2012-2015 District Strategic Plan

District Priority #1: Learning – The District will provide an aligned, rigorous curriculum, with instructional and technology programs preparing students to meet or exceed all educational standards.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
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, Success Maker, Scope & Sequence	2012-2013 school year; as data becomes available	STAAR Results, Data Tables, AEIS, AYP Results, Lesson plans, School report card	Comparison of reports and objectives annually by sub groups	PD CAN A C
1.2 The district will provide a variety of diverse, rigorous courses and programs to meet student needs and prepare them to be successful in a competitive-global society.	Campus/District Administration, Campus staff counselors	HQ Staff, College Prep & Dual Credit Classes, Technology TxVSN Transportation	Annual comparison of course and program offerings	Master schedule AP Scores Gold Performance Acknowledgement AEIS Report Visioning Document Attributes	Increased offerings/performance when compared annually	HQ C
1.3 The district will identify and implement an appropriate set of effective instructional strategies including the full integration of existing technology by staff and students.	Campus/District Administration, Campus staff. Technology	Instructional Technology, All Classroom and Special Ed staff	August 2012 – June 2013	RtI Campus documentation, Progress Monitoring Data for Individual Students, Lesson plans, Professional Development	PDAS, Sign in sheets & agendas, STAR Chart, Texas Visioning Attributes	PD C
1.4 The district will provide a variety of co-curricular and extra-curricular activities for enrichment with a high level of student participation.	Campus/District Administration, Campus staff	Athletic and UIL coaches Booster clubs, Sponsors	August 2012- June 2013	Enrollment numbers in activities, Rosters from programs	Increased attendance, academic achievements. UIL Recognition at district, regional and state level	PI C R/R
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, SE Director & staff, ESL Director & staff 504, RtI Team	August 2012 – June 2013	GT Differentiation documentation forms, RtI Campus documentation, Progress Monitoring Data for Individual Students, Class Rosters	AEIS, AYP, Special Ed, 504, GT annual reports, TELPAS reports, RtI documentation	C PI HQ

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Assessment: AEIS = Academic Excellence Indicator System, AYP = Adequate Yearly Progress, 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

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

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
2.1 The district will evaluate and update emergency communication systems so that employees and students are prepared to respond to an emergency situation at any time and maintain partnerships with local emergency preparedness agencies.	AISD Police, Campus/District Administration, Technology, Maintenance/Operations	AISD Police Local First Responders Local funds Grants Edwards Risk Management	June 2012 – July 2013	Written plans for each campus/district, Documentation of Drills	Appropriate response if emergency occurs	CNA
2.2 The district will establish procedures for students and staff to report and respond to safety needs and concerns.	AISD Police, Campus/District Administration, Campus staff	AISD Police SHAC TASB resources Edwards Risk Management	June 2012 – July 2013	Written plans on website, Student/teacher handbooks	Teacher, Parent Survey Results	CNA
2.3 The district will ensure compliance with all governmental safety regulations.	AISD Police/Maintenance, Campus/District Administration	AISD Police/Maintenance TASB Resources Edwards Risk Management	August 2012 – July 2013	Written documentation demonstrating compliance	All buildings and procedures will meet regulations	CNA
2.4 The district will conduct a review and revision of the Student Code of Conduct including discipline data for trends on an annual basis.	Campus/District Administration, Campus Imp. Com. (CIC) DWEIC	TASB Legal Services PEIMS data	March 2013 – August 2013	Discipline data for each campus/district in PEIMS, DWEIC Agenda CIC Agenda	Decreased discipline issues	CNA
2.5 The district will provide appropriate safety programs and professional development to ensure a safe environment for students, staff, substitutes, volunteers and visitors and include a safety awareness month to practice safety protocols.	Campus/District Administration, Maintenance/Operations, Technology, Transportation, Child Nutrition	SHAC Title II funding CATCH Local funds AISD Police Edwards Risk Management	August 2012- June 2013 Cyber Safety Week Red Ribbon Week	District/Campus Calendar of Events, Campus drill documentation	Lesson Plans for Red Ribbon & Cyber Safety & CATCH	CNA PD

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District Priority #3: Parents/Community – Parents and members of the community will have meaningful opportunities to participate in the educational processes of the Aledo ISD.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
3.1 The district will provide multiple platforms of communication for our community with opportunities for training to utilize district resources. (i.e. phone apps, web page, newspaper)	District/Campus Administration Technology Webmaster Communications Officer	IT Department District Website Federal & State Local funds	Aug 2012 – July 2013	Training dates, Documentation of communication methodology, Web status	Increased utilization of a variety of communication methods, Parent feedback Parent survey	PI PD
3.2 The district will provide multiple programs for parent and community volunteer involvement.	District/Campus Administration	District Personnel SHAC State & local funds Watch Dogs PTO Booster Clubs	Monthly 2012 – 2013	Sign in sheets, Campus/District calendars of events	Increased parental involvement at the campus and district level Community feedback Parent survey	PI
3.3 The district will be an involved member in appropriate civic, municipal and charitable organizations in the Aledo ISD community.	District/Campus Administration	District Personnel Local funds	Monthly 2012-2013	Calendar of events	Continued local support of the community, Parent survey, Civic organization documentation	PI
3.4 The district will provide public communication forum opportunities and continue to work with the members of the community to garner support for the mission and goals of the district.	District/Campus Administration	Chamber of Commerce Mentorship Program Community Business Partners Educational Foundation Federal funds Local funds	Aug 2012 – July 2013	Documentation of attendance at meetings, Calendar of events, District App	Attendance at public meetings Sign-in sheet News release District App Data Parent survey	PI
3.5 The district will continue to build positive relationships with parent and school organizations.	District/Campus Administration, Teacher/Campus Program Directors	PTO Booster Clubs SHAC Local funds	Aug 2012 – July 2013	Parent surveys	Increased results for parent survey	PI

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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	Title I S.C.
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 2012-June 2015	Principal Attestation Report HQ District & Campus Reports	HQ District/Campus reports, Personnel records	HQ CAN R/R AYP
4.2 The district will create a consistent structure of professional development for all employees which includes a revised, new teacher mentor program.	District/Campus Administration, Mentor Teachers	Local funds Federal funds	Annual August orientation Follow-up meetings in Nov, Feb, April	Calendar of Events, Sign in sheets, Payments to mentors Agendas Visioning Document Attributes	New Teacher Survey Results, Professional Progress Results, Teacher turnover rate, Exit surveys	CNA PD R/R
4.3 The district will refine and publish a coherent and consistent competitive pay structure for all employees of the district.	District Administration, Board of Trustees	TASB Legal Local funds	August 2012-June 2015	Published pay structure	AEIS/Teacher turnover rate	R/R
4.4 The district will continue to develop future leaders through professional learning communities at the district and campus level.	District/Campus Administration	Title I, II, III funding IDEA funding Local funds	August 2012-June 2015	Professional Development Calendar, sign in sheets, Agendas, evaluations	Online Staff Development, Evaluations	PD R/R
4.5 The district will annually review, revise and publicize a competitive employee benefits package.	District Administration, Board of Trustees	TASB Legal, Local funds, Local businesses	August 2012-June 2015	Board Approved/Published salary/benefit package	AEIS Teacher turnover rate, Exit survey results	R/R

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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	Title I S.C.
5.1 The district will develop a 10 year facilities' needs plan 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	Aug 2012 – July 2013	Written plan in place updated annually	Major cost items are replaced Bond elections for buildings are approved	PI CNA C
5.2 The district will develop and publish a system of communication to educate the public of federal, state, and local financial decisions and the resulting local impact.	Superintendent CFO	Campus Staff Chamber of Commerce Business Partners PTO DWEIC	Aug 2012 – July 2013	Documentation of items communicated	Responses to customer survey satisfaction	PI C
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	Aug 2012 – July 2013	Annual audits FAST/FIRST data	Favorable bond ratings District fund balance	CNA C
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	Aug 2012 – July 2013	Documentation of district ratings and annual audit findings	FIRST, FAST Ratings Annual Audit findings	A
5.5 The district will identify and pursue new revenue opportunities.	Superintendent CFO Board of Trustees	Educational Foundation DWEIC TASB Chamber of Commerce Business Partners	Aug 2012 – July 2013	Documentation of explored and approved revenue opportunities	Additional revenue opportunities will be available	PI

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District Priority #6 Continuous Improvement – The District shall establish systems and processes to evaluate organizational effectiveness and customer satisfaction.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
6.1 The district will annually evaluate the effectiveness of district programs. (i.e. instructional, extracurricular, technology)	District/Campus Administrators	IT Department AD UIL Coaches/Sponsors Program Directors Auxiliary Services	Aug 2012 – July 2013	Annual Evaluation (i.e., survey meetings with stakeholders) Improvement Plans Visioning Document Attributes	Improvement in areas of concern as identified in evaluation process	CNA PD C
6.2 The district will utilize technology to improve and automate internal systems.	District/Campus Administrators	IT Department Program Directors Auxiliary Services	Aug 2012 – July 2013	Documentation of changes in automation to internal systems PayPal Transportation AESOP School Dude Parent Portal Employee Access System	Increase in Automated internal systems Reduce cost of district operations, Increase ease of access to real time information.	CNA PD
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	Aug 2012 – July 2013	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.	CNA
6.4 The District will conduct and evaluate annual parent satisfaction surveys at the campus and district level.	District Administration	IT Department Campus Administration	May 2013	Completed survey documentation	Evidence of addressing areas of concern as identified in survey results	PI CNA
6.5 The district will conduct annual satisfaction surveys for parents and staff to evaluate the effectiveness of all service areas. (i.e. nutrition, security, maintenance)	District Administration	Program Directors IT Department Program Directors Auxiliary Services	April 2013	Completed survey documentation	Evidence of addressing areas of concern as identified in survey results	PI CNA

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