

Spring Branch Independent School District

District Improvement Plan

2022-2023



Mission Statement

Inspiring Minds. Shaping Lives.

Vision

T-2-4 for Every Child.

Core Values

Every Child: We put students at the heart of everything we do.

Collective Greatness: We, as a community, leverage our individual strengths to reach challenging goals.

Collaborative Spirit: We believe in each other and find joy in our work.

Limitless Curiosity: We never stop learning and growing.

Moral Compass: We are guided by strong character, ethics and integrity.

Core Characteristics of a T-2-4 Ready Graduate

Academically Prepared: Every Child finds joy in learning, has a learner's mindset and is motivated and equipped with the knowledge, skills and competencies to succeed in life.

Ethical & Service-Minded: Every Child acts with integrity, is personally responsible for their actions and is a civically-engaged community member.

Empathetic & Self-Aware: Every Child appreciates differences, forms secure relationships and cares for their own and others' emotional, mental and physical health.

Persistent & Adaptable: Every Child is fueled by their own passions, interests and goals and perseveres with confidence and courage.

Resourceful Problem-Solver: Every Child thinks critically and creatively and applies knowledge to find and solve problems.

Communicator & Collaborator: Every Child skillfully conveys thoughts, ideas, knowledge and information and is a receptive and responsive listener.

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Goals

Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 1: ACHIEVEMENT: By June 2023, SBISD will increase student performance on STAAR 3-8/End-of-Course exams in all subjects tested by at least 3 points at each performance level (approaches, meets, masters).

2021-22: All subjects: 76% (approaches), 54% (meets), 30% (masters)

2020-21: All subjects: 71% (approaches), 48% (meets), 25% (masters)

High Priority

HB3 Goal

Evaluation Data Sources: State Accountability Reports (Domain 1)

Strategy 1 Details
Strategy 1: ACADEMICS: Provide campuses with curriculum and assessments aligned to TEKS with a year-long scope and sequence. [Effective Schools Framework] Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points Staff Responsible for Monitoring: Associate Superintendent of Academics, Executive Director of Curriculum and Instruction
Strategy 2 Details
Strategy 2: ACADEMICS: Provide campuses with assessments aligned to state standards and the appropriate level of rigor. Administered at least three times per year to determine if students learned what was taught. Time for corrective instruction is built into the scope and sequence. [Effective Schools Framework] Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points Staff Responsible for Monitoring: Associate Superintendent of Academics, Executive Director of Curriculum and Instruction
Strategy 3 Details
Strategy 3: ACADEMICS: Ensure the district's annual academic calendar includes days for school-based professional development activities that align with the assessment calendar and allow for data-driven reflection. [Effective Schools Framework] Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points Staff Responsible for Monitoring: Associate Superintendent of Academics, Executive Director of Curriculum and Instruction

Strategy 4 Details
<p>Strategy 4: ACADEMICS: Provide campuses with a data assessment platform to capture assessment data by item and student level. [Effective Schools Framework]</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Associate Superintendent of Academics , Executive Director of Curriculum and Instruction, Executive Director of Assessment and Compliance</p>
Strategy 5 Details
<p>Strategy 5: ACADEMICS: Work with teacher teams at each campus to increase the rigor of instruction so that all students will perform at the highest levels.</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction, Directors of each program area</p>
Strategy 6 Details
<p>Strategy 6: ACADEMICS: Provide differentiated support to campuses that have been identified by state and federal system for interventions with monthly and/or quarterly meetings.</p> <p>Strategy's Expected Result/Impact: All campuses to meet state standards; PLC planning supports through recurring cycles of collective inquiry during walkthroughs and feedback conferences</p> <p>Staff Responsible for Monitoring: Associate Superintendent for Academics, Community Superintendents, Executive Director of Curriculum and Instruction</p>
Strategy 7 Details
<p>Strategy 7: ACCOUNTABILITY: Train principals and directors on the state accountability system and how all performance levels are included in the calculations. Demonstrate why campuses need to increase the rigor of instruction so that all students will perform at the highest levels.</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Associate Superintendent of Academic, Executive Director of Assessment and Compliance, Executive Director of Curriculum and Instruction</p>
Strategy 8 Details
<p>Strategy 8: ACCOUNTABILITY: Support and monitor schools implementing Targeted Improvement Plans.</p> <p>Strategy's Expected Result/Impact: All campuses with TIP will meet state accountability standards</p> <p>Staff Responsible for Monitoring: Associate Superintendent of Academics, Community Superintendents, Executive Director of Assessment and Compliance, Executive Director of Curriculum and Instruction</p>
Strategy 9 Details
<p>Strategy 9: READING/ELA (K-8): Align campus practices to balanced literacy framework of instruction to include reading workshop, writing workshop, and/or phonics/word study.</p> <p>Strategy's Expected Result/Impact: 100% of campuses will utilize district-adopted curriculum; In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Humanities, Principals</p>

Strategy 10 Details
<p>Strategy 10: READING/ELA (K-8): Teachers will plan for and implement small groups and individual conferences to provide explicit teaching in skills needed to master state assessments.</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Humanities</p>
Strategy 11 Details
<p>Strategy 11: READING/ELA (K-7): Train teachers on how to use running record data to increase student reading proficiency levels.</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Humanities</p>
Strategy 12 Details
<p>Strategy 12: READING/ELA (K-8): Provide extensive teacher training in the refinement of teaching reading, writing, and phonics.</p> <p>Strategy's Expected Result/Impact: 100% of campuses will utilize district-adopted curriculum; In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Humanities</p>
Strategy 13 Details
<p>Strategy 13: READING/ELA (8th grade): Provide professional learning that focuses on balanced literacy and the workshop approach with the implementation of district curriculum for reading, writing, and phonics (specifically for 8th grade).</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Humanities</p>
Strategy 14 Details
<p>Strategy 14: READING/ELA (8th grade): Develop and strengthen professional development with 8th grade teachers in the implementation of literacy best practices.</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Humanities</p>
Strategy 15 Details
<p>Strategy 15: READING/ELA (K-8): Provide professional learning that focuses on balanced literacy and the workshop approach with running record training and how to take running records, use the district tracker and use the data from running records to provide small group instruction.</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Humanities</p>

Strategy 16 Details
<p>Strategy 16: READING/ELA (K-8): Provide Homegrown Reading Institute for grades K-8 during July 2023.</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Humanities</p>
Strategy 17 Details
<p>Strategy 17: READING/ELA (6-12): Ensure yearlong training and support continues for Abydos trainee cohort.</p> <p>Strategy's Expected Result/Impact: 80% of teacher will be on track to meet certification requirements</p> <p>Staff Responsible for Monitoring: Director of Humanities</p>
Strategy 18 Details
<p>Strategy 18: READING/ELA (9-12): Provide extensive professional development with high school teachers on the implementation of district curriculum and literacy best practices.</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Humanities</p>
Strategy 19 Details
<p>Strategy 19: WRITING (K-12): Review student writing samples at each campus to determine patterns and identify where students are and how to provide feedback for growth.</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Humanities</p>
Strategy 20 Details
<p>Strategy 20: WRITING (K-12): Train and model how to provide feedback through individual and small group writing conferences.</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Humanities</p>
Strategy 21 Details
<p>Strategy 21: MATH (K-12): Support campus PLCs to provide curriculum & assessment updates and highlight resources, as well as promote networking among teachers.</p> <p>Strategy's Expected Result/Impact: Increase all three STAAR performance levels (approaches, meets, masters) by at least 3 points in mathematics.</p> <p>Staff Responsible for Monitoring: Director of Mathematics</p>
Strategy 22 Details
<p>Strategy 22: MATH (K-8): Provide monthly training for campus math coaches, DCs, MCLs, and/or interventionists, specifically training on curriculum, assessment, data analysis and coaching skills.</p> <p>Strategy's Expected Result/Impact: Increase all three STAAR performance levels (approaches, meets, masters) by at least 3 points in mathematics.</p> <p>Staff Responsible for Monitoring: Director of Mathematics</p>

Strategy 23 Details
<p>Strategy 23: MATH (2-Alg 1): Provide Data Digs after each PSA, working with teachers to analyze data and plan for next steps; and training teachers on supporting students to mastery.</p> <p>Strategy's Expected Result/Impact: Increase all three STAAR performance levels (approaches, meets, masters) by at least 3 points in mathematics.</p> <p>Staff Responsible for Monitoring: Director of Mathematics</p>
Strategy 24 Details
<p>Strategy 24: MATH (K-12) Train and support teachers in using math adaptive software to both fill gaps and support current learning; to use purposeful software assignments to help balance and manage station rotation and small group instruction.</p> <p>Strategy's Expected Result/Impact: Increase all three STAAR performance levels (approaches, meets, masters) by at least 3 points in mathematics (3-AlgI). Meet HB3 performance goals in K-2.</p> <p>Staff Responsible for Monitoring: Director of Mathematics</p>
Strategy 25 Details
<p>Strategy 25: MATH: Coach MIS and build relationships with campuses with monthly instructional classroom walks.</p> <p>Strategy's Expected Result/Impact: Increase all three STAAR performance levels (approaches, meets, masters) by at least 3 points in mathematics (3-AlgI). Meet HB3 performance goals in K-2.</p> <p>Staff Responsible for Monitoring: Director of Mathematics</p>
Strategy 26 Details
<p>Strategy 26: SCIENCE/STEM: Expand opportunities for elementary-aged students to explore STEM career fields.</p> <p>Strategy's Expected Result/Impact: Increased student opportunities</p> <p>Staff Responsible for Monitoring: Director of Science, Director of Educational Technology</p>
Strategy 27 Details
<p>Strategy 27: SCIENCE: Train teachers on EB student strategies and follow up with teachers who have been trained.</p> <p>Strategy's Expected Result/Impact: Implementation of interactive word walls with 100% of units, science instructional walks, social media posts using (#sbsdwordwalls)</p> <p>Staff Responsible for Monitoring: Director of Science</p>
Strategy 28 Details
<p>Strategy 28: SCIENCE: Provide campus-specific supports to catalyst schools to improve science instruction and student achievement.</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Science</p>

Strategy 29 Details
<p>Strategy 29: SCIENCE: Provide ongoing professional learning for science teachers on the 5E instructional model.</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points; progress monitoring through frequent walkthroughs and feedback conferences</p> <p>Staff Responsible for Monitoring: Director of Science</p>
Strategy 30 Details
<p>Strategy 30: SCIENCE: Provide after-school training for high school science teachers on strategies in literacy, EB students, and SPED.</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Science, Science Leads</p>
Strategy 31 Details
<p>Strategy 31: SCIENCE: Provide ongoing training on literacy strategies in science (speaking, reading, writing, visual).</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Science, Science Leads</p>
Strategy 32 Details
<p>Strategy 32: SCIENCE: Train new members to the science team on coaching and best practices.</p> <p>Strategy's Expected Result/Impact: Increase retention of science teachers</p> <p>Staff Responsible for Monitoring: Director of Science</p>
Strategy 33 Details
<p>Strategy 33: SOCIAL STUDIES (6-12): Provide professional development focusing on effective reading strategies and literacy-based instruction.</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Humanities</p>
Strategy 34 Details
<p>Strategy 34: LIBRARY MEDIA SERVICES: Provide access to and increase the use of print books to students across the district.</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Library Media</p>
Strategy 35 Details
<p>Strategy 35: LIBRARY MEDIA SERVICES: Increase availability and promote the use of eBooks to students across the district.</p> <p>Strategy's Expected Result/Impact: Increase eBook usage statistics by at least 5%</p> <p>Staff Responsible for Monitoring: Director of Library Media</p>

Strategy 36 Details
<p>Strategy 36: LIBRARY MEDIA SERVICES: Increase availability and promote the use of the digital resources to students across the district.</p> <p>Strategy's Expected Result/Impact: Increase database usage statistics by at least 3%</p> <p>Staff Responsible for Monitoring: Director of Library Media</p>
Strategy 37 Details
<p>Strategy 37: EDUCATIONAL TECHNOLOGY: Educational Technology Department staff will collaborate with campus leadership to support administrators, teachers & instructional staff during transition to the new learning management system (LMS).</p> <p>Strategy's Expected Result/Impact: 100% of middle school and high school teachers will meet the expectations for LMS usage.</p> <p>Staff Responsible for Monitoring: Director of Educational Technology, Principals</p>
Strategy 38 Details
<p>Strategy 38: EDUCATIONAL TECHNOLOGY: Educational Technology Department staff will provide campus-based professional learning, coaching & training sessions at each of their assigned campuses to support K-12 classroom technology integration.</p> <p>Strategy's Expected Result/Impact: 100% of middle school and high school teachers will incorporate educational technology skills such as effective use of an LMS to provide transformational learning experiences for all students.</p> <p>Staff Responsible for Monitoring: Director of Educational Technology, Principals</p>
Strategy 39 Details
<p>Strategy 39: MULTILINGUAL: Provide on-site instructional coaching, curriculum support and district-wide monthly PLC for teachers of newcomer students in grades 6-12.</p> <p>Strategy's Expected Result/Impact: Increase capacity of teachers who serve newcomer students</p> <p>Staff Responsible for Monitoring: Director of Multilingual Programs</p>
Strategy 40 Details
<p>Strategy 40: MULTILINGUAL: Train teachers and provide instructional support for Dual Language models at the elementary level.</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Multilingual Programs</p>
Strategy 41 Details
<p>Strategy 41: EMERGENT BILINGUAL STUDENTS: Support teachers with implementation of reading, writing, listening, and speaking instructional strategies into core content areas to engage all EL students at high levels.</p> <p>Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Multilingual Programs</p>

Strategy 42 Details
<p>Strategy 42: SPECIAL EDUCATION: Train elementary ICS/Resource teachers at remaining 50% of elementary campuses in Reading Academies to build foundational skills in reading instruction. Train identified teachers in Dyslexia intervention (MTSE for English, Esperanza for Spanish).</p> <p>Strategy's Expected Result/Impact: All teachers at targeted campuses will be on track to meet certification requirements.</p> <p>Staff Responsible for Monitoring: Director of Special Education</p>
Strategy 43 Details
<p>Strategy 43: SPECIAL EDUCATION: Collaborate with content leaders to monitor growth in the reading scores of SE students through universal district data points (MAP, running records, PSA, etc.). Collaborate to ensure special education data is included at each campus data meeting to create action plans for instruction.</p> <p>Strategy's Expected Result/Impact: 80% of students participating in the general curriculum will increase reading level by one year.</p> <p>Staff Responsible for Monitoring: Director of Special Education</p>
Strategy 44 Details
<p>Strategy 44: SPECIAL EDUCATION: Train In-Class Support teachers in implementing Specially Designed Instruction to address students' individual needs. Conduct focused observations of In-Class Support classrooms in collaboration with campus administrators and content leaders. Monitor and provide coaching in the provision of Specially Designed Instruction for students with disabilities.</p> <p>Strategy's Expected Result/Impact: Targeted teachers will improve by at least one scoring level in at least 2 rubric measures.</p> <p>Staff Responsible for Monitoring: Director of Special Education</p>
Strategy 45 Details
<p>Strategy 45: SPECIAL EDUCATION: Develop a parent communications framework for use by campuses and the Special Education Department.</p> <p>Strategy's Expected Result/Impact: Parents will be effective partners in supporting their children with disabilities in their educational process.</p> <p>Staff Responsible for Monitoring: Director of Special Education</p>
Strategy 46 Details
<p>Strategy 46: GIFTED AND TALENTED: Provide programming to meet the educational needs of gifted and talented students through advanced learning opportunities through Bendwood experiences (SPIRAL), PGP services, and Spring Branch Academic Institute while expanding opportunities for all students to access rigorous course work through math acceleration, Advanced Academic Coursework, Advanced Placement, International Baccalaureate, Dual Credit or Dual Enrollment.</p> <p>Strategy's Expected Result/Impact: (Instructional approach): Increase in the number of students enrolling and succeeding in advanced option</p> <p>Staff Responsible for Monitoring: Director of Advanced Academic Studies</p>
Strategy 47 Details
<p>Strategy 47: FINE ARTS: Provide middle school students who have an interest in art to expand their personal art portfolio in preparation for Advanced Placement Art courses.</p> <p>Strategy's Expected Result/Impact: Every middle school will participate in the 8th grade portfolio review process</p> <p>Staff Responsible for Monitoring: Director of Fine Arts</p>

Strategy 48 Details
<p>Strategy 48: FINE ARTS: Expand opportunities to showcase student performance and artwork across the district and city.</p> <p>Strategy's Expected Result/Impact: 90% of students art work exhibited at the Secondary Spring Show (AYAM) and Geocache Scavenger Hunt; 90% of students participate at Don Coleman Coliseum art auction</p> <p>Staff Responsible for Monitoring: Director of Fine Arts</p>
Strategy 49 Details
<p>Strategy 49: HEALTH FITNESS: Provide more opportunities for student engagement and school connectedness by expanding the Advanced Movers program to include all elementary and middle school campuses in SBISD.</p> <p>Strategy's Expected Result/Impact: Increase the number of students and campuses who participate in the advanced movers program</p> <p>Staff Responsible for Monitoring: Director of Health Fitness</p>
Strategy 50 Details
<p>Strategy 50: HEALTH FITNESS: Provide on-site instructional coaching/mentors, curriculum support and district-wide monthly PLC for new health and health fitness teachers, including 2nd and 3rd year and/or struggling teachers.</p> <p>Strategy's Expected Result/Impact: Increase the support of new and struggling teachers by providing mentors and experienced master teachers for guidance and collaboration.</p> <p>Staff Responsible for Monitoring: Director of Health Fitness</p>
Strategy 51 Details
<p>Strategy 51: HEALTH FITNESS: Train teachers and provide instructional support for EB students in Health Fitness classes at all levels.</p> <p>Strategy's Expected Result/Impact: 100% of all Health Fitness teachers receive the book 38 Great Academic Language Builders and receive training on how to implement the strategies found in the book.</p> <p>Staff Responsible for Monitoring: Director of Health Fitness</p>

Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 2: EARLY LITERACY: By June 2023, SBISD will increase the combined % of students reading On or Above Grade Level on the End-of-Year Running Records assessment in grades, K, 1, and 2, by 5 percentage points or \geq to 85%.

2021-22 EOY: Kindergarten 66% On/Above Grade Level; 1st Grade: 68% On /Above Grade Level; 2nd Grade: 66% On /Above Grade Level

2020-21 EOY: Kindergarten 71% On/Above Grade Level; 1st Grade: 66% On /Above Grade Level; 2nd Grade: 56% On /Above Grade Level

High Priority

HB3 Goal

Evaluation Data Sources: Running Records End-of-Year Report

Strategy 1 Details
Strategy 1: PRE-KINDERGARTEN: Provide training and modeling in the use of updated PK3 and PK4 district curriculum to meet State high-quality curriculum component requirements. Strategy's Expected Result/Impact: PK 4 students will meet or exceed PK end of year expectations as measured by pre-kindergarten formative assessments. Staff Responsible for Monitoring: Director of PreK and Early Childhood Programs
Strategy 2 Details
Strategy 2: PRE-KINDERGARTEN: Monitoring benchmarks in English and Spanish to meet state high-quality student progress monitoring component requirements - Circle Progress Monitoring. Strategy's Expected Result/Impact: Improve performance by 2 percentage points or \geq 96%. Staff Responsible for Monitoring: Director of PreK and Early Childhood Programs
Strategy 3 Details
Strategy 3: PRE-KINDERGARTEN: Provide professional development and coaching opportunities so that 100% of our PK teachers meet highly qualified teacher qualifications requirements. Strategy's Expected Result/Impact: 100% of PK teachers have met State standards for HQ status Staff Responsible for Monitoring: Director of PreK and Early Childhood Programs
Strategy 4 Details
Strategy 4: PRE-KINDERGARTEN: Ensure all students are ready for kindergarten. Strategy's Expected Result/Impact: 90% of all PK 4 students will meet EOY Benchmark on CIRCLE Phonological Awareness Assessment. (Baseline year) Staff Responsible for Monitoring: Director of PreK and Early Childhood Programs

Strategy 5 Details

Strategy 5: PRE-KINDERGARTEN: Provide Ready Rosie access to all PK parents.

Strategy's Expected Result/Impact: Increase Ready Rosie parent usage rates by 10%.

2021-2022: 780 Families

2020-2021: 864 Families

Staff Responsible for Monitoring: Director of PreK and Early Childhood Programs

Strategy 6 Details

Strategy 6: READING/ELA (K-2): Support Teachers and Leadership with early literacy reading instruments (TX-KEA, SBISD English Phonics Curriculum, SBISD Spanish Phonics Curriculum) to measure student progress in grades K-2.

Strategy's Expected Result/Impact: 100% of teachers use and input on data trackers for grades K-2.

Staff Responsible for Monitoring: Director of Humanities

Strategy 7 Details

Strategy 7: HUMANITIES: Implement Reading Academy training plan and layers of support to ensure participants meet standards as determined by the Texas Education Agency (year 2 of 2).

Strategy's Expected Result/Impact: 100% of participants successfully complete Reading Academy requirements

Staff Responsible for Monitoring: Director of Humanities

Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 3: GAP-CLOSING: By June 2023, SBISD will increase the percentage of academic achievement indicators met or exceeded in closing the gaps domain by 5%.

2021-22: SBISD met 19 of 26 academic targets evaluated (73% of targets met)

2020-21: SBISD met 16 of 26 academic targets evaluated (62% of targets met)

High Priority

Evaluation Data Sources: State Accountability Reports (Domain 3: Closing the Gaps)

Strategy 1 Details
Strategy 1: ACADEMICS: Provide campuses with curriculum and formative assessments aligned with targeted intervention strategies focused on individual student needs. Strategy's Expected Result/Impact: Narrow the gap or improve performance above the target by at least 3 points Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction
Strategy 2 Details
Strategy 2: READING/WRITING (K-8): Provide literacy curriculum materials and training to reading teachers to support in-class interventions and first-line differentiated instruction to include reading workshop, writing workshop, and phonics/word study. Strategy's Expected Result/Impact: Narrow the gap or improve performance above the target by at least 3 points Staff Responsible for Monitoring: Director of Humanities Director of Intervention Services
Strategy 3 Details
Strategy 3: READING/WRITING (9-12): Provide curriculum materials and training to English teachers to support planning for in-class interventions and first line differentiated lessons. Strategy's Expected Result/Impact: Narrow the gap or improve performance above the target by at least 3 points Staff Responsible for Monitoring: Director of Humanities
Strategy 4 Details
Strategy 4: MATH (K-Alg2): Train and support teachers on how to use pre-assessments to proactively address prior grade content gaps, determine readiness to learn, and provide the resources to cure deficiencies. Strategy's Expected Result/Impact: Narrow the gap or improve performance above the target by at least 3 points Staff Responsible for Monitoring: Director of Mathematics Director of Intervention Services

Strategy 5 Details
<p>Strategy 5: MATH (K-preCalc): Train and support teachers on how to use quick checks for understanding into each concept of a unit, identifying immediate learning issues before they become problematic, and the resources to intervene with students.</p> <p>Strategy's Expected Result/Impact: Narrow the gap or improve performance above the target by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Mathematics</p>
Strategy 6 Details
<p>Strategy 6: INTERVENTION SERVICES: Ensure the proper identification of elementary and middle school students for Tier II intervention and implement the appropriate Tier II reading and math interventions.</p> <p>Strategy's Expected Result/Impact: Narrow the gap or improve performance above the target by at least 3 points</p> <p>Staff Responsible for Monitoring: Director of Intervention Services</p>
Strategy 7 Details
<p>Strategy 7: INTERVENTION SERVICES: Ensure that all Section 504 students (Prek-12th grade) receive proper instruction (FAPE) and in alignment with MTSS.</p> <p>Strategy's Expected Result/Impact: All 504 students will receive FAPE.</p> <p>Staff Responsible for Monitoring: Director of Intervention Services</p>
Strategy 8 Details
<p>Strategy 8: SUMMER SCHOOL: The district will provide extended learning opportunities through intervention and enrichment summer school programming serving PK-12.</p> <p>Strategy's Expected Result/Impact: Narrow the gap or improve performance above the target by at least 3 points</p> <p>Staff Responsible for Monitoring: Executive Director for Student Support Services, Director of Intervention Services, Director of Secondary Programming</p>

Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 4: STUDENT GROWTH: By June 2023, SBISD will increase the percent of students demonstrating progress in reading and math by 5% points or \geq to 85%.

2021-22: Grades 1-2 Reading - 44% met CGI; Math - 53% met CGI (Baseline Year)

Grades 3-8 Reading - 51% met CGI; Math - 55% met CGI (Baseline Year)

High Priority

Evaluation Data Sources: BOY to EOY Measures of Academic Progress (MAP) Reports Grades 1 and 2
BOY to MOY MAP Reports Grades 3-8

Strategy 1 Details
Strategy 1: READING/ELA (K-8): Provide balanced literacy staff development and planning support to increase quality Reading, Writing and Phonics training instructional practices to grow readers by deepening teacher understanding. Strategy's Expected Result/Impact: Increase the % of students who meet or exceed CGI targets on MAP: Reading (K-8) increase by 7 points Staff Responsible for Monitoring: Director of Humanities; Director of Intervention Services
Strategy 2 Details
Strategy 2: MATH (K-2): Train and support teachers in all aspects of K-2 Progress Monitoring: data collection, data analysis, interventions, monitoring progress, and reporting. Strategy's Expected Result/Impact: Meet HB3 performance goals in K-2 Staff Responsible for Monitoring: Director of Mathematics
Strategy 3 Details
Strategy 3: MATH (K-12): Train and support teachers to implement and maximize impact of small group instruction to differentiate based on student needs, acting on data collected from pre-assessments and quick checks for understanding. Strategy's Expected Result/Impact: Increase the % of students who meet or exceed CGI targets on MAP: Math (K-8) increase by 5 points Staff Responsible for Monitoring: Director of Mathematics

Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 5: ENGLISH LANGUAGE ACQUISITION PROGRESS: By June 2023, the % of Emergent Bilingual/English Learners advancing at least one Composite Score level will increase by 5 percentage points or \geq to 80%.

2021-22: TELPAS Progress Rate 43% (Based on completed TELPAS administrations in both 2021 and 2022.)

High Priority

Evaluation Data Sources: State Accountability Reports (Domain 3)

Strategy 1 Details
<p>Strategy 1: MULTILINGUAL: Collaborate with school teams to provide targeted instructional support with TELPAS specific language domain(s). This support will focus on strategies for each domain along with modeling how the strategies can be implemented. Campuses will also be provided with training that focuses on the new TELPAS test items in order to make sure instruction is aligned to the expected outcome. Additionally, provide additional software support based on campus needs for Long term ELs.</p> <p>Strategy's Expected Result/Impact: 5% increase of K-12 students growing one TELPAS composite level; 5% increase of EL students who meet reclassification criteria</p> <p>Staff Responsible for Monitoring: Director of Multilingual Programs</p>
Strategy 2 Details
<p>Strategy 2: EMERGENT BILINGUAL STUDENTS: Provide teacher professional development based on EB student instructional strategies and materials to meet the unique needs of EB students. Additionally, provide reading materials, opportunities to attend conferences, and technology supplies to teachers as needed.</p> <p>Strategy's Expected Result/Impact: Increase the capacity of teachers who serve English Learners.</p> <p>Staff Responsible for Monitoring: Director of Multilingual Programs</p>
Strategy 3 Details
<p>Strategy 3: ENGLISH LEARNERS: Support PK campuses with the progress monitoring process of second language acquisition at the end of the school year.</p> <p>Strategy's Expected Result/Impact: Provide PK campuses with the LAS training, materials, and assessment in order to monitor the acquisition of the English language.</p> <p>Staff Responsible for Monitoring: Director of Multilingual Programs</p>

Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 6: ADVANCED COURSES: Increase the number of students enrolled in advanced courses.

Fall 2022: 3,937 students enrolled in one or more Dual Credit/Dual Enrollment/Advanced Placement/International Baccalaureate courses.

Fall 2021: 3,562 students enrolled in one or more Dual Credit/Dual Enrollment/Advanced Placement/International Baccalaureate courses.

High Priority

Evaluation Data Sources: Skyward Course Enrollment Data

Strategy 1 Details
<p>Strategy 1: ADVANCED ACADEMICS: Use data (Class grades, AP Potential, MAP) to identify and recruit students demonstrating ability to be successful in rigorous course work (e.g., AAC, AP, dual credit (HCC) and dual enrollment (OnRamps) programs.</p> <p>Strategy's Expected Result/Impact: (Data-driven approach): Increase in the number of students enrolling in advanced courses (e.g., AAC, AP, Dual credit, OnRamps) for the 2022-2023 school year</p> <p>Staff Responsible for Monitoring: Director of Advanced Academics, Director of Guidance and Counseling</p>
Strategy 2 Details
<p>Strategy 2: ADVANCED ACADEMICS: Support campuses with developing an academically rigorous culture by continuing to revise and improve advanced curriculum and professional development experiences that align with AAC and AP expectations.</p> <p>Strategy's Expected Result/Impact: Committee will set a definition for advanced courses that contains learning expectations and course elements that can be clearly articulated to all stake holders</p> <p>Staff Responsible for Monitoring: Director of Advanced Academic Studies</p>
Strategy 3 Details
<p>Strategy 3: SUMMER ENRICHMENT: Design student experiences, through summer camps, that academically challenge and socially engage students.</p> <p>Strategy's Expected Result/Impact: Increase the number of students who participate in summer camp programs</p> <p>Staff Responsible for Monitoring: Director of Advanced Academic Studies</p>
Strategy 4 Details
<p>Strategy 4: MATH (9-12): Support student success in AAC mathematics in all four comprehensive high schools, by providing district AAC meetings quarterly for high school AAC courses.</p> <p>Strategy's Expected Result/Impact: Decrease the # of students moving levels from AAC to Academic in high school mathematics courses by 10%.</p> <p>Staff Responsible for Monitoring: Director of Mathematics</p>

Strategy 5 Details
<p>Strategy 5: MATH (9-12): Monitor AAC enrollment and attrition at the four comprehensive high schools during the 2022-23 school year with enrollment counts in Geometry AAC, Algebra II AAC, and preCalculus AAC on September 15, January 15, and May 15 and use this data to set goals on each campus.</p> <p>Strategy's Expected Result/Impact: Decrease the # of students moving levels from AAC to Academic in high school mathematics courses by 10%.</p> <p>Staff Responsible for Monitoring: Director of Mathematics</p>

Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 7: CCMR: Increase the % of graduates achieving College, Career, and Military Readiness status by at least 2% points.

Class of 2021: 61% of graduates met CCMR indicator

Class of 2020: 63% of graduates met CCMR indicator

Evaluation Data Sources: Accountability Reports Domain 1 (CCMR)

Strategy 1 Details
<p>Strategy 1: CCMR: Engage students in a variety of CCMR options, such as: SAT/ACT, TSI, Advanced Placement, dual credit, OnRamps, CTE, and military so that each student achieves a CCMR designation.</p> <p>Strategy's Expected Result/Impact: Increase the % of graduates achieving College, Career, Military Readiness status by at least 5 points based on data from 2022-23 graduating seniors</p> <p>Staff Responsible for Monitoring: Executive Director of Assessment and Compliance; Executive Director of Postsecondary Outcomes, Counseling and Responsive Services; Director of Advanced Academics; Director of CTE; Director of Special Education</p>
Strategy 2 Details
<p>Strategy 2: CCMR: Increase student access to the Texas College Bridge platform at all high schools, to ensure that seniors who have not met a CCMR measure have an opportunity to meet a readiness measure prior to graduation.</p> <p>Strategy's Expected Result/Impact: Increase number of students achieving CCMR measure on all five comprehensive high school campuses by 2%.</p> <p>Staff Responsible for Monitoring: Executive Director for Postsecondary Outcomes, Counseling and Responsive Services, Coordinator of Counseling, T-2-4 Student Support Facilitator</p>
Strategy 3 Details
<p>Strategy 3: CCMR: Provide training to all high school instructional leadership teams to increase the knowledge about CCMR indicators and develop a CCMR campus plan tailored to increase student outcomes in key performance areas aligned to postsecondary success.</p> <p>Strategy's Expected Result/Impact: Increase the number of students able to pursue a T-2-4 outcome by developing a strategic campus plan focused on tiered instructional intervention towards TSI assessment results</p> <p>Staff Responsible for Monitoring: Executive Director for Postsecondary Outcomes, Counseling and Responsive Services</p>

Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 8: CERTIFICATIONS: Increase the number of TEA-approved Industry Based Certifications by at least 10% points.

2021-22: 834 certifications earned

2020-21: 560 certifications earned

High Priority

HB3 Goal

Evaluation Data Sources: CTE certification report for Industry Based Certifications (IBC)

Strategy 1 Details
Strategy 1: CAREER AND TECHNICAL EDUCATION: Support CTE teachers to ensure students are prepared for certification exams which will lead to students earning certifications. Strategy's Expected Result/Impact: Increase the number of industry certifications earned by 10%. Staff Responsible for Monitoring: Director of Career and Technical Education
Strategy 2 Details
Strategy 2: CAREER AND TECHNICAL EDUCATION: Monitor systems to ensure the reporting of Industry Based Certification data is accurate and exams are administered in a timely way. Strategy's Expected Result/Impact: Increase the accuracy in reporting earned certifications Staff Responsible for Monitoring: Director of Career and Technical Education
Strategy 3 Details
Strategy 3: CAREER AND TECHNICAL EDUCATION: Train principals on certification exams aligned to specific courses and how to use data in teacher goal-setting conferences. Strategy's Expected Result/Impact: Increase the number of industry certifications earned by 10%. Staff Responsible for Monitoring: Director of Career and Technical Education

Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 9: GRADUATION: Increase graduation rate of the "All Student" group by at least one point.

Class of 2021: 4-year rate = 91.9%, 5-year rate = 91.9% (C/O 2020) 6-year rate = 91.2% (C/O 2019)

Class of 2020: 4-year rate = 90.0%, 5-year rate = 90.9% (C/O 2019) 6-year rate = 92.5% (C/O 2018)

High Priority

Evaluation Data Sources: Accountability Ratings Overall: "All student" group (Domain 1)

Strategy 1 Details
Strategy 1: EDUCATIONAL TECHNOLOGY: Collaborate with campus counselors to enroll students in virtual school courses for original credit and for credit recovery Strategy's Expected Result/Impact: Increase the number of students completing virtual courses for original credit and/or credit recovery by 2 percentage points 2021-2022: Original Credit -96%; Credit Recovery - 97% 2020-2021: Original Credit -94%; Credit Recovery - 96% Staff Responsible for Monitoring: Director of Educational Technology
Strategy 2 Details
Strategy 2: STUDENT SERVICES: Support high school campuses with the development and implementation of credit recovery plans. Strategy's Expected Result/Impact: Maintain district drop-out rate below 2.1% for high school students. 2019-2020: 1.7% 2018-2019: 1.8% Drop-out data is delayed by two years in TEA reporting. (Source: TAPR, Annual Dropout Rate, Gr 9-12) Staff Responsible for Monitoring: Executive Director of Student Support Services
Strategy 3 Details
Strategy 3: STUDENT SERVICES: Increase number of recovered dropouts and obtain good leaver codes so that students graduate and reach T-2-4. Strategy's Expected Result/Impact: Reduce the district dropout rate. Staff Responsible for Monitoring: Director of Secondary Programming
Strategy 4 Details
Strategy 4: STUDENT SERVICES: Support high school campuses in identifying and developing interventions for seniors at risk of not graduating on time. Strategy's Expected Result/Impact: Increase the number of seniors who graduate on time. Staff Responsible for Monitoring: Director of Secondary Programming

Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 10: POST-SECONDARY ENROLLMENT: Increase the % of graduates enrolling in a post-secondary option by at least 1% point.

Class of 2021: 65% enrolled in a T-2-4 option

Class of 2020: 63% enrolled in a T-2-4 option

High Priority

Evaluation Data Sources: National Student Clearinghouse data, TEA data, SBISD data

Strategy 1 Details
<p>Strategy 1: CAREER AND TECHNICAL EDUCATION : Increase the number of CTE students who are CTE concentrators and completers based on their 4-year course sequence.</p> <p>Strategy's Expected Result/Impact: Increase the number of students who commit to a CTE pathway as part of their 4-year planning.</p> <p>2021: (2018-19 Cohort) 1,123 students considered CTE Learners (CTE Concentrators + Completers)</p> <p>2020: (2017-18 Cohort) 1,164 students considered CTE Learners (CTE Concentrators + Completers)</p> <p>Data is delayed by two years.</p> <p>Staff Responsible for Monitoring: Director of Career and Technical Education</p>
Strategy 2 Details
<p>Strategy 2: CAREER AND TECHNICAL EDUCATION: Partner with 2-year institutions to increase the number of Level 1 Certificates students receive.</p> <p>Strategy's Expected Result/Impact: Increase the number of Level 1 Certificates by 10%.</p> <p>Staff Responsible for Monitoring: Director of Career and Technical Education</p>
Strategy 3 Details
<p>Strategy 3: COUNSELING/POSTSECONDARY OUTCOMES: Partner with higher education institutions to provide opportunities for students to engage with in events and activities that lead to increased enrollment of high school and alumni students in industry-based, 2-year, 4-year and military opportunities.</p> <p>Strategy's Expected Result/Impact: Increased percentage of students pursuing industry-based, 2-year, 4-year, and military postsecondary credentials</p> <p>Staff Responsible for Monitoring: Executive Director of Postsecondary Outcomes, Counseling and Responsive Services; Director of CTE; Coordinator of Counseling; Guidance and Counseling Team</p>
Strategy 4 Details
<p>Strategy 4: COUNSELING/POSTSECONDARY OUTCOMES: Provide students and parents with training opportunities, activities and events that assist them with enrolling in a military, technical, 2-year, or 4- year institution after graduation.</p> <p>Strategy's Expected Result/Impact: Parents will be better informed and prepared to support their children and guide them in their selections regarding their postsecondary options</p> <p>Staff Responsible for Monitoring: Executive Director of Postsecondary Outcomes, Counseling and Responsive Services; Coordinator of Counseling; Guidance and Counseling Team</p>

Strategy 5 Details

Strategy 5: STRATEGIC PARTNERSHIPS: Leverage career exploration experiences to expand student awareness of and interest in career opportunities and the T-2-4 options to make them happen.

Strategy's Expected Result/Impact: Number of students participating in events and feedback through student evaluations

Staff Responsible for Monitoring: Director of Community Engagement

Strategy 6 Details

Strategy 6: COLLEGE AND CAREER READINESS: Provide multiple opportunities for test prep and testing that prepare students for success on college entrance exams such as PSAT 8/9, School Day SAT (juniors), and School Day SAT (seniors); Ensure every student enrolled in an Advanced Placement course is aware of utilizes online supports (Khan Academy, Shmoop, Digital Dashboard) in course work and test preparation.

Strategy's Expected Result/Impact: Students will receive targeted exam preparation in order to show an increase in their scores on these college credit exams

Staff Responsible for Monitoring: Director of Advanced Academic Studies

Goal 2: STUDENT SUPPORT. SBISD students will benefit from multi-tiered systems of support.

Performance Objective 1: T-2-4 READY GRADUATE: Expand awareness and support implementation of the Core Characteristics of a T-2-4 Ready Graduate.

Evaluation Data Sources: Campus inventory documents, evidence of on-campus professional development, portfolio of campus and districts communication

Strategy 1 Details
Strategy 1: Develop means for establishing and collecting baseline data to inform future work. Strategy's Expected Result/Impact: Collection of baseline data through student focus groups. Staff Responsible for Monitoring: Associate Superintendent for Academics Executive Director for Postsecondary Outcomes, Guidance and Counseling, and Responsive Services.
Strategy 2 Details
Strategy 2: Continue leveraging Core Characteristics communications strategies within district communications channels and engagement opportunities. Strategy's Expected Result/Impact: Increased awareness of Core Characteristics across key stakeholder groups. Staff Responsible for Monitoring: Associate Superintendent for Communications & Community Engagement Director of Community Engagement Director of Communications
Strategy 3 Details
Strategy 3: Develop and distribute toolkit for district/campus leaders to champion awareness work on their campus/teams. Strategy's Expected Result/Impact: Completed Core Characteristics toolkit. Staff Responsible for Monitoring: Associate Superintendent for Communications & Community Engagement Director of Community Engagement Director of Communications
Strategy 4 Details
Strategy 4: Pilot Core Characteristics recognition items across all campuses. Strategy's Expected Result/Impact: Core Characteristics recognition items developed and distributed, with positive feedback received from campus leadership Staff Responsible for Monitoring: Associate Superintendent for Communications & Community Engagement Director of Community Engagement Director of Communications

Goal 2: STUDENT SUPPORT. SBISD students will benefit from multi-tiered systems of support.

Performance Objective 2: COUNSELING: Increase staff and parent efficacy around mental health awareness and student support through ongoing professional learning.

Evaluation Data Sources: Community partnerships, newsletters, training materials, staff and parent professional development opportunities

Strategy 1 Details
Strategy 1: COUNSELING/RESPONSIVE SERVICES: Mental health resource materials will be developed for campus counselors to use in supporting students and families. Strategy's Expected Result/Impact: Developed mental health resource materials ; Mental Health Newsletters published and disseminated every 6 to 9 weeks. Staff Responsible for Monitoring: Executive Director of Postsecondary Outcomes, Counseling and Responsive Services, Mental Health Facilitator
Strategy 2 Details
Strategy 2: COUNSELING/RESPONSIVE SERVICES: Host a Mental Health and Wellness Fair for the SBISD community focused on overall family health and wellness. Strategy's Expected Result/Impact: Increased awareness of mental health needs and connect staff, parents and the community to local mental health supports and resources. Staff Responsible for Monitoring: Executive Director of Postsecondary Outcomes, Counseling and Responsive Services; Director of Postsecondary Readiness, Counseling and Responsive Supports; Director of Health and Wellness; Mental Health Facilitator
Strategy 3 Details
Strategy 3: COUNSELING/RESPONSIVE SERVICES: Provide trauma training to staff via in person counselor training at the beginning of the year to enhance mental health supports to students who have experienced trauma. Strategy's Expected Result/Impact: Increased efficacy of staff regarding their skills in supporting students experiencing mental health needs related to trauma. Staff Responsible for Monitoring: Director of Postsecondary Readiness, Counseling and Responsive Supports, Mental Health Facilitator, campus counselors
Strategy 4 Details
Strategy 4: COUNSELING/RESPONSIVE SERVICES: Coordinate with CIS, CYS, and other social service and mental health providers to ensure that wrap around services are provided to support the social-emotional needs of students. Strategy's Expected Result/Impact: Ensure MOU agreements between SBISD and partnering organizations align with current needs of SBISD students and review annual reports from partnering organizations for demonstrated impact. Staff Responsible for Monitoring: Director of Postsecondary Readiness, Counseling and Responsive Supports, Mental Health Facilitator

Strategy 5 Details
Strategy 5: HOMELESS SUPPORTS: Remove barriers to enrollment for homeless students by providing school of origin transportation, resources, tutorials, mentoring, and progress/attendance monitoring. Strategy's Expected Result/Impact: Academic success of students being served under the McKinney-Vento Act Staff Responsible for Monitoring: Director of External Funding and Compliance Results Driven Accountability
Strategy 6 Details
Strategy 6: EMERGENT BILINGUAL STUDENTS: Support newcomers by providing counseling support and family engagement activities for our EB students and families. Strategy's Expected Result/Impact: Provide counseling support to students in identified schools with a high number of recent immigrants. Staff Responsible for Monitoring: Director of Multilingual Programs

Goal 2: STUDENT SUPPORT. SBISD students will benefit from multi-tiered systems of support.

Performance Objective 3: COUNSELING: Provide 100% of secondary students with relevant experiences that prepare them to achieve a T-2-4 goal after graduation.

Evaluation Data Sources: Naviance reports, course enrollment data, CTE program participation, extracurricular postsecondary programs

Strategy 1 Details
<p>Strategy 1: COUNSELING/POSTSECONDARY PREPARATION: Facilitate a process where we engage students in providing feedback about best practices in promoting relevant interactions, activities, experiences and opportunities to integrate the Core Characteristics of a T-2-4 Graduate into the academic foundation of all learners.</p> <p>Strategy's Expected Result/Impact: Instill and develop assets and skills in students that allow them to successfully transition K through 12 and present as a graduate equipped to successfully pursue and attain a T-2-4 outcome.</p> <p>Staff Responsible for Monitoring: Director of Postsecondary Readiness, Counseling and Responsive Supports, Coordinator of Counseling, Campus Administration, Counselors</p>
Strategy 2 Details
<p>Strategy 2: COUNSELING/POSTSECONDARY PREPARATION: Provide students and parents with training opportunities, activities and events that assist them with understanding K-12 development of a T-2-4 Graduate through the implementation of the 4E Model.</p> <p>Strategy's Expected Result/Impact: Increased percentage of students pursuing a military, technical, 2-Year or 4-Year credential</p> <p>Staff Responsible for Monitoring: Director of Postsecondary Readiness, Counseling and Responsive Supports, Coordinator of Counseling, Guidance and Counseling Team</p>
Strategy 3 Details
<p>Strategy 3: COUNSELING/POSTSECONDARY PREPARATION: Ensure that 100% of 8th graders have an informed four-year plan in Naviance Course Planner aligned to a CTE Program of Study and/or Endorsement selection.</p> <p>Strategy's Expected Result/Impact: With students being informed and intentional about aligning goals, interests and abilities with their future careers, we will increase the number of students prepared to pursue a T-2-4 outcome</p> <p>Staff Responsible for Monitoring: Director of Postsecondary Readiness, Counseling and Responsive Supports, Coordinator of Counseling, Guidance and Counseling Team</p>
Strategy 4 Details
<p>Strategy 4: COUNSELING/POSTSECONDARY PREPARATION: Develop a post-secondary plan with all Juniors to ensure their readiness to pursue a T-2-4-M option upon graduation.</p> <p>Strategy's Expected Result/Impact: Finalize students postsecondary career plans and prepare them to transition successfully into a T-2-4 option</p> <p>Staff Responsible for Monitoring: Director of Postsecondary Readiness, Counseling and Responsive Supports Coordinator of Counseling, Guidance and Counseling Team</p>

Goal 2: STUDENT SUPPORT. SBISD students will benefit from multi-tiered systems of support.

Performance Objective 4: SYSTEM OF CARE: Implement a Multi-Tiered System of Supports to provide intercession for students exhibiting mental health concerns and at-risk behavior aligned to tier 1, 2 and 3 intervention.

Evaluation Data Sources: Training materials, requests for services, training rosters, menu of services requests/data by campus

Strategy 1 Details
<p>Strategy 1: SYSTEM OF CARE/RESPONSIVE SERVICES: Provide year-long Positive Behavior Intervention Supports (PBIS) implementation for the second cohort of six campuses, while monitoring the development of the 6 campuses from cohort 1.</p> <p>Strategy's Expected Result/Impact: Increase staff knowledge and usage of PBIS strategies; Decrease the number of students being removed from first-line instruction due to office referral or suspension; Decrease number student assigned to the DAEP for discretionary placement</p> <p>Staff Responsible for Monitoring: Executive Director of Postsecondary Outcomes, Counseling and Responsive Services; Coordinator of System of Care; Care Coaches</p>
Strategy 2 Details
<p>Strategy 2: SYSTEM OF CARE/RESPONSIVE SERVICES:: Provide a multi-tiered system of supports for students who transition into the ESSP program and partner to facilitate a restorative practice protocol upon return.</p> <p>Strategy's Expected Result/Impact: Increased partnerships between school teams and Care Coaches to ensure staff training needs are met and student BIPs are implemented with fidelity</p> <p>Staff Responsible for Monitoring: Executive Director of Postsecondary Outcomes, Counseling and Responsive Services; Coordinator of System of Care; Care Coaches</p>
Strategy 3 Details
<p>Strategy 3: SYSTEM OF CARE/RESPONSIVE SERVICES: Ensure that 85% of students who have a "first time" alcohol and marijuana code of conduct violations will complete with an intervention program through a partnership with Council on Recovery.</p> <p>Strategy's Expected Result/Impact: Decrease number of students placed at DAEP for drug/alcohol violations</p> <p>Staff Responsible for Monitoring: Executive Director of Postsecondary Outcomes, Counseling and Responsive Services; Coordinator of System of Care; AMP Facilitator</p>
Strategy 4 Details
<p>Strategy 4: SYSTEM OF CARE: Partner with the Council on Recovery to provide staff and parent training and support related to alcohol, marijuana, and substance use.</p> <p>Strategy's Expected Result/Impact: Increase the wrap-around supports between school , home and community for students struggling with alcohol and substance use</p> <p>Staff Responsible for Monitoring: Executive Director of Postsecondary Outcomes, Counseling and Responsive Services; Coordinator of System of Care; AMP Facilitator</p>

Goal 2: STUDENT SUPPORT. SBISD students will benefit from multi-tiered systems of support.

Performance Objective 5: DYSLEXIA: Ensure eligible emergent bilingual students are identified and receive dyslexia intervention services.

2021-2022: 634 of 1,994 dyslexia students were Emergent Bilingual

2020-2021: 216 of 1,283 dyslexia students were Emergent Bilingual

Evaluation Data Sources: Skyward data

Strategy 1 Details
Strategy 1: DYSLEXIA: Support middle schools in the use of multiple measures to identify EL students who need formal dyslexia evaluations. Strategy's Expected Result/Impact: Increase in data-informed dyslexia referrals coming from the SSC process Staff Responsible for Monitoring: Lead Dyslexia Intervention Specialist
Strategy 2 Details
Strategy 2: DYSLEXIA: Provide training and support to campuses on utilizing multiple measures in primary grades to better identify Spanish speaking students who may need formal dyslexia evaluations. Strategy's Expected Result/Impact: Increase in data-informed dyslexia referrals coming from the SSC process Staff Responsible for Monitoring: Director of Intervention Services, Lead Dyslexia Intervention Specialist
Strategy 3 Details
Strategy 3: DYSLEXIA: Develop guidance and train ARD Committees on decision-making processes around the most appropriate intervention setting for bilingual students identified with dyslexia. Strategy's Expected Result/Impact: Effective screening and appropriate interventions in place for K-1 students; Data on screening and intervention will be entered into Skyward. Staff Responsible for Monitoring: Director of Intervention Services; Director of Special Education

Goal 2: STUDENT SUPPORT. SBISD students will benefit from multi-tiered systems of support.

Performance Objective 6: MENTORING PROGRAMS: Expand number of SpringBoard Mentor Program matches.

Evaluation Data Sources: Mentor match database, End of Year Mentor and Mentee feedback

Strategy 1 Details
<p>Strategy 1: Sustain and expand mentor program partnerships.</p> <p>Strategy's Expected Result/Impact: Increase number of mentor/mentee matches by reconnecting with mentor partners; provide new mentor training opportunities for potential mentor volunteers; help mentors understand SBISD Core Characteristics to develop them in students through the mentoring relationship.</p> <p>Staff Responsible for Monitoring: Coordinator for Community Services and Mentoring Programs</p>
Strategy 2 Details
<p>Strategy 2: Sustain communications plan for SpringBoard to better; inform, support and guide mentors.</p> <p>Strategy's Expected Result/Impact: Continue Mentoring Matters Newsletter, Mentor surveys to measure quality of campus and district support and mentoring presence in Top Ten and District social media.</p> <p>Staff Responsible for Monitoring: Coordinator for Community Services and Mentoring Programs</p>
Strategy 3 Details
<p>Strategy 3: Embed SBISD Core Characteristics into SpringBoard Mentor Program for mentors.</p> <p>Strategy's Expected Result/Impact: Mentor U experiences, training, field trips, resources for mentors aligned with SBISD's Core Characteristics to support mentor/mentee relationships.</p> <p>Staff Responsible for Monitoring: Coordinator for Community Services and Mentoring Programs</p>

Goal 2: STUDENT SUPPORT. SBISD students will benefit from multi-tiered systems of support.

Performance Objective 7: COMMUNITY PARTNERSHIPS: Sustain and grow ReadSBISD programming, and develop SBISD Counts! programming, to support district priorities.

Evaluation Data Sources: Qualitative and quantitative data from program participants and Academics and Student Supports teams

Strategy 1 Details
Strategy 1: Expand Reading Buddies program to identified schools based on leadership capacity and data-informed need. Strategy's Expected Result/Impact: Student Reading Data, Tutor evaluations, Tutee pre- and post-evaluations, number of schools and students served, and number of virtual tutors engaged Staff Responsible for Monitoring: Director of Community Engagement
Strategy 2 Details
Strategy 2: Sustain/build programming in partnership with the Barbara Bush Houston Literacy Foundation. Strategy's Expected Result/Impact: Re-engage Reading RoundUp programming and sustain/build My Home Library program at participating schools. Staff Responsible for Monitoring: Director of Community Engagement
Strategy 3 Details
Strategy 3: Develop and distribute SBISD Counts! Family Math Guide to PK-2 families. Strategy's Expected Result/Impact: Completed Guide; feedback received from families Staff Responsible for Monitoring: Director of Community Engagement
Strategy 4 Details
Strategy 4: Research and develop Math Buddies program model. Strategy's Expected Result/Impact: Have a developed Math Buddies model ready to pilot. Staff Responsible for Monitoring: Director of Community Engagement

Goal 3: SAFE SCHOOLS. SBISD will ensure a safe and orderly learning environment.

Performance Objective 1: CAMPUS SAFETY COMMITTEE: Support Campus Safety Committees on each campus.

Evaluation Data Sources: Campus Safety Committee rosters from each campus.

Strategy 1 Details
Strategy 1: Establish Campus Safety Committees on each campus composed of a cross section of stake holders to look at matters related to campus safety. Strategy's Expected Result/Impact: Each Campus principal will recruit a safety team and provide a roster Each campus team will meet three times/year so that all campuses will be able to refine safety practices Staff Responsible for Monitoring: Associate Superintendent of Administration, Director of Safety and Security
Strategy 2 Details
Strategy 2: Inform principals via e-mail and presentation that campus safety committees will be required on each campus Strategy's Expected Result/Impact: 100% of schools will have an established safety committee Staff Responsible for Monitoring: Director of Safety and Security
Strategy 3 Details
Strategy 3: Collaborate with district departments to address safety needs as they occur on individual campuses. Strategy's Expected Result/Impact: Each responsible department will address safety needs in a timely manner for each individual campus. Staff Responsible for Monitoring: Director of Safety and Security; Principals

Goal 3: SAFE SCHOOLS. SBISD will ensure a safe and orderly learning environment.

Performance Objective 2: DISTRICT SAFETY COMMITTEE: In compliance with Senate Bill 11, the District level safety committee will address safety issues throughout the district.

Evaluation Data Sources: District Safety Committee roster and minutes from meetings.

Strategy 1 Details
Strategy 1: Develop a District Safety Committee comprised of district stake holders and emergency responders as required by SB 11. Strategy's Expected Result/Impact: Maintain committee roster in the District Emergency Operation Plan; meet at least 3 times per year Staff Responsible for Monitoring: Chief of Police
Strategy 2 Details
Strategy 2: Develop and refine procedures for small and large scale emergencies. Strategy's Expected Result/Impact: Procedures documented in EOP Staff Responsible for Monitoring: Chief of Police
Strategy 3 Details
Strategy 3: The District Safety Committee will review findings from the HCDE school safety audits. Strategy's Expected Result/Impact: Address areas of need as a result of campus safety audits Staff Responsible for Monitoring: Chief of Police, Director of Safety and Security, Safety and Risk Manager
Strategy 4 Details
Strategy 4: Develop new partnerships or streamline existing partnerships with community and county emergency organizations to ensure inter-agency cooperation in the event of a large-scale emergency. Strategy's Expected Result/Impact: Regularly meet with partners; procedures documented in EOP Staff Responsible for Monitoring: Chief of Police

Goal 3: SAFE SCHOOLS. SBISD will ensure a safe and orderly learning environment.

Performance Objective 3: EMERGENCY OPERATIONS: Ensure District and Campus Emergency Operations Procedures comply with SB 11 and include Standard Operating Procedures for all campuses and departments.

Evaluation Data Sources: District and campus emergency operation procedures, drills, trainings and site audits.

Strategy 1 Details
Strategy 1: Campus EOP will align to the best practices from the Texas School Safety Center and the Standard Operating Procedures, such as the "I Love You Guys" Foundation. Strategy's Expected Result/Impact: All campus EOPs turned in and filed by September 1st Staff Responsible for Monitoring: Chief of Police, Safety and Risk Manager, Emergency Manager
Strategy 2 Details
Strategy 2: Update campus EOPs annually and train staff at the start of each school year. Strategy's Expected Result/Impact: Campus procedures maintained in campus EOPs; staff training documents maintained; EOPs submitted by September 1st Staff Responsible for Monitoring: Principals, safety officers, campus safety committees, Emergency Manager
Strategy 3 Details
Strategy 3: Collect and verify that each campus has developed and submitted Campus EOPs. Strategy's Expected Result/Impact: 100% of campus EOPs are filed and reviewed Staff Responsible for Monitoring: Director of Safety and Security
Strategy 4 Details
Strategy 4: Develop, train, and communicate District-level Emergency Operations Procedures and annexes. Strategy's Expected Result/Impact: Standard operating procedures will allow individuals to function effectively during emergency situations Staff Responsible for Monitoring: Chief of Police Director of Safety and Security
Strategy 5 Details
Strategy 5: Provide Stop the Bleed training and kits to selected faculty and staff at every campus. Strategy's Expected Result/Impact: Approximately 500 campus staff members across the district will be trained in Stop the Bleed procedures and be issued a Stop the Bleed kit. Staff Responsible for Monitoring: Director of Safety and Security and Supervising Nurse

Goal 3: SAFE SCHOOLS. SBISD will ensure a safe and orderly learning environment.

Performance Objective 4: REUNIFICATION: Refine procedures for reunification and communication during significant emergency events that require relocation and/or trauma support.

Evaluation Data Sources: Raptor results, reunification procedures booklets and instructions, and contract with Black Swan.

Strategy 1 Details
Strategy 1: Develop reunification procedures that align with best practices as outlined by the Texas School Safety Center and the I Love You Guys Foundation. Strategy's Expected Result/Impact: Written reunification procedures and assignments for departments such as Technology, Transportation, Food Services, etc. Communications Department updated crisis communications plan and templates for major and minor crisis situations Staff Responsible for Monitoring: Director of Athletics
Strategy 2 Details
Strategy 2: Conduct reunification drill during the fall semester and complete an "after action review." Strategy's Expected Result/Impact: Refine reunification drill procedures if needed Staff Responsible for Monitoring: Director of Athletics
Strategy 3 Details
Strategy 3: Use Raptor Technologies to facilitate the reunification process. Strategy's Expected Result/Impact: Conduct reunification drill to pilot and test feasibility of the Raptor system Staff Responsible for Monitoring: Director of Athletics
Strategy 4 Details
Strategy 4: Contract with Black Swan Emergency Management to support emergency response efforts. Strategy's Expected Result/Impact: Approved contract; written procedures established Staff Responsible for Monitoring: Associate Superintendent for Community Relations
Strategy 5 Details
Strategy 5: Update and refine SBISD Crisis Communications plan, to include Black Swan and an expanded database of crisis communications templates. Strategy's Expected Result/Impact: SBISD Crisis Communications Plan Staff Responsible for Monitoring: Director for Communications

Strategy 6 Details
<p>Strategy 6: Attend standard response protocol training.</p> <p>Strategy's Expected Result/Impact: Refine reunification drills</p> <p>Staff Responsible for Monitoring: Director of Safety and Security, Emergency Manager</p>

Goal 3: SAFE SCHOOLS. SBISD will ensure a safe and orderly learning environment.

Performance Objective 5: HEALTH AND SAFETY: Implement health and safety guidance from federal, state, and local government agencies.

Evaluation Data Sources: Monitor agency health and safety guidance

Strategy 1 Details
Strategy 1: Provide training to staff and students on ways to prevent and/or slow the spread of viruses and other infectious diseases. Strategy's Expected Result/Impact: Training completed by staff and students Staff Responsible for Monitoring: Director of Safety and Security, Supervising Nurse
Strategy 2 Details
Strategy 2: Monitor cases of viruses and other infectious diseases at individual campuses throughout the district. Strategy's Expected Result/Impact: Schools kept open Staff Responsible for Monitoring: Director of Safety and Security, Supervising Nurse

Goal 3: SAFE SCHOOLS. SBISD will ensure a safe and orderly learning environment.

Performance Objective 6: DATING VIOLENCE: Address issues related to dating violence.

Evaluation Data Sources: Feedback from counselors and administrators

Strategy 1 Details
<p>Strategy 1: Educate students, parents, and staff that dating violence includes the "intentional use of physical, sexual, verbal, or emotional abuse by a person to harm, threaten, intimidate, or control another person in a dating relationship, as defined by Texas Family Code Section 71.0021."</p> <p>Strategy's Expected Result/Impact: Active or potential cases of dating violence would be recognized, reported, and addressed.</p> <p>Staff Responsible for Monitoring: Director of Safety and Security Director of Postsecondary Readiness, Counseling, and Responsive Supports</p>
Strategy 2 Details
<p>Strategy 2: Provide awareness education to students and parents through multiple resources (data related to dating violence resources, school publications and school safety officers) that SBISD does not tolerate dating violence at school.</p> <p>Strategy's Expected Result/Impact: Community members, staff, and students would recognize dating violence and know the steps on how to report.</p> <p>Staff Responsible for Monitoring: Director of Safety and Security Director of Postsecondary Readiness, Counseling and Responsive Supports</p>
Strategy 3 Details
<p>Strategy 3: Provide awareness and education to students, parents, and staff regarding procedures for reporting under FFH (Local), including immediate parent notification if a student is identified as an alleged victim or perpetrator of dating violence.</p> <p>Strategy's Expected Result/Impact: Ensure that students, parents, and staff are informed about reporting requirements under FFH (Local), and that they understand how to report an alleged victim or perpetrator of dating violence.</p> <p>Staff Responsible for Monitoring: Director of Safety and Security Director of Postsecondary Readiness, Counseling and Responsive Supports Executive Director of Secondary Administrative Services</p>
Strategy 4 Details
<p>Strategy 4: Provide appropriate training to staff to support students who are or may be victims of dating violence.</p> <p>Strategy's Expected Result/Impact: Students will be supported and provided counseling intervention to overcome adverse affects of dating violence .</p> <p>Staff Responsible for Monitoring: Director of Safety and Security Director of Postsecondary Readiness, Counseling and Responsive Supports</p>

Goal 4: COMMUNITY AND FAMILY ENGAGEMENT. SBISD will attract, develop, align, and refine partnerships that promote high levels of family and community engagement.

Performance Objective 1: FAMILY E3: Implement the SBISD Family Education, Engagement and Empowerment (E3) Framework.

Evaluation Data Sources: Parent U sessions, translation and interpretation data

Strategy 1 Details
Strategy 1: Ensure information related to school and family engagement programs, processes, procedures, meetings, and other activities is provided to families in a format and, to the extent practicable, in a language they can understand. Strategy's Expected Result/Impact: Expanded implementation of SBISD Translation and Interpretation Procedure. Staff Responsible for Monitoring: Assoc. Superintendent for Communications and Community Engagement
Strategy 2 Details
Strategy 2: Build staff capacity to implement Family E3 framework and foster effective family-school partnerships at the campus and district levels. Strategy's Expected Result/Impact: Professional development opportunities and access to resources for best practices. Staff Responsible for Monitoring: Assoc. Superintendent for Communications and Community Engagement
Strategy 3 Details
Strategy 3: Reinforce customer service commitments through staff professional development, including Share a Smile Conference and Raptor Training. Strategy's Expected Result/Impact: Customer Service Conferences, Survey Results Staff Responsible for Monitoring: Assoc. Superintendent for Communications and Community Engagement
Strategy 4 Details
Strategy 4: Provide Parent U events to grow and develop parent capacity to support their children's academic and social and emotional development. Strategy's Expected Result/Impact: Parent U attendance and evaluation data Staff Responsible for Monitoring: Assoc. Superintendent for Communications and Community Engagement
Strategy 5 Details
Strategy 5: Facilitate family education and engagement workshops in support of Family E3 Framework. Strategy's Expected Result/Impact: Attendance and evaluation data Staff Responsible for Monitoring: Assoc. Superintendent for Communications and Community Engagement

Strategy 6 Details
<p>Strategy 6: Embed SBISD Core Characteristics into Family E3 programing.</p> <p>Strategy's Expected Result/Impact: Increase awareness and articulation of Core Characteristics</p> <p>Staff Responsible for Monitoring: Assoc. Superintendent for Communications and Community Engagement</p>
Strategy 7 Details
<p>Strategy 7: Collaborate with Communities in Schools (CIS) campus-based staff to support family engagement efforts on campuses.</p> <p>Strategy's Expected Result/Impact: Improved family engagement practices</p> <p>Staff Responsible for Monitoring: Assoc. Superintendent for Communications and Community Engagement Coordinator of Community Services and Mentoring Programs</p>
Strategy 8 Details
<p>Strategy 8: HEALTH FITNESS: Sustain and elevate the coordinated approach of the District School Health Advisory Council which offers customized support for every child, staff and family member.</p> <p>Strategy's Expected Result/Impact: SHACs assist the districts in ensuring that local community values are reflected in health education instruction. Increase participation of parents and community stakeholders to reinforce the knowledge and skills children need to stay healthy for a lifetime.</p> <p>Staff Responsible for Monitoring: Director of Health Fitness</p>

Goal 4: COMMUNITY AND FAMILY ENGAGEMENT. SBISD will attract, develop, align, and refine partnerships that promote high levels of family and community engagement.

Performance Objective 2: TEACHER APPRECIATION SUPPORTS: Leverage community partners to show appreciation and community support for teaching staff.

Evaluation Data Sources: Principal nominations and teachers named

Strategy 1 Details
Strategy 1: Sustain the Teachers Driving Success throughout the 2022-23 school year. Strategy's Expected Result/Impact: Nominations received and teacher selected monthly Staff Responsible for Monitoring: Director of Community Engagement
Strategy 2 Details
Strategy 2: Collaborate with PTAs, Sister School relationships and partners to provide teacher appreciation opportunities. Strategy's Expected Result/Impact: Expand number of teacher appreciation opportunities Staff Responsible for Monitoring: Director of Community Engagement

Goal 4: COMMUNITY AND FAMILY ENGAGEMENT. SBISD will attract, develop, align, and refine partnerships that promote high levels of family and community engagement.

Performance Objective 3: PARTNERSHIP ENGAGEMENT: Expand partnerships and deepen their strategic impact.

Evaluation Data Sources: Number of strategic partnerships and types of strategic activities

Strategy 1 Details
Strategy 1: Sustain partner convening model to re-engage with and grow partner base and align partner efforts to district / campus needs. Strategy's Expected Result/Impact: Number of partners attending convenings ; Number of campus needs met Staff Responsible for Monitoring: Director of Community Engagement
Strategy 2 Details
Strategy 2: Sustain and grow partner and volunteer programming in alignment with district priorities, goals and initiatives. Strategy's Expected Result/Impact: Aligned community engagement opportunities in support of T-2-4 priorities and initiatives Staff Responsible for Monitoring: Director of Community Engagement
Strategy 3 Details
Strategy 3: Develop and implement partner processes to support district-level and campus engagement. Strategy's Expected Result/Impact: Process and trainings developed and implemented Staff Responsible for Monitoring: Director of Community Engagement
Strategy 4 Details
Strategy 4: CAREER AND TECHNICAL EDUCATION: Continue to recruit Business and Industry partners as well as post secondary partners. Strategy's Expected Result/Impact: Increase the number of Business/Industry and post secondary partners who commit to the framework by 20% 2021-2022: 24 partners 2020-2021: 20 partners Staff Responsible for Monitoring: Director of Career and Technical Education

Goal 5: TALENT STRATEGY. SBISD will recruit, develop, and retain high quality staff.

Performance Objective 1: RECRUITMENT: Refine recruitment plan focused on increasing the number of qualified applicants for teaching that reflects SBISD's Core Values and our student demographics.

High Priority

Evaluation Data Sources: Talent data on applicants, turnover, recruitment, mentoring and onboarding feedback

Strategy 1 Details
<p>Strategy 1: Recruitment efforts designed to attract qualified instructional, non-instructional, paraprofessional and axillary staff by building university, ACP and business partnerships.</p> <p>Strategy's Expected Result/Impact: Analyze data to show improved processing time in hiring candidates to fill vacancies. Participate in and host recruiting events with various ACPs and universities in-state and out of state. Expanded partnerships for both instructional and non-instructional areas.</p> <p>Staff Responsible for Monitoring: Directors of Talent & Support Services</p>
Strategy 2 Details
<p>Strategy 2: Attend and host job fairs, participate in panel discussions and research, advertise and market SBISD through multiple venues to attract quality candidates.</p> <p>Strategy's Expected Result/Impact: Increase the number of qualified applicants</p> <p>Staff Responsible for Monitoring: Directors of Talent & Support Services Recruiters</p>
Strategy 3 Details
<p>Strategy 3: Train administrators regarding district compensation plan on how to communicate and respond to their employees.</p> <p>Strategy's Expected Result/Impact: Competitive compensation and benefits to attract staff</p> <p>Staff Responsible for Monitoring: Executive Director of Talent Director of Personnel Services</p>
Strategy 4 Details
<p>Strategy 4: Design and market clear career pathways and opportunities based on competencies.</p> <p>Strategy's Expected Result/Impact: Align career pathways through job descriptions and competency maps</p> <p>Staff Responsible for Monitoring: Executive Director of Talent Directors of Talent & Support Services</p>

Strategy 5 Details
<p>Strategy 5: Monitor salaries and benefit packages of surrounding districts to ensure the district's compensation and benefits offerings remain competitive.</p> <p>Strategy's Expected Result/Impact: Competitive compensation and benefits to attract staff</p> <p>Staff Responsible for Monitoring: Executive Director of Talent Director of Personnel Services</p>

Goal 5: TALENT STRATEGY. SBISD will recruit, develop, and retain high quality staff.

Performance Objective 2: DEVELOPMENT: Develop staff through professional learning opportunities aligned with competencies.

Evaluation Data Sources: Professional learning calendar, talent data and 45 Day New Teacher Survey

Strategy 1 Details
<p>Strategy 1: Collaborate with Academics and Administration to develop, design, or provide high-quality professional development related to the three-year New Teacher Academy and Campus Administrator New Leadership Pipeline.</p> <p>Strategy's Expected Result/Impact: Data that reflects employees increased participation, satisfaction and requests for on-going professional learning</p> <p>Staff Responsible for Monitoring: Associate Superintendent of Administration & Talent Executive Director of Talent Directors of Talent & Support Services Director of Administration and Talent Community Superintendents</p>
Strategy 2 Details
<p>Strategy 2: Develop, design, or provide high-quality professional development trainings for department supervisors, professional staff, and campus administrators.</p> <p>Strategy's Expected Result/Impact: Data that reflects employees increased participation, satisfaction requests for on-going professional learning.</p> <p>Staff Responsible for Monitoring: Associate Superintendent of Administration & Talent Executive Director of Talent Directors of Talent & Support Services Director of Administration and Talent</p>
Strategy 3 Details
<p>Strategy 3: EDUCATIONAL TECHNOLOGY: Educational Technology Department staff will provide professional learning and training sessions for K-12 instructional staff, campus administrators and district leaders focused on infusion of K-8 Technology Applications TEKS, ISTE Standards, and a variety of digital tools & resources into classroom instruction.</p> <p>Strategy's Expected Result/Impact: District staff, teachers and leaders will have the opportunity to participate in a minimum of two (2) training or coaching sessions, which will increase their capacity to support technology infusion into classroom instruction.</p> <p>Staff Responsible for Monitoring: Director of Educational Technology</p>

Goal 5: TALENT STRATEGY. SBISD will recruit, develop, and retain high quality staff.

Performance Objective 3: RETENTION: Focus retention efforts on providing high quality professional learning aligned to competencies through job-embedded experiences for both administrators and staff, a strong mentoring program, flexible staffing, and competitive salary structure.

Evaluation Data Sources: Talent data, professional learning calendar and staff surveys.

Strategy 1 Details
<p>Strategy 1: Focus retention efforts by continuing professional learning opportunities for teachers and administrators through New Teacher Academy, Mentoring program, OC-TX, and Campus New Administrator Pipeline.</p> <p>Strategy's Expected Result/Impact: Less teacher and administrator turnover</p> <p>Staff Responsible for Monitoring: Associate Superintendent of Administration & Talent</p> <p>Executive Director</p> <p>Directors of Talent & Support Services</p> <p>Director of Administration and Talent</p> <p>Community Superintendents</p> <p>Facilitator of Induction and Retention</p>
Strategy 2 Details
<p>Strategy 2: Provide flexible staffing to campus leaders by continuing to offer the OC-TX model.</p> <p>Strategy's Expected Result/Impact: Flexible staffing plans to meet campus needs</p> <p>Staff Responsible for Monitoring: Associate Superintendent of Administration & Talent</p> <p>Executive Director of Talent</p> <p>Directors of Talent & Support Services</p> <p>Staffing Officer</p>
Strategy 3 Details
<p>Strategy 3: Continuing, supporting, and sustaining the mentoring program for teachers by providing quality professional learning, observation time and coaching.</p> <p>Strategy's Expected Result/Impact: Increased retention rate</p> <p>Staff Responsible for Monitoring: Associate Superintendent of Administration & Talent</p> <p>Executive Director of Talent</p> <p>Directors of Talent & Support Services</p> <p>Director of Administration and Talent</p> <p>Facilitator of Induction and Retention</p>

Strategy 4 Details
<p>Strategy 4: Build and support administrators' capacity to provide meaningful coaching and feedback for employees in efforts to impact and improve retention.</p> <p>Strategy's Expected Result/Impact: Increase retention</p> <p>Staff Responsible for Monitoring: Associate Superintendent of Administration & Talent Executive Director of Talent Community Superintendents</p>
Strategy 5 Details
<p>Strategy 5: READING/ELA (K-8): Support teachers in their implementation of district curriculum by providing Literacy Instructional Specialists to deliver on-site coaching.</p> <p>Strategy's Expected Result/Impact: Increase retention of ELA teachers</p> <p>Staff Responsible for Monitoring: Director of Humanities</p>
Strategy 6 Details
<p>Strategy 6: SCIENCE: Provide teacher leadership and science content knowledge training through Elementary Science Institute and Secondary Science Lead Teacher Cohort.</p> <p>Strategy's Expected Result/Impact: Increase retention of science teachers</p> <p>Staff Responsible for Monitoring: Director of Science</p>
Strategy 7 Details
<p>Strategy 7: MULTILINGUAL: Support teachers who seek ESL or bilingual certification by providing study sessions in preparation for state certification exam.</p> <p>Strategy's Expected Result/Impact: Increase the number of teachers completing ESL certification exam</p> <p>Staff Responsible for Monitoring: Director of Multilingual</p>
Strategy 8 Details
<p>Strategy 8: HEALTH FITNESS: Support Health Fitness Assistants who seek physical education certification by providing study sessions in preparation for state certification exam.</p> <p>Strategy's Expected Result/Impact: Increase the number of assistants completing Physical Education certification exam to becoming certified Health Fitness teachers.</p> <p>Staff Responsible for Monitoring: Director of Health Fitness</p>
Strategy 9 Details
<p>Strategy 9: PRE-KINDERGARTEN: Train PK and Kinder para-professionals at regular intervals throughout the school year to assist teachers in responding to instructional needs of students.</p> <p>Strategy's Expected Result/Impact: Increase the # of students reading on grade level and performing on level in math.</p> <p>Staff Responsible for Monitoring: Director of PreK and Early Childhood Programs</p>

Goal 5: TALENT STRATEGY. SBISD will recruit, develop, and retain high quality staff.

Performance Objective 4: ONBOARDING: Focus onboarding efforts on providing new employees an understanding of SBISD's culture, mission and Core Values through a robust district orientation.

Evaluation Data Sources: Talent data, professional learning calendar, and staff surveys

Strategy 1 Details
<p>Strategy 1: Onboarding process to increase employee engagement through beginning and mid-year district hire orientation.</p> <p>Strategy's Expected Result/Impact: Review and analyze surveys, talent and professional learning data</p> <p>Staff Responsible for Monitoring: Directors of Talent & Support Services Director of Administration and Talent</p>

Goal 5: TALENT STRATEGY. SBISD will recruit, develop, and retain high quality staff.

Performance Objective 5: INSTRUCTIONAL LEADERSHIP DEVELOPMENT: Increase opportunities for high quality training, mentoring, and leadership.

Evaluation Data Sources: Number of internal applicants selected for leadership positions.

Strategy 1 Details
<p>Strategy 1: Provide professional development on instructional leadership and creating strong Professional Learning Communities at principal and assistant principal meetings, Leadership U, and summer conferences.</p> <p>Strategy's Expected Result/Impact: Increase the number of internal applicants selected for leadership positions</p> <p>Staff Responsible for Monitoring: Associate Superintendent of Academics Associate Superintendent of Administration and Talent Community Superintendents</p>
Strategy 2 Details
<p>Strategy 2: Convene a Leadership Development Continuum Committee to design a multi-year plan to grow-our-own administrators.</p> <p>Strategy's Expected Result/Impact: Create an aspiring principal timeline of experiences</p> <p>Staff Responsible for Monitoring: Associate Superintendent of Academics Associate Superintendent of Administration and Talent Community Superintendents</p>

Goal 6: FISCAL RESPONSIBILITY. SBISD will ensure efficient and effective fiscal management of resources and operations.

Performance Objective 1: FINANCIAL MANAGEMENT: Maintain high quality financial management practices.

Evaluation Data Sources: FIRST Report, Annual Audit

Strategy 1 Details
Strategy 1: Maintain an "A" superior rating in Financial integrity Rating System of Texas. Strategy's Expected Result/Impact: School FIRST Rating - Aug 2021 and Annual Audit. Staff Responsible for Monitoring: CFO & Controller
Strategy 2 Details
Strategy 2: Continue to maintain an unmodified opinion for the district's annual external audit report. Strategy's Expected Result/Impact: Clean Opinion on annual audit Staff Responsible for Monitoring: Director of Accounting Controller

Goal 6: FISCAL RESPONSIBILITY. SBISD will ensure efficient and effective fiscal management of resources and operations.

Performance Objective 2: BOND PROGRAM: Effectively manage bond program finances.

Evaluation Data Sources: Bond Transcripts, Rating reports, Post issuance compliance worksheets, FIP reports

Strategy 1 Details
Strategy 1: Structure bond sales in order to minimize scheduled P & I payments and True interest cost - TIC. Strategy's Expected Result/Impact: Bond Sales according to established timeline and projected bond progress Staff Responsible for Monitoring: CFO & Controller
Strategy 2 Details
Strategy 2: Maintain underlying unenhanced bond ratings of AA by S & P and Aa1 by Moody's. Strategy's Expected Result/Impact: S & P - AA rating and Moody's Aa1 ratings. Staff Responsible for Monitoring: CFO & Controller
Strategy 3 Details
Strategy 3: Meet all post issuance compliance & continuing disclosure requirements. Strategy's Expected Result/Impact: S & P - AA rating and Moody's Aa1 ratings. Post issuance compliance worksheets Staff Responsible for Monitoring: CFO & Controller
Strategy 4 Details
Strategy 4: Provide timely funding and effective financial reporting to facilitate efficient completion of capital expenditure projects. Strategy's Expected Result/Impact: FIP Report Staff Responsible for Monitoring: CFO & Controller

Goal 6: FISCAL RESPONSIBILITY. SBISD will ensure efficient and effective fiscal management of resources and operations.

Performance Objective 3: OPERATING BUDGETS: Develop and monitor annual operating budgets.

Evaluation Data Sources: Budget Status Reports, Original Budget, & Final Amended Budget

Strategy 1 Details
Strategy 1: Develop a budget based on Board of Trustee goals and T24 strategies. Strategy's Expected Result/Impact: Adoption of the fiscal budget to meet the Board of Trustee's Goals Staff Responsible for Monitoring: CFO, Controller & Budget Accountant
Strategy 2 Details
Strategy 2: Prepare monthly Budget Status Report and monitor to confirm actual revenue and expenditure is consistent with budget. Strategy's Expected Result/Impact: Approval of the Budget Status Report by the Board of Trustees Staff Responsible for Monitoring: CFO, Controller & Budget Accountant
Strategy 3 Details
Strategy 3: Monitor source data to confirm funding is maximized. Strategy's Expected Result/Impact: Summary of Finance Report - TEA Staff Responsible for Monitoring: CFO, Controller, Budget Accountant & Finance & Business Analyst
Strategy 4 Details
Strategy 4: Keep abreast of legislative activity relevant to funding in order to anticipate and influence change supportive of the district's strategies. Strategy's Expected Result/Impact: Adjusting budget to align with legislation Staff Responsible for Monitoring: CFO

Goal 6: FISCAL RESPONSIBILITY. SBISD will ensure efficient and effective fiscal management of resources and operations.

Performance Objective 4: TECHNOLOGY BOND PROJECTS: Maintain effective and efficient implementation of Technology Bond Projects.

Evaluation Data Sources: Bond Oversight materials and project plans

Strategy 1 Details
Strategy 1: Ensure all district end user equipment meets district lifecycle standards. Strategy's Expected Result/Impact: 100% of staff devices are less than five years old. Staff Responsible for Monitoring: Director of Customer Service
Strategy 2 Details
Strategy 2: Ensure safety & security upgrades districtwide. Strategy's Expected Result/Impact: -On time/on budget implementation of network security appliance(s) -On time/on budget implementation of storage upgrade Staff Responsible for Monitoring: Executive Director Cyber Security & IT Operations
Strategy 3 Details
Strategy 3: Upgrade Network & Infrastructure equipment districtwide. Strategy's Expected Result/Impact: On time/on budget implementation of phone upgrade. Staff Responsible for Monitoring: Executive Director Cyber Security & IT Operations

Goal 6: FISCAL RESPONSIBILITY. SBISD will ensure efficient and effective fiscal management of resources and operations.

Performance Objective 5: IT OPERATIONS AND SYSTEMS: Maintain efficient and effective operations and IT systems.

Evaluation Data Sources: KACE Tickets, Inventory Reports

Strategy 1 Details
<p>Strategy 1: Tech services will meet 95% or greater of technology service ticket SLAs and have a satisfaction rating of 4.5 or greater on a 5-point scale.</p> <p>Strategy's Expected Result/Impact: 95% of tickets resolved within designated SLAs 4.5 or greater satisfaction rating</p> <p>Staff Responsible for Monitoring: Technology Ex. Director Directors</p>
Strategy 2 Details
<p>Strategy 2: Implement districtwide cybersecurity professional development.</p> <p>Strategy's Expected Result/Impact: State certified cybersecurity professional development program. 100% completion by all employees and Board of Trustees by deadline.</p> <p>Staff Responsible for Monitoring: Technology Ex. Director</p>

Goal 6: FISCAL RESPONSIBILITY. SBISD will ensure efficient and effective fiscal management of resources and operations.

Performance Objective 6: DISTRICT COMMUNICATION: Maintain effective communication with all stakeholders.

Evaluation Data Sources: Webpage and social media statistics, district communication

Strategy 1 Details
<p>Strategy 1: Develop Strategic Communications and Engagement Plan.</p> <p>Strategy's Expected Result/Impact: Plan to guide strategic work of Communications and Community Engagement teams in support of district operations and strategic priorities.</p> <p>Staff Responsible for Monitoring: Associate Superintendent for Communications & Community Engagement</p>
Strategy 2 Details
<p>Strategy 2: Provide timely, accurate information regarding district operations for internal and external stakeholders.</p> <p>Strategy's Expected Result/Impact: Communications Plan, Website Content, State of Schools</p> <p>Staff Responsible for Monitoring: Associate Superintendent for Communications & Community Engagement Director of Communications</p>