



Independent School District

Vision 2013 Board Workshop

June 11, 2013

Top 10 Action Plans sequenced by the Vision 2013 Committee on May 30, 2013:

Area 1: Learning in the 21st Century

Engaging, Motivating Learning

Area 2: Technology

Equitable Access

Area 4: Character Education

Implement Character and Behavior Models

Area 5: Career and Technical Education (CTE)

Increase the Offerings to Improve College and Career-Ready Opportunities

Area 6: Family and Community Involvement

Parenting Skills for Academic Support

Area 8: Visual and Performing Arts

Arts Curriculum/Programs in SISD

Fine Arts and Facilities

Area 9: Faculty and Staff

Developing Quality Teachers

Area 12: Safety and Security

Safe and Secure Facilities

Area 13: Resources for Learning in the 21st Century

Community Partnerships

**Seguin ISD
Vision 2013 Action Planning Teams**

Team I Areas 2, 11, 13	Team II Areas 1, 5, 7	Team 3 Areas 3, 9, 10	Team 4 Areas 4, 6	Team 5 Areas 8, 12, 14
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Vision 2013 Action Plan

AREA 1: Learning in the 21st Century

Engaging, Motivating Learning

FINDING: 1.1 Learning that is engaging, rigorous, relevant and motivating will ensure student success in college and/or careers.

DIRECTION/S: 1.1.1 Support will be provided for teachers through professional development and collaboration opportunities to develop the skills to bring rigor and relevance to their teaching and classroom methods.

DIRECTION/S: 1.1.2 Through the curriculum, students will be provided opportunities to think independently and in complex ways to apply their knowledge for problem solving and critical thinking.

DIRECTION/S: 1.1.3 Multiple forms of communication with parents will be used to promote a culture of rigor.

DIRECTION/S: 1.1.4 Support will be provided for students through multiple approaches to meet individual needs.

Activity	Resources	Team Member Responsible	Completion Date	Update
Create and implement a district-wide plan for writing across the curriculum.				
Find an avenue whereby students can showcase their writing district-wide, e.g. Author's Night.				
Seek and utilize communication App, e.g Family Kinex as a way to reach more parents.				
Explore the possibility of creating a message board with local businesses to publicize information. Create a guideline/protocol for what information will be disseminated through this format.				
Explore an agreement with Time Warner to broadcast district events on a local channel similar to PSJA.				
Seek translation support from retired community members to support the needs of all Seguin ISD families.				
Survey the parents at registration to determine the best method of communication.				
Develop a business educator partnership (see 5.1.3) to create more relevant educational experiences.				
Provide more training on differentiation to address the varied individual needs of our students.				
Provide for horizontal (grade-level) meetings on a quarterly basis to share approaches to meet needs (see 1.2.3)				
Maintain focus on student needs through the strategic use of bilingual teaching assistants.				

Vision 2013 Action Plan

AREA 1: Learning in the 21st Century

Global Learning

FINDING: 1.2 Students must make global connections and develop respect for other cultures to compete in a 21st century job market and achieve their desired quality of life.

DIRECTION/S: 1.2.1 A global partnership will be developed between the district and similar communities in other countries.

DIRECTION/S: 1.2.2 Curriculum will be developed that identifies ways to make connections to students or professionals in other countries to enhance learning.

DIRECTION/S: 1.2.3 Technology will be readily available for students and teachers to make outside connections.

Activity	Resources	Team Member Responsible	Completion Date	Update
Develop partnerships with Texas districts that mirror our demographics and are successful academically.				
Develop job-related partnerships to provide students with relevant work experience.				
Provide opportunities for SISD students to study abroad.				
Obtain access to Washington DC National Archives curriculum.				
Learn about other countries or content through visits to actual countries, e.g. immersion programs.				
Provide opportunities for Professional Development on integrating technology tools (e.g. skype) to build a network within the Seguin community.				
Provide PD for elementary bilingual teachers on scheduling/structuring the school day to meet all students' needs.				
Schedule horizontal meetings across grade levels to meet and discuss content. Provide ½ day waivers or alternative schedule to provide for this opportunity.				

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AREA 1: Learning in the 21st Century

Project-Based Learning

FINDING: 1.3 Effective project-based learning engages and increases student ownership, provokes higher-order thinking, promotes in-depth understanding, and offers real world relevance.

DIRECTION/S: 1.3.1 The district will provide a strong foundation for teachers on project-based learning as another tool for instruction and assessment and will provide various types of PBL on-going training opportunities for teachers such as, but not limited to: Reading materials, On-line resources, Book studies, Discussion groups, Presentations, School visitations

DIRECTION/S: 1.3.2 The district will set expectations for incorporating PBL concepts into all classrooms, elementary through high school, to include interdisciplinary projects in which: students take responsibility for their own learning, teachers serve as facilitators, and students/teachers share joint responsibility for project assessment.

DIRECTION/S: 1.3.3 The district will educate parents and the community about PBL and assessment.

DIRECTION/S: 1.3.4 The district will seek partners within the community to provide an effective PBL program through: regular school year, summer school, summer enrichment, and optional flexible day program.

DIRECTION/S: 1.3.5 Flexible spaces will be provided that will facilitate PBL and group learning.

Activity	Resources	Team Member Responsible	Completion Date	Update
Train 40 SISD teachers in PBL with the Buck Institute. All participants are expected to incorporate at least one PBL project in the fall semester of 2013.			Spring 2013	
Conduct 3 additional training sessions throughout the school year with the Buck Institute. Training sessions will include all campus administrators and instructional coaches. Each teacher participant is expected to incorporate at least one PBL project throughout the school year.			Spring 2014	
Utilize key staff members previously trained to begin district wide training in PBL.			Spring/Summer 2015	
The District will hold a summer luncheon for civic groups such as Chamber of Commerce, Hispanic Chamber, Kiwanis, Rotary etc ... to introduce PBL and the need for partnership.				
Students will follow up with project descriptions and request for community assistance.				
Campus principal will accommodate spaces and building resources as necessary to promote/support PBL.				
Any future campus expansion projects will include plans to accommodate for PBL.				

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AREA 2: Technology

Focused Professional Development

FINDING: 2.1 Technology must be authentically integrated to create a relevant, rigorous and engaging learning culture for students and teachers.

DIRECTION: 2.1.2 Teachers will increase their expertise and comfort with technology through district sponsored training and incentives for further education.

Activity	Resources	Team Member Responsible	Completion Date	Update
Provide professional development opportunities for teachers in a variety of delivery methods that focuses on using technology with students to enhance the learning environment.				
Increase the use of currently available resources by teachers and students				
Focus on the best resources for teachers to use and promote those through staff development.				

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AREA 2: Technology

Equitable Access

FINDING: 2.1 Technology must be authentically integrated to create a relevant, rigorous and engaging learning culture for students and teachers.

DIRECTION: 2.1.1 All students will have equitable access to technology through the use of personally owned or school provided equipment.

DIRECTION: 2.1.3 Technology will be continuously updated in order to remain current and relevant to the curriculum.

DIRECTION: 2.1.6 Necessary infrastructure will be provided to allow for appropriate network and wireless connection.

DIRECTION/S: 2.1.6 Necessary infrastructure will be provided to allow for appropriate network and wireless connection.

Activity	Resources	Team Member Responsible	Completion Date	Update
Start a Bring Your Own Device program at secondary grades.				
Provide access to technology for those that can or do not bring devices to school.				
Provide the connectivity to the district network to support a BYOD				
Provide devices that are appropriate for the grade level and learning expectations (such as in a 1 to 1 program)				

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<u>AREA 3: Health and Wellness</u>				
<b style="color: red;">Partnerships for Promoting Healthy Learning				
FINDING: 3.1 A comprehensive health and wellness education program provides students an opportunity to live longer, healthier lives.				
DIRECTION/S: 3.1.1 Community and district partnerships will be developed to promote health, safety and well-being for all.				
Activity	Resources	Team Member Responsible	Completion Date	Update
Offer a series of sessions on Health living & eating at various campuses throughout the year	Partner with TIPHER & HEB			
Explore partnering with organizations to provide health screenings for kids, parents and staff	BC/BS Volunteers (health fair)			
Increase promotion of physical fitness using existing facilities on each campus (parent nights, open gym, etc)	\$10,000 (annual cost of a PT para to help supervise)			

Vision 2013 Action Plan

<u>AREA 3: Health and Wellness</u>				
<b style="color: red;">Integrating Health/Wellness in to Project Based Learning (PBL)				
FINDING: 3.1 A comprehensive health and wellness education program provides students an opportunity to live longer, healthier lives.				
DIRECTION/S: 3.1.2 Interdisciplinary studies, based on health and wellness initiatives and inclusive of project based learning will be established.				
Activity	Resources	Team Member Responsible	Completion Date	Update
Promote integration of health & wellness in daily activities and class lessons	CATCH sample lessons (TEKS aligned)			
During Project Based Learning activities, publicize the outcomes that impact community health or wellness (Ex: Watershed project – cleaner environment)				

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AREA 3: Health and Wellness

Partnerships for Wellness Facilities with Community

FINDING: 3.1 A comprehensive health and wellness education program provides students an opportunity to live longer, healthier lives.

DIRECTION/S: 3.1.3 The district will pursue opportunities to fund and build shared wellness/fitness facilities.

Activity	Resources	Team Member Responsible	Completion Date	Update
Partner with city, community and YMCA to explore building a shared health/wellness facility (ex: public pool)				
Utilize existing community facilities to promote activities (Starke, SOLC, Wellness Center)	\$ promotion			
Increase access to district gymnasiums for after school use & summer use (open gym for all students)	\$10,000-\$15000 (PT supervisor)			

Vision 2013 Action Plan

AREA 4: Character Education

Implement Character & Behavior Models

FINDING: 4.1 Developing social and emotional skills through character and behavior education enables students to thrive and be successful.

DIRECTION/S: 4.1.1 The district will select and/or develop, implement and maintain character and behavior models

DIRECTION/S: 4.1.2 The curriculum will be implemented at all levels, to foster respect and appropriate decision making.

Activity	Resources	Team Member Responsible	Completion Date	Update
Establish and strengthen a District PBIS Team to support campus PBIS teams by providing increased training and resources for classroom management, character education, social skills and a district-wide culture of respect. (also 4.1.2)	costs: substitutes, training, program purchase, rewards			
Evaluate campuses for PBIS implementation, including character education, to increase consistency and fidelity.				
Include PBIS as a component of staff evaluations to increase individual buy-in.				
Develop community support for PBIS by partnering with businesses, implementing wrap-around services with community agencies, and increasing volunteers and mentors.				
Increase parental awareness of campus PBIS initiatives and behavior consequences.				
Increase PBIS training for all district personnel including maintenance, food service, custodial, front office staff and bus drivers.				

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AREA 5: Career and Technology (CTE)

Increase Offerings to improve college and career ready opportunities

FINDING: 5.1 CTE programs should be current in order to engage students, to assure they are college and/or career ready, and to provide a viable workforce for our community.

DIRECTION/S: 5.1.1 At the high school level, the district will offer one or more career academies. These academies will incorporate project based learning and an academic instructional learning approach, integrating career and core academic learning that focuses on current economic drivers, locally and globally

DIRECTION/S: 5.1.2 Students will have the option to participate in offered academies as well as other available CTE programs

DIRECTION/S: 5.1.3 Job shadowing and internships will be provided for those students participating in the academy.

DIRECTION/S: 5.1.5 Industry standard facilities and technology will be provided to house and support the career academy

Activity	Resources	Team Member Responsible	Completion Date	Update
Add HVAC and electrical trades to course offerings				
Increase number of certifications offered to students				
Clarify the registration process for parents and students				
Promote the teaching of soft skills across the curriculum.				
Create more internships and job shadowing opportunities for students in a variety of fields.				
Provide the faculty, resources and facility to create an academy program and expand CTE opportunities.				
Create an Early College High School in Seguin ISD that will allow students to earn an associates degree upon graduation.				
Develop a TED talks type production for Seguin and Seguin ISD to promote "ideas worth sharing"				

Vision 2013 Action Plan

AREA 6: Family and Community Involvement

Parenting Skill for Academic Support

FINDING: 6.1 Strong family and community involvement, in partnership with our school system, is essential for student success.

DIRECTION/S: 6.1.1 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

Activity	Resources	Team Member Responsible	Completion Date	Update
Identify suitable, convenient (accessible) location for parent/family center	Facility, utilities			
Partner with community groups (i.e. City, County, service, church) that can offer services of value to parents, students and families				
Offer workshops/courses/seminars and opportunities for parents and students to further enhance overall success				

Vision 2013 Action Plan

AREA 6: Family and Community Involvement

Partnerships with Community & Civic Groups

FINDING: 6.1 Strong family and community involvement, in partnership with our school system, is essential for student success.

DIRECTION/S: 6.1.2 The district will establish partnerships with community and civic groups to provide opportunities for mentoring students.

Activity	Resources	Team Member Responsible	Completion Date	Update
Identify businesses and organizations, establish contact and publicize opportunities for mentoring at campuses				
Maintain and nurture a vibrant two-way mentoring program that supports students needs and provides students with information and skills necessary to be beneficial to area business and industry				
Allow students to speak and present to community groups about Seguin ISD/Seguin High School				

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AREA 6: Family and Community Involvement

Career Exploration

FINDING: 6.1 Strong family and community involvement, in partnership with our school system, is essential for student success.

DIRECTION/S: 6.1.3 The district will establish a program to encourage career exploration at all grade levels by utilizing a wide variety of community, business and industry organizations to provide career fairs, internships, speakers and job shadowing.

Activity	Resources	Team Member Responsible	Completion Date	Update
Create database of businesses and organizations that can provide student support				
Integrate business and industry with Career and Technical Education staff to form relationships that allow for input into CTE curriculum				
Schedule a standardized series of workshops to educate families on college and career assistance and opportunities (example: Parent University)				
Offer age-appropriate career days at all district schools				

Vision 2013 Action Plan

AREA 7: Libraries

Increase Digital Resources

FINDING: 7.1 21st century libraries should provide an academic and social environment that encompasses technology and support services for research and production process.

DIRECTION/S: 7.1.1 Technology will be used to increase access to reading and informational and interactive materials.

Activity	Resources	Team Member Responsible	Completion Date	Update
Increase availability of digital resources				

Vision 2013 Action Plan

AREA 7: Libraries

Access to Facilities

FINDING: 7.1 21st century libraries should provide an academic and social environment that encompasses technology and support services for research and production process.

DIRECTION/S: 7.1.4 Library access will be provided to students and parents through extended hours and physical accessibility, such as an outside entrance, without compromising security.

DIRECTION/S: 7.1.5 Infrastructure will be included to support a multi-media facility.

Activity	Resources	Team Member Responsible	Completion Date	Update
Provide access to technology after hours for students to work on schoolwork and online classes				
Keep the SHS library open until 10 p.m. weekdays				

Vision 2013 Action Plan

AREA 8: Visual and Performing Arts

Arts Curriculum/Programs in SISD

FINDING: 8.1 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.

DIRECTION/S: 8.1.1 Arts will be taught in all elementary grade levels.

DIRECTION/S: 8.1.2 All middle school students will be required to have at least one semester of fine arts instruction.

DIRECTION/S: 8.1.4 Quality resources and equipment will be provided for all visual and performing arts classes.

DIRECTION/S: 8.1.5 Technology will be used to enhance visual and performing arts programs.

Activity	Resources	Team Member Responsible	Completion Date	Update
Research and implement innovative methods to hire arts and theater teachers, and rotate with music teachers at elementary schools.	Attrition – no additional teachers			
Work with secondary students' schedules and the grading period to provide opportunities to deliver instruction in music, art and theater arts.				
Consider offering fine arts opportunities outside of the regular school day	\$20 per hour plus supplies			
Recruit guest artist for school day activities. (expand on Texas Tales)	\$2,500 for Texas Tales/volunteers			
Research available grants to expand opportunities for art, music and theatre arts field trips. (McNay, San Antonio Museum of Art and Alameda)				
Develop outreach of HS performances to lower grade levels. Include students as actors.				
Request needs assessment for visual and performing art from instructional staff for budgeting.				

Vision 2013 Action Plan

AREA 8: Visual and Performing Arts

Etiquette Education

FINDING: 8.1 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.

DIRECTION/S: 8.1.6 Visual and performing arts curriculum will be expanded to include instruction in basic social communication skills and etiquette.

Activity	Resources	Team Member Responsible	Completion Date	Update
Character Education related				
Include instruction in arts appreciation, theater and performance venue etiquette.				
Plan field trips where students can practice appreciation/etiquette skills				
Require assemblies where whole school attends performances during a school day.				
Look for alternatives to offer performances at unusual times to encourage student attendance. (Sneak previews, midnight showings, etc.)				
Collaborate between arts and other curriculum to include opportunities for student participation.				

Vision 2013 Action Plan

AREA 8: Visual and Performing Arts

Fine Arts Facilities

FINDING: 8.1 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.

DIRECTION/S: 8.1.3 A district wide performing arts center will be built.

DIRECTION/S: 8.1.7 Infrastructure will be included to support a multi-media facility.

DIRECTION/S: 8.1.8 Appropriate facilities will be provided for effective programming including but not limited to: Competitive stage/concert hall, Dance hall, Rehearsal studio, Black box theater, Costume and set shop, Storage, Sound and lighting studio.

Activity	Resources	Team Member Responsible	Completion Date	Update
Include the design and construction in a bond, ASAP				
Ensure the new facility has a seating capacity greater than the existing auditorium				
Build the new facility within the complex of the high school for educational purposes				
Design a multi-use facility (education, performances, and lecture/training venue) Theatre as well as classrooms.				
Make accessible to public by designing parking and visibility of facility				
In the interim, coordinate sponsoring theater and music productions at community venues – TLU, Churches, Coliseum, Texas Theater, etc.				
Consider a position for Events/Performing Arts Center Coordinator				
Develop a calendar of events to use Jackson Auditorium, Events Coliseum, Texas Theater, Palace Theater and current SHS auditorium to focus all grade levels on performing arts.				

Vision 2013 Action Plan

AREA 9: Faculty and Staff

Developing Quality Teachers

FINDING: 9.1 Recruiting, training and retaining outstanding faculty and staff will significantly impact student achievement and will assist in creating a positive work environment.

DIRECTION/S: 9.1.1 Implement and evaluate on-going differentiated staff development to ensure teacher needs are being met.

Activity	Resources	Team Member Responsible	Completion Date	Update
Increase use of Instructional Coaches in providing immediate performance feedback to teachers (Coaches must be a master of their content)	Observations Lesson plans Student data			
Use student input to assess teaching effectiveness	Student Survey			
Provide campus administration support to be able to increase the classroom monitoring of teachers	Walk-throughs Formal Observ. Improvement Plans Student data			
Utilize contracted services to continue to guide district reform, student achievement, teacher quality and program evaluation				

Vision 2013 Action Plan

AREA 9: Faculty and Staff

Competitive Compensation Packages

FINDING: 9.1 Recruiting, training and retaining outstanding faculty and staff will significantly impact student achievement and will assist in creating a positive work environment.

DIRECTION/S: 9.1.2 Prioritize dollars to address salary competitiveness at a regional level.

Activity	Resources	Team Member Responsible	Completion Date	Update
Continue to compare teacher salaries with the regional market				
Continue to strive to provide teacher pay raises				

Vision 2013 Action Plan Template

AREA 9: Faculty and Staff

Increase Individual Employee Recognition

FINDING: 9.1 Recruiting, training and retaining outstanding faculty and staff will significantly impact student achievement and will assist in creating a positive work environment.

DIRECTION/S: 9.1.3 A systemized plan will be put into place to value employee performance as a group and as individuals.

Activity	Resources	Team Member Responsible	Completion Date	Update
Increase <u>individual</u> employee recognition for high performing teachers- continue current recognitions	Incentive Acct. (\$5000)			
Consider number of preps and course loads when scheduling teacher assignments	Master Schedule			
Monitor student-teacher ratios at the secondary level	Master Schedule			

Vision 2013 Action Plan Template

AREA 9: Faculty and Staff

Ensure Quality Resources for Teachers

FINDING: 9.1 Recruiting, training and retaining outstanding faculty and staff will significantly impact student achievement and will assist in creating a positive work environment.

DIRECTION/S: 9.1.4 Provide a state of the art facilities that offer a safe, supportive and nurturing work environment including but not limited to:

- Technology-enhanced smart classroom and welcoming teacher prep/staff areas allowing for effective use of employee time
- Multi-purpose rooms appropriately sized to accommodate full staff

Activity	Resources	Team Member Responsible	Completion Date	Update
Consider making technology available to teachers to self-record their lessons- use for self evaluation and instructional coach evaluation	Video equipment			
Regardless of the facility, ensure teachers have the up to date resources and furniture needed to maintain an environment conducive of learning				

Vision 2013 Action Plan

AREA 10: Physical Education and Athletic Programs

Promote Life-Long Wellness within Curriculum

FINDING: 10.1 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.

DIRECTION/S: 10.1.1 A comprehensive preK-12 aligned curriculum will be provided to promote the physical, social and emotional health of students.

DIRECTION/S: 10.1.2 Focus will be placed on individual skills and success as well as teamwork skills and success through all activities.

Activity	Resources	Team Member Responsible	Completion Date	Update
Ensure an active and standard curriculum is followed K-8 (10.1.1)	TEKS, CATCH			
Incorporate wellness components in student activities- Consider this with project based learning activities (10.1.1)	PBL activities			
Promote life-long recreational activities for individual students who are not involved with team sports (10.1.2)	SOLC, dance, aerobics, skateboarding			

Vision 2013 Action Plan

AREA 10: Physical Education and Athletic Programs

Promote Good Sportsmanship

FINDING: 10.1 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.

DIRECTION/S: 10.1.3 Good sportsmanship for all will be a strong focus of all learning activities.

Activity	Resources	Team Member Responsible	Completion Date	Update
Continue to promote good sportsmanship at all levels.	PBIS strategies			
Ensure coaches are adequately trained in PBIS at MS and HS levels	PBIS training			

Vision 2013 Action Plan

AREA 10: Physical Education and Athletic Programs

Explore Shared Facilities with Community

FINDING: 10.1 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.

DIRECTION/S: 10.1.4 Community wide support will be developed to provide the resources and facilities necessary for quality PE and athletic programs, including a central location to meet the needs of all students.

Activity	Resources	Team Member Responsible	Completion Date	Update
Continue partnership with TIPHER in promoting wellness based activities at the campus level	TIPHER			
Administration will reach out to elected bodies of the community to develop partnerships in regard to pursuing dual-use facilities (i.e. – community pool)				
Explore options for subsidizing student participation in extra-curricular activities				

Vision 2013 Action Plan

AREA 10: Physical Education and Athletic Programs

Promote a Quality Athletic Program

FINDING: 10.1 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.

DIRECTION/S: 10.1.5 On-going training for staff in the delivery of the curriculum and athletic programs will be provided, in order to ensure quality programs in all schools and in all sports.

Activity	Resources	Team Member Responsible	Completion Date	Update
Ensure that coaches are adequately trained/familiar with sports they are assigned to coach	Coaching assignments			
Integrate PBIS strategies in Physical Education and Athletic activities	PBIS training			
Incorporate educating students on healthy lifestyles in cross-curricular activities	Health curriculum Worth the Wait PBL activities			

Vision 2013 Action Plan

AREA 11: Counseling

Staffing, Curriculum & Relationships

FINDING: 11.1 All preK-12 students should have access to a quality, comprehensive developmental guidance and counseling program through, clearly defined roles and responsibilities of the school counselor and a school wide support system.

DIRECTION/S: 11.1.1 The counselor staffing ratio will allow counselors time to effectively work with all students in areas such as, but not limited to: Academic counseling, Personal/social counseling, College counseling, and Career counseling.

DIRECTION/S: 11.1.2 A guidance curriculum will be developed and counselors will provide early intervention services to meet the social and emotional needs of students through implementation of the curriculum.

DIRECTION/S: 11.1.3 Positive relationships, i.e. mentor/mentee training for all staff members, will be provided to give additional encouragement and support for student success.

Activity	Resources	Team Member Responsible	Completion Date	Update
The district and campuses will maintain focus for counselors on student needs listed above.				
Explore the possibility of engaging a social work organization (AVID, CIS, HOSTS) to work with our students in need.				
Explore staffing pattern to allow for 2 bilingual counselors to be shared at the 4 bilingual quadrant schools.				
Survey the students to gain their perspective of what services they think counselors should provide.				
Revise/refine guidance curriculum to include student input. Ensure curriculum is grade-level appropriate.				
Ensure there is scope and sequence to the guidance curriculum so that there is consistent pacing and resources to all students in the district.				
A counselor shall be involved in each campuses PBIS team.				

Vision 2013 Action Plan

AREA 12: Safety and Security

Utilizing Community Resources

FINDING: 12.1 A safe and secure environment for all individuals will promote a positive and successful learning environment.

DIRECTION/S: 12.1.3 Community resources will be identified to support a safe and secure environment

Activity	Resources	Team Member Responsible	Completion Date	Update
Have a public service days to recognize peace officers and other first responders				
Encourage "Watch Dogs" and "Parents on Patrol" programs at all campuses				
Offer parent orientation at start of school year to cover security procedures and protocol. Include history and reason for use of peace officers.	New parent involvement resources			
Maintain and strengthen the working partnerships with law enforcement agencies/first responders				

Vision 2013 Action Plan

AREA: Safety and Security

Safety and Security Education

FINDING: 12.1 A safe and secure environment for all individuals will promote a positive and successful learning environment.

DIRECTION/S: 12.1.1 Professional development will be provided in areas such as conflict resolution, coping skills and diversity training to improve the social environment.

DIRECTION/S: 12.1.2 Students will be provided information and lessons on areas such as conflict resolution, coping skills, personal responsibility and diversity training to provide a positive social environment.

Activity	Resources	Team Member Responsible	Completion Date	Update
Require reports from campuses on quarterly basis regarding impact of PBIS				
"Capturing Kids Hearts" training expanded to more teachers	Ongoing staff dev resources			
Implement tiers of PBIS at all campuses				
Ensure all teachers receive PBIS training. C & I monitor to assure trainers pass training to all instructors.	Ongoing staff dev resources			
Evaluate effectiveness, use findings to develop improvements/action plans to ensure fidelity of implementation, use and value				

Vision 2013 Action Plan

AREA 12: Safety and Security

Safe and Secure Facilities

FINDING: 12.1 A safe and secure environment for all individuals will promote a positive and successful learning environment.

DIRECTION/S: 12.1.4 All facilities will have controlled entrances and exits.

DIRECTION/S: 12.1.5 New facilities will have a functional design implementing high safety standards.

DIRECTION/S: 12.1.6 Up-to-date technology will be utilized at all facilities (i.e. alarmed emergency exits, security lighting, security cameras district-wide, student ID electronic check-in).

DIRECTION/S: 12.1.7 Student parking will be monitored and controlled.

Activity	Resources	Team Member Responsible	Completion Date	Update
Include in any new High School plans				
Design and plan secured entrances for middle schools as well	2008 Bond proceeds			
Coordinate exterior lighting at campuses to come on and stay on when there are events.	Existing maintenance budget			
Schedule an outside audit/review of security measures covering site and facility protections	Contact Texas School Safety Center			
Add adequate security camera coverage to SHS student parking lot	2008 Bond proceeds			

Vision 2013 Action Plan

AREA 13: Resources for Learning in the 21st Century

Community Partnerships

FINDING: 13.1 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.

DIRECTION/S: 13.1.1 Partnerships with businesses, civic organizations and institutions of higher education will be developed and maintained, to provide resources that support rigorous, relevant, and technology-based instruction.

DIRECTION/S: 13.1.4 Solidify community support to provide and sustain modern facilities that are conducive to 21st century.

Activity	Resources	Team Member Responsible	Completion Date	Update
Explore utilizing community space to expand learning experiences (e.g. labs at GBRA, TLU)				
Have a community-wide academy fair to highlight programs.				
Advertise students in local media when they earn certifications.				

Vision 2013 Action Plan

AREA 13: Resources for Learning in the 21st Century

Scheduling & Facilities

FINDING: 13.1 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.

DIRECTION/S: 13.1.2 Flexible scheduling will be implemented to expand student opportunities and maximize staff and community utilization.

DIRECTION/S: 13.1.3 Ongoing research will be conducted to develop and support the implementation of academies and project-based learning.

DIRECTION/S: 13.1.5 Allocation of financial resources will be evaluated and allocated to support changing needs in the 21st century.

DIRECTION/S: 13.1.6 Flexible space will be provided to allow for large and small group learning.

DIRECTION/S: 13.1.7 Functional, workable lab space will be provided for all content areas.

Activity	Resources	Team Member Responsible	Completion Date	Update
Work with community to share facilities; acquire agreements to allow for group learning.				
Evaluate district facilities for repurposing to meet the needs of group learning.				

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AREA 14: Sustainable Schools

District as Stewards of the Environment

FINDING: 14.1 District facilities built with green materials and resources will have a positive impact on the learning environment for students and staff and a lasting impact on the community.

DIRECTION/S: 14.1.1 Sustainability will be a top priority in planning, designing, and building new facilities and in renovating existing facilities, following Leadership in Energy and Environmental Design (LEED) guidelines.

DIRECTION/S: 14.1.2 The district will make sustainability a top priority in daily maintenance and operations.

DIRECTION/S: 14.1.3 The district will inform the community of the steps taken to be good environmental stewards, including the positive impact on learning, long-term financial responsibility, and preservation of finite resources.

Activity	Resources	Team Member Responsible	Completion Date	Update
Evaluate campus facilities to identify opportunity for sustainable practices and retrofits				
Refocus district recycling efforts.				
Partner with City of Seguin in recycling efforts				
Evaluate "Green" custodial products for possible use in District				
Investigate possibility of rain water and/or condensate harvesting. Mandate it on new or renovated facilities				
In Food Service, consider using locally grown foods or foods grown on campus gardens				
In Food Service/Cafeteria area, recycle as much as possible, and/or increase use of biodegradable paper products.				
Research possibility of composting leftover food products				