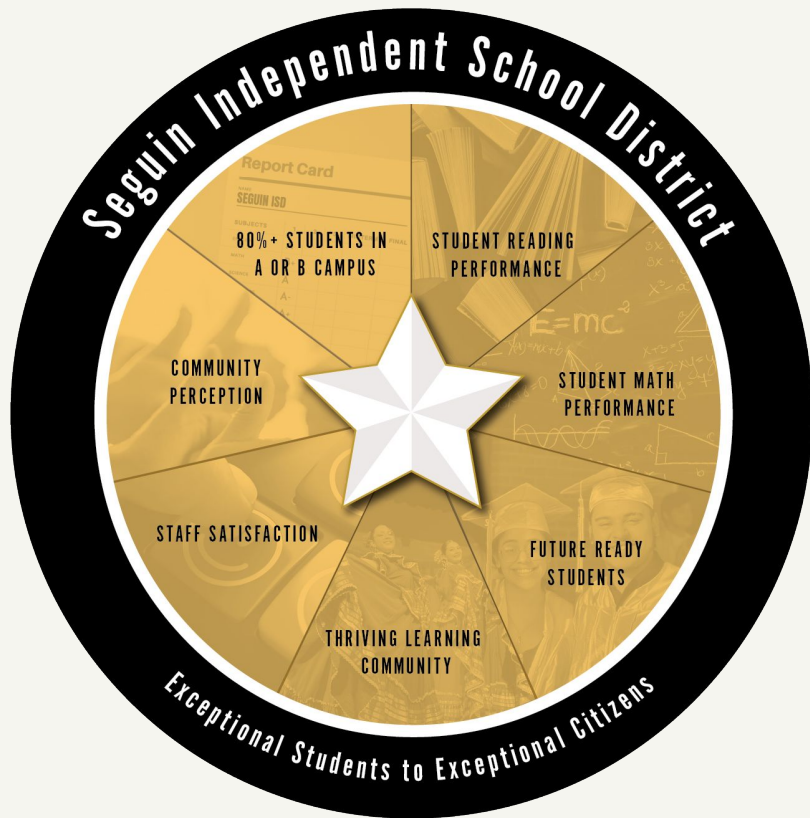




Seguin ISD Strategic Plan 2025 Monthly Update

June 20, 2023

Seguin ISD Board of Trustees



Strategic Priorities

1. Creating Future Ready Students

2. Supporting + Valuing Staff

3. Developing Relationships with Family + Community

4. Building a Thriving Learning Community

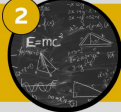
Seguin Independent School District

STRATEGIC GOALS



1 Student Reading Performance

Increase the percentage of third grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 40% to 54% by August 2025.



2 Student Math Performance

Increase the percentage of third grade students who score meets grade level or above on STAAR Mathematics from 35% to 49% by August 2025.



3 Future Ready (College, Career, Military)

Increase the percentage of graduates who meet the College, Career, or Military Readiness (CCMR) requirements from 39% to 73% by August 2024.



4 Thriving Learning Community

Seguin ISD will build a thriving learning community as indicated on a numerical score of 80 or higher on the balanced scorecard.



5 Staff Satisfaction

Seguin ISD will improve staff satisfaction as determined by the Organizational Health Inventory (OHI).



6 Community Perception

Seguin ISD will improve student, staff, parent, and community perception as determined by the Net Promoter score.



7 80% Students in A or B campuses

80% or more of SISK students will be enrolled in a campus that is rated A or B by August 2025.

Performance Objectives

30 total

Short-Term Measures

(12-18 months)

Strategic Actions

80 total

Align to performance objectives

Strategic Plan 2025 (2.0) Update

Fall 2022

43 Strategic Actions

By December 2022:

5 Complete

34 On Track

4 Nearly Off Track

0 Off Track

1 N/A

Spring 2023

19 Strategic Actions

By May 2023:

15 Complete

19 On Track

0 Nearly Off Track

0 Off Track

2 N/A

Fall 2023

16 Strategic Actions



Strategic Initiatives Dashboard At-A-Glance

Progress on 80 Strategic Actions (by Task Force) through May 2023

Equitable Student Experiences Task Force

Fall 2022

4.3.1 Identify SISD’s pathways to an exceptional future.

April Status

May Status

On Track

On Track

4.3.2 Identify existing programming (PK-12) that aligns to pathways

On Track

On Track

4.3.3 Identify and connect all students to pathways based on their interest(s), taking into consideration students' unique circumstances and backgrounds.

On Track

On Track

4.3.4 Develop district-wide plan for student goal setting practices, focusing on life goals (vs. academic goals)

On Track

On Track

Spring 2023

4.3.5 Develop resources accessible to all stakeholders to support students connecting district pathways to high school graduation and beyond.

On Track

On Track

4.2.1 Identify students who reported that they do not have a positive school experience.

On Track

On Track

4.2.2 Identify factors that lead students to having an overall positive school experience.

On Track

On Track

4.2.3 Increase opportunities for students to engage in positive interactions with staff members and peers, including opportunities outside of the classroom.

On Track

On Track

College, Career, Military Readiness (CCMR) Task Force

	April Status	May Status	
Fall 2022	3.1.1 Purposeful TSIA Intervention & Support at the high school	On Track	Complete
	3.1.2 Ensure that SpEd students receive the same CCMR support and resources as Gen ed students	On Track	Complete
	3.1.3 Mandatory TSIA prep in between testing sessions	On Track	Complete
	3.1.7 Increase school-day PSAT & SAT participation	On Track	Complete
	3.1.9 Provide PSAT, SAT and ACT Test Prep	On Track	Complete
Spring 2023	3.1.6 Increase enrollment in College Prep Class	On Track	Complete
	3.2.1 Provide Dual Credit enrollment support & ongoing Advising and check-ins with a strong student support system	On Track	Complete
	3.2.2 The student support system will include "CCMR Camps or Sessions" for DC/ECHS/PTECH students	On Track	Complete

Curriculum + Blended Learning Task Force

		April Status	May Status
Fall 2022	<p>7.1.2 Ongoing PD and support for teachers and paras, students, and parents. Modeling the strategies that teachers and paras will use in the classroom.</p>	On Track	On Track
	<p>7.1.3 Create a blended learning campus task force that involves all populations in the conversation such as dual language, SPED, 504, GT, etc.</p>	Nearly Off Track	Complete
	<p>7.1.4 Develop a dynamic lesson plan template that includes online and offline components of blended learning with input from all stakeholders</p>	On Track	On Track
Spring 2023	<p>7.1.1 Define Blended Learning for Seguin ISD by providing explicit clarity in language and roles of stakeholders</p>	On Track	On Track
	<p>7.1.7 Increase AP awareness through parent nights and increase student preparedness through in-class test prep.</p>	On Track	On Track

HR + Staff Culture Task Force

April Status

May Status

5.1.1 Embed team building opportunities specific to campus need during the school day.

On Track

On Track

5.1.2 Administer short and specific surveys twice yearly for staff feedback.

On Track

Complete

5.2.1 Every teacher K-12 will be a part of a weekly campus/departmental PLC

On Track

Complete

5.2.2 Every teacher K-12 will be a part of a SUPER PLC or Faculty Meeting every month as part of job embedded PL/training.

On Track

Complete

5.3.2 Critical areas will be provided a stipend for recruitment and retention.

On Track

Complete

5.3.5 Explore Whole Child Support opportunities during established PLCs.

On Track

Complete

5.1.4 District SGS work will focus on Talent Pipeline development.

On Track

Complete

5.3.3 Establish pathways/pipelines for teachers to expand their professional learning.

On Track

Complete

5.3.4 Establish competitive salaries and benefit packages for teachers and staff.

On Track

On Track

Fall 2022

Spring 2023

Community Engagement Task Force

	April Status	May Status
6.1.1 Create strategic and meaningful family- and parent-friendly campus activities.	On Track	On Track
6.1.3 Increase opportunities to offer parental involvement partnerships to include professional learning.	On Track	On Track
6.2.1 Showcase student, staff, campus and district achievements through ever-evolving social media outlets.	On Track	On Track
6.2.3 Nurture relationships with local and regional media to market SISD's student-centered programs and initiatives.	On Track	On Track
6.3.1 Publicize the various communication platforms that are utilized by campuses and the district to share information.	On Track	On Track

Whole Child Task Force

Fall 2022

4.4.1 Define and promote an accessible definition and purpose of Whole Child learning in Seguin ISD (in relation to PBIS, and other places whole child is supported)

April Status

May Status

On Track

On Track

4.5.1 Research and implement a tool to collect baseline data on the belonging needs of students, families, and staff.

On Track

On Track

4.5.2 Create district-wide community engagement opportunities.

On Track

On Track

4.7.1 Convene a master schedule work group to ensure time is protected for Whole Child supports.

On Track

On Track

4.7.3 Convene a staff Whole Child work group comprised of teachers to make recommendations to address staff concerns.

On Track

On Track

4.7.4 Provide mental health resources and support at every campus.

On Track

On Track

4.6.1 Training about Unconscious Bias, the Whole Child Model with Trauma informed & culturally responsive practices will be offered to 100% of SISD staff. Bi-monthly voluntary DEI trainings/engagement offerings will be available to anyone in the Seguin community.

On Track

On Track

School Safety + Discipline Task Force

Fall 2022

	April Status	May Status
4.8.1 Seguin ISD will develop, facilitate, and support strategies to increase student attendance and district and campus committees will identify students with attendance issues and incorporate early interventions.	On Track	On Track
4.8.2 Student Support Team will conduct monthly campus liaison meetings to support student attendance.	On Track	On Track
4.8.3 Maintain efficient and clear districtwide process regarding attendance.	On Track	On Track
4.9.1 Seguin ISD will implement a school wide discipline management program that aims to improve student behavior plus strengthen learner engagement through a strategic system of clearly defined expectations.	On Track	On Track
4.9.2 Seguin ISD will provide training and additional support for teachers and administrators regarding diversity and disciplinary practices including resources and suggestions on alternative disciplinary practices (CHAMPS, ACHIEVE, Trust Based Relational Intervention or TBRI, Culturally Relevant Teaching, Restorative Practices, etc).	On Track	On Track
4.10.1 Seguin ISD will provide ongoing safety training and support.	On Track	On Track

Facilities Task Force

Fall 2022

4.11.1 Upgrade security and life safety measures as resources allow.

April Status

On Track

May Status

On Track

4.11.5 Evaluate initial response time and completion data for facilities work orders.

On Track

On Track

4.12.3 Upgrade technology infrastructure to support learning.

On Track

On Track

Spring 2023

4.10.2 Evaluate furniture in learning spaces and develop a plan to update across the district.

On Track

On Track

4.11.3 Create a new campus operations scorecard with a goal of all campuses score of 90% or above in Safety, General Appearance, and Cleanliness.

On Track

On Track



Seguin ISD Strategic Plan 2025: Bright Spot

Strategic Actions Progress Highlights

Task Force: Rigorous + Relevant Curriculum in a Blended Learning Model

Chairs: Andrea Jaramillo and Steve Gonzalez

Strategic Priority #1: Creating and Supporting Future Ready Students

Goal #7 (SGS Goal)

80% or more of SISD students will be enrolled in a **campus that is rated A or B** by August 2025.

Goal #1 (HB3):

Increase the percentage of third grade students who score **meets grade level or above on STAAR Reading** from 40% to 54% by August 2025.

Goal #2 (HB3):

Increase the percentage of third grade students who score **meets grade level or above on STAAR Mathematics** from 35% to 49% by August 2025.

Performance Objective 7.1:

By August 2023, SISD will not have any "D or F" rated schools.

Performance Objective 7.2:

By August 2023, SISD will increase the number of schools rated "A or B" from three to five.

Performance Objective 7.3:

By August 2023, all SISD campuses will score a C or better in Domain 2 (School Progress Domain).

Strategic Actions

7.1.2 Ongoing PD and support for teachers and paras, students, and parents. Modeling the strategies that teachers and paras will use in the classroom.

7.1.3 Create a blended learning campus task force that involves all populations in the conversation such as dual language, SPED, 504, GT, etc.

7.1.4 Develop a dynamic lesson plan template that includes online and offline components of blended learning with input from all stakeholders

7.1.1 Define Blended Learning for Seguin ISD by providing explicit clarity in language and roles of stakeholders

7.1.7 Increase AP awareness through parent nights and increase student preparedness through in-class test prep.



Bright Spot

Developed definition of blended learning for Seguin ISD.

Highlights

- District team worked over several weeks to develop a draft definition
- Included technical assistance provider support
- Considered various definitions from different organizations
- Shared draft with campus stakeholders for feedback



Sequin ISD Strategic Plan 2025: Area of Focus

Strategic Actions that Require Re-Focusing



Area of Focus

Next steps for launching the definition of blended learning for Seguin ISD.

Problem Solving Actions

- Intentionally plan next steps to include learning opportunities with district and campus staff
- Use Vogel blended learning redesign as pilot
- Potential slow rollout



Strategic Goals

Quarterly Update: Goals 1 + 2



Seguin ISD Strategic Goal 1

Goal #1 (HB3):

Increase the percentage of third grade students who score meets grade level or above on **STAAR Reading** from 40% to 54% by August 2025.



Performance Objective 1.1:

By the end of the 2023-2024 school year, Reading performance on STAAR Meets in grades 3-10 will improve from 33% to 48%.

Performance Objective 1.2:

By the end of the 2023-2024 school year, the percentage of students who perform on grade level in ISIP Reading K-2 will improve from 37% to 60%.

September - May District Growth (Kinder - 2)

September 2022		May 2023		
	Level 3-5 (Greens)	Level 3-5 (Greens)	Growth from September to May in Levels 3-5	
State	46%	42%		
District	42%	45%		
Jefferson	41%	43%	+2	
Koennecke	47%	50%	+3	
McQueeney	44%	53%	+9	
Patlan	36%	41%	+5	
Rodriguez	25%	38%	+13	
Vogel	48%	46%	-2	
Weinert	53%	49%	-4	

September 2022		May 2023		
	Level 3-5 (Greens)	Level 3-5 (Greens)	Growth from September to May in Levels 3-5	
State	37%	38%		
District	36%	43%		
Koennecke	32%	40%	+8	
Patlan	36%	53%	+17	
Rodriguez	39%	37%	-2	



Changes Over Time (Kinder - 2)

English	State	District
2019 - 2020	64%	59%
2020 - 2021	49%	42%
2021 - 2022	44%	49%
2022 - 2023	42%	45%

Spanish	State	District
2019 - 2020	58%	57%
2020 - 2021	41%	32%
2021 - 2022	35%	43%
2022 - 2023	37%	43%



Seguin ISD Strategic Goal 2

Goal #2 (HB3):

Increase the percentage of third grade students who score meets grade level or above on **STAAR Mathematics** from 35% to 49% by August 2025.



Performance Objective 2.1:

By the end of the 2023-2024 school year, Math performance on STAAR Meets in grades 3-9 will improve from 26% to 36%.

Performance Objective 2.2:

By the end of the 2023- 2024 school year, the percentage of students who perform on grade level in Imagine Math K-2 will increase from 20% to 50%.

September - May Grade Level Growth

September 2022		May 2023
	On Level	On Level
Kinder	14%	66%
First	33%	71%
Second	47%	78%

	September 2022	May 2023
	On Level	On Level
Jefferson	16%	47%
Koennecke	24%	58%
McQueeney	20%	58%
Patlan	26%	57%
Rodriguez	14%	51%
Vogel	26%	60%
Weinert	25%	55%



Strategic Plan 2025 Next Steps

- **June 5, 2023:** Strategic Plan 2025 Stepback
- **September/October 2023:** Annual Strategic Data Report shared with Board
- **September 2023:** Begin full review of performance objectives and strategic actions