agriculture, Business, Education, Finance, Health Science, Information Technology (Graphics & Animation), STEM – Engineering, Manufacturing (including Welding).

AISD has grown from 7 certifications to 21, a 300% increase.

Students now have the resources available to earn 74 OSHA certifications. These now count as Performance Acknowledgements in the accountability system.

The District has experienced a 16 % increase in enrollment in CTE classes. Staff believes that number will continue to increase.

There are two new - Career Technology Student Organization (CTSO) – 2015-2016 school year

FCCLA – Family Career Community Leaders of America

HOSA – Health Occupation Students of America

Current CTSOs

Robotics Club

Future Business Leaders of America (FBLA)

Future Farmers of America (FFA)

Fourteen new classes was added to AHS for 2015-2016 school year based on student interest. These are Veterinarian Medical, Agriculture Power Systems, Principles of Audio/Visual Technology, Technology Animation, Graphics, Principles of Education, Practicum of Education, Principles of Health Science, Medical Terminology, Clinical Rotations, Practicum of Health Science-Certified Nurse Assistant, Firefighter, Entrepreneurship and Engineering Design & Presentation.

Newest Pathways

The newest pathway for 2015-16 is the Health Science Pathway.

Certified Nursing Assistant (CNA) – students in this program will take the state certification test for the first time in April 2016. A significant component of this program is the creation of a Patient Care Lab which is a simulated hospital room. Also, students are given opportunities to shadow medical professionals as part of this program.

The students are scheduled into clinical rotations such as job shadowing, blood borne pathogen training, HIPPA certification and CPR.

In the future the District, contingent on funding, hopes to add Pharmacy Technician, EKG, or Billing & Coding for 16-17 school year.

FIRE Science Degree– 3 students will have completed their first 3 hours of their Fire Science Degree on Dec 7th.

Online courses – The Fire Science courses offers 3 credits during the first and second semesters. There are currently 3 volunteer firefighter students enrolled.

Partnership with Weatherford College

Nine classes are offered with Continuing Ed Credits at WC. They are Business Law, Child Guidance, Child Development, Business Information Management, Agriculture Mechanics, Digital and Interactive Media, Web Technology, Welding and Agriculture Fabrication.

In the future, Welding and Equine Science will switch to dual credit leading to an Associate degree in Applied Science.

If AISD students complete certain dual credit courses in high school, the AAS degree in Cosmetology can be completed after graduation with only 10 classes left at WC. The number of courses is even less if students take additional dual credit at AHS at the same time; i.e. US History can be taken as dual credit.

Aledo Middle School

The following opportunities now exist for students at AMS:

College and Career Readiness classes for all 7th graders.

Robotics Club

Principles of Ag for high school credit with an initial enrollment of 65 students

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1. *LEARNING - The District will provide an aligned, rigorous curriculum, with instructional and technology programs preparing students to meet or exceed all educational standards.*

Superintendent Priority Performance Goal:

Increase the number of students who complete the first year of college without remediation.

Measurable Specifics:

The 2015 TAPR reports the 2012-13 percentage of graduates completing one year in Texas colleges and universities. The following data is included:

| Academic Year | State | Region | District |
|---------------|-------|--------|----------|
| 2011-12 | 69.0% | 71.5% | 78.1% |
| 2012-13 | 70.8% | 74.9% | 85.0% |

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3. *PARENTS AND COMMUNITY - Parents and members of the community will have meaningful opportunities to participate in the educational processes of the Aledo ISD.*

Superintendent Priority Performance Goal:

The district will initiate a new community engagement opportunity in the form of Bearcat Academy.

Measurable Specifics:

Bearcat Academy Session I was conducted with 26 participants. Over the course of nine meetings, the academy received in-depth training related to the various functions and operation of the District, a tour of the agriculture program, a share session with students and a share session with trustees.

The group was recognized by the Board during the June meeting.

Bearcat Academy Session II is underway with three sessions already completed with the next session in January.

This program is designed to roll forward each successive school year with graduating participants nominating their successors.

Note: While not specific to this goal, Bearcat Nation 101 also began with a great deal of success in early August.

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3. PARENTS AND COMMUNITY - *Parents and members of the community will have meaningful opportunities to participate in the educational processes of the Aledo ISD.*

Superintendent Priority Performance Goal:

Inform the community of enrollment growth and the impact to facilities and the instructional program of the District.

Measurable Specifics:

During the failed bond election of November 2014 and the successful bond election of May 2015, Administration presented to a variety of groups regarding information related to the bond program. A significant portion of the presentations pertained to current/projected enrollment and facility needs based on those numbers.

There were approximately 50 bond presentations combined in the fall of 2014 and spring of 2015. In addition, there were a number of articles in the Community News, Weatherford Democrat and Fort Worth Star-Telegram along with information found on a website specifically designed to disseminate information related to enrollment and facility needs to the community.

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6. CONTINUOUS IMPROVEMENT – *The District shall establish systems and processes to evaluate organizational effectiveness and customer satisfaction.*

Superintendent Priority Performance Goal:

The District will increase the overall attendance rate from K-12 by 1.0%.

Measurable Specifics:

The annual attendance rates for AISD for the past few years are as follows:

2012-13 – 96.2%

2013-14 – 96.5%

2014-15 - 96.5%

As can be seen, the 2014-15 goal was not met nor was there any increase in the attendance rate over the previous year.

Staff has refocused efforts on meeting this goal and have, to date, yielded a rate of 97.93% in the first six weeks and 96.75% through the second six weeks of 2015-16. While I am very thankful for these numbers, attendance naturally lags during the spring due to the cold/flu season and winter weather.

The campus administrative staff and teachers are working very hard to reach this goal in a variety of ways. Adherence to procedure across the District, incentive programs, increased personal contact with parents and encourage are among the measure being taken to increase attendance.

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6. CONTINUOUS IMPROVEMENT – *The District shall establish systems and processes to evaluate organizational effectiveness and customer satisfaction.*

Superintendent Priority Performance Goal:

Increase the participation rate for the annual parent survey.

Measurable Specifics:

The participation rate for the annual parent survey was 15.76% in 2013-14. The parent survey in 2014-15 increased to 21.00%.

The administrative team, especially campus staff, implemented a number of communication mechanisms designed to encourage parent feedback in regard to the survey. The work appears to have been successful.

Fiscal Notes: There is no known impact to the 2015-16 budget related to this report.

Administrative Recommendation: There is no administrative recommendation related to this report-only item.