GOAL 1: STUDENT ACHIEVEMENT

Provide consistent and quality instruction for all students that is engaging, rigorous, relevant, motivating and integrates 21st century technology to help ensure student success in college and/or careers. (Board Priorities 1, 2, 4, 8, 9, & 10)

GOAL 2: A SAFE & NURTURING ENVIRONMENT

Create a safe, nurturing, positive and secure learning environment for students and staff. (Board Priorities 3 & 6)

GOAL 3: FAMILY INVOLVEMENT & COMMUNITY ENGAGEMENT

Promote the Seguin ISD Vision, Mission and Image while building strong family and community partnerships for our district and schools. (Board Priorities 5 & 12)

GOAL 4: OPERATIONAL EFFECTIVENESS & EFFICIENCY

Ensure that the district makes fiscally sound decisions that support student achievement and maintains a strong financial position. (Board Priority 11)

GOAL 5: HUMAN RESOURCES

Build a highly effective workforce through strategic recruitment, professional development, mentoring, and organizational support. (Board Priority 7)

Board priorities were classified as a goal, performance objective or strategy. Goals and performance objectives are included in this document. The strategies as well as other performance objectives are included in the district improvement plan.
GOAL 1: STUDENT ACHIEVEMENT

| BOARD PRIORITY 1: Learning that is engaging, rigorous, relevant and motivating will ensure student success in college and/or careers. (Former BP #1) |
| BOARD PRIORITY 2: Technology must be authentically integrated to create a relevant, rigorous and engaging learning culture for students and teachers (Former BP #2) |
| BOARD PRIORITY 3: CTE program should be current in order to engage students, to assure they are college and/or career ready and to provide a viable work force for our community (Former BP #4) |
| BOARD PRIORITY 4: An appreciation for visual and performing arts is necessary to create organized, thoughtful, creative and confident students who understand the importance of teamwork, healthy competition and good communication, which are crucial skills for student social development and post graduation success (Former BP #8) |
| BOARD PRIORITY 5: Resources for learning in the 21st century should be flexible and technology-oriented in order to maximize opportunities for student success in school and future endeavors. (Former BP #9) |
| BOARD PRIORITY 6: Physical Education and Athletic programs promote the physical, social and emotional health of students and contribute to the overall success of students while in school and beyond. (Former BP #10) |

Performance Objective 1 PROFESSIONAL DEVELOPMENT: Build instructional capacity and effectiveness for all instructional staff through targeted training (Minimum 36 Continuing Professional Development hours per year).

Performance Objective 2: COLLEGE AND CAREER READINESS: All campuses will implement the "Seguin University Way" that creates a culture of high expectations and college and career readiness for all students, while providing all secondary students with support systems, including: career interest exploration and identification, personal graduation planning, Achievement Via Individual Determination (associate degree plan students), college and career readiness preparation and course selection guidance; to access higher education, industry certifications and career opportunities.

- The percent of students scoring at or above a 45 on each section of the PSAT shall increase by 3%.
- PSAT will be offered to 100% of all eligible sophomore and junior students.
- The percentage of students with a composite score at or above 21 on the ACT will increase by 3%.
- The percentage of students scoring at or above a 500 on each section of the SAT and a composite of 1070 will increase by 3%.
- The number of AP exams taken will increase by 5%.
- The percent of AP exams scored at 3 or higher will increase 5%.
- The percent of students achieving Level III in STAAR math and reading across elementary and middle school grades in will increase by 3%.
- The percent of students graduating under the RHSP or higher will be at 90%.
- Increase the number of students enrolled in dual credit courses and receiving college credit (including online opportunities) by 10%.
- Provide all high school students an opportunity to prepare and take the Texas Success Initiative (TSI) assessment to evaluate their level of college and career readiness.
**Performance Objective 3: AT RISK:** Provide a comprehensive student support system that addresses the academic and behavioral needs of all students through a response to intervention process (RtI).

**Performance Objective 4: HIGH SCHOOL COMPLETION:** Increase High School Completion Rate by providing support systems and monitoring individual students within cohort groups regarding enrollment status, attendance, academic achievement and credit accrual progression and connecting students with appropriate graduation plan and instructional support.

- Increase 4-year longitudinal completion rate from 92.9% to 93.9%.

**Performance Objective 5: INSTRUCTIONAL TECHNOLOGY:** Increase student access to digital tools and resources through the placement of new technologies on the campuses and in classrooms.

**Performance Objective 6: CAREER TECHNICAL EDUCATION:** Provide a successful career and technical education program for all students that provides real world learning experiences aligned to industry standards which leads to a Foundation Graduation Plan with Endorsements.

- Maintain 100% of all 9th grade students having a Personal Graduation Plan (PGP) and Endorsement that is aligned with required program participation and course selections.
- Report on the number of students receiving industry certifications.

**Performance Objective 7: FINE ARTS:** Provide a rich, articulated curriculum that meets all the requirements of the Fine Art TEKS Pre-K through 12 in order for all students to gain knowledge, appreciation and attain mastery of the various areas within the Fine Arts.

**Performance Objective 8: PHYSICAL EDUCATION:** Provide a comprehensive Physical Education program that meets all the requirements of the Physical Education TEKS K through 12 in order for all students to gain knowledge, skills, and appreciation of physical fitness, good nutrition and healthy eating.
GOAL 2: A SAFE & NURTURING ENVIRONMENT

BOARD PRIORITY 7: A safe and secure environment for all individuals will promote a positive and successful learning environment. (Former BP #3)

BOARD PRIORITY 8: Developing social and emotional skills through character and behavior education enables students to thrive and be successful. (Former BP #6)

Performance Objective 1: SECURITY: Continue to implement and utilize up to date security measures: cameras, visitor ID systems (Raptor), and safety protocols at all campuses as well as controlled entrances at all PK-6 campuses.

Performance Objective 2: DRUG FREE SCHOOLS: The district will decrease the incidents of student discipline regarding drug, alcohol, and tobacco by 10% for the 2014-15 school year from the previous school year.

Performance Objective 3: POSITIVE BEHAVIOR INTERVENTION SUPPORT: The district will continue to implement a system of Positive Behavior Intervention and Support at all campuses in order to promote character education, foster respect and develop appropriate decision-making for all students.

- Decrease in-school suspensions by 10%
- Decrease the number of out of school suspensions by 10%
- Decrease the number of Discipline Alternative Education Placements by 10%

Performance Objective 4: CLIMATE: All Departments and campuses will develop a shared vision that promotes and enhances a positive school climate and culture where students and staff embrace responsibility, a respect for diversity and a respect for the learning environment.
GOAL 3: FAMILY INVOLVEMENT & COMMUNITY ENGAGEMENT

BOARD PRIORITY 9: Strong family and community involvement, in partnership with our school system, is essential for student success. (Former BP #5)

BOARD PRIORITY 10: Promote Seguin ISD and its Image (Former BP #12)

Performance Objective 1: PARENT CENTER: The district will develop a center where parents feel comfortable coming to learn new parenting skills and how to provide academic support and post-graduate opportunities for their children.

Performance Objective 2: PARENT LIASIONS: Parent Liaisons will be utilized at all K-8 campuses to increase parental representation at district and campus activities by 20%.

Performance Objective 3: PUBLIC RELATIONS: Promote Seguin ISD while embracing diversity and celebrating successes of students, staff and District through distribution of newsworthy items and delivery of key messages.

Performance Objective 4: COMMUNICATION: Communicate District information to the community through consistent and timely messages to include SISD website, social media, printed materials, media releases, and meetings with editors, reporters and stakeholders.

Performance Objective 5: PARTNERSHIPS: Foster business and community partnerships through active participation in community-based opportunities and events.
GOAL 4: OPERATIONAL EFFECTIVENESS & EFFICIENCY

BOARD PRIORITY 11: Make fiscally sound decisions that support student achievement and maintain a strong financial position. (Former BP 11)

Performance Objective 1: FUND BALANCE: Maintain the following fund balance targets:

- General Fund unassigned fund balance of three months of operations (25%).
- Debt Service Fund reserved fund balance of 25% of the annual debt service requirement.

Performance Objective 2: FIRST: Maintain a superior rating on Schools Financial Integrity Rating System of Texas (FIRST).

Performance Objective 3: STEWARDSHIP: Exhibit responsible stewardship of District funds by using innovative ways to meet the current and emerging needs of all students to include: pursuing alternative funding sources such as competitive grants, efficient use of available resources, exploring cooperative opportunities and providing optimal staffing, facilities and technology to meet the needs of all students.

Performance Objective 4: BOND RATING: Maintain strong financial position and practices to maintain top bond ratings which assure the best market interest rates when selling or reissuing School Building Bonds or obtaining other financing.

Performance Objective 5: OVERSIGHT: Maintain proper oversight of bond proceeds, including proper authorization for disbursements, proper record keeping of bond payments, and safe investment of proceeds.
GOAL 5: HUMAN RESOURCES

BOARD PRIORITY 12: Recruiting, training and retaining outstanding faculty and staff will significantly impact student achievement and will assist in creating a positive work environment. (Former BP #7)

Performance Objective 1: HIGHLY QUALIFIED: To maintain the percentage of highly qualified teachers at 100%.

Performance Objective 2: MENTORING AND TRAINING: Implement and evaluate ongoing differentiated staff development to ensure teacher needs are being met, and provide a mentoring program for new teachers and administrators.

Performance Objective 3: APPRAISAL: Evaluate teacher effectiveness in the classroom utilizing formative and summative data, including but not limited to, PDAS/ATR, evaluations, walk-through information, student feedback and value-added data. Staff development and intervention plans will be developed based on teacher performance as needed. Campus principals will conduct a minimum of 10 documented walk-throughs per week.

Performance Objective 4: RECRUITMENT AND RETENTION: With the use of the annual job fair data, the District will recruit and retain a diverse population of highly qualified teachers, administrators and support staff. In addition, the district will educate Seguin graduates interested in pursuing careers in the field of education regarding specific high demand certifications and career opportunities within the District.

Performance Objective 5: CAPACITY BUILDING: Encourage teachers to pursue core academic masters degrees to qualify as an adjunct professor for the Seguin Early College High School.