

**Aledo Independent School District
District Improvement Plan
2023-2024 Performance Objectives**



Mission Statement

Ensuring high levels of learning for all students.

Vision

Growing greatness through exceptional experiences that empower learners for life.

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Goals

Goal 1: How We Teach: Delivery of Instruction

Performance Objective 1: Aledo ISD will implement three identified components of Fundamental 5 with fidelity that include Framing the Lesson, Critical Writing, Frequent Small Group Purposeful Talk into daily instruction, 100% of the time, by June 2024.

Performance Objective 2: Aledo ISD will implement the active participation indicator of the learner engagement rubric with fidelity in 100% of classrooms, by June 2024.

Goal 2: Professional Learning Community Actions

Performance Objective 1: By June 2024, 91% of the Aledo ISD collaborative teams districtwide will rate at the "Developing" level on the Professional Learning Community at Work Continuum: Learning As Our Fundamental Purpose.

Performance Objective 2: By June 2024, 92% of the Aledo ISD collaborative teams districtwide will rate at the "Developing" level on the PLC at Work Continuum: Building a Collaborative Culture through high-performing teams.

Performance Objective 3: By June 2024, 87% of the Aledo ISD collaborative teams districtwide will rate at the "Developing" level on the PLC at Work Continuum: Focusing on Results

Goal 3: Aledo ISD will continue to build upon our culture of excellence that supports our students and staff through a commitment to continuous improvement in all district departments.

Performance Objective 1: During the 2023-2024 school year Child Nutrition will continue to build on staff survey scores from 22/23 specifically to address areas of concern regarding staff morale and satisfaction.

Performance Objective 2: The Technology Department will develop and implement data privacy, security policies, and best practices.

Performance Objective 3: The Transportation Department will implement a safety driver evaluation tool (Bus Enroute Evaluation) protocol to assess bus drivers and department needs in order to increase safety.

Performance Objective 4: The Communications department will implement "All in Aledo" communications plan and to increase community engagement and partnership programs.

Performance Objective 5: Aledo ISD Athletic Department will work to create a culture of connectedness within AISD athletics.

Performance Objective 6: The AISD Business Office will establish protocols and guidelines to support district and campus staff in the business office purchase order system, Payroll and PEIMS Data entry/coding of students.

Performance Objective 7: The Human Resources Department will increase staff retention by developing increased opportunities for feedback from all staff.

Performance Objective 8: The Maintenance department will increase employee satisfaction through the establishment of facilities usage guidelines and expectations to support the daily work of the department and ASID district wide events.

Performance Objective 9: Aledo ISD will ensure an educational environment that reflects a commitment to student, parent, and family engagement and the wellness and safety of all students and staff.

Performance Objective 10: Aledo ISD Police Department will lead increased safety and security measures in schools which will promote an environment where students, parents, and staff feel safe and heard.

Performance Objective 11: Over the 2022-2023 and 2023-2024 school years the percentage of graduates that meet the criteria for College Career Military Readiness will be tracked as this is a 2-year indicator with accountability lagging by 1 year and will increase from 73% in 2022 to 90% for the 2024 accountability.