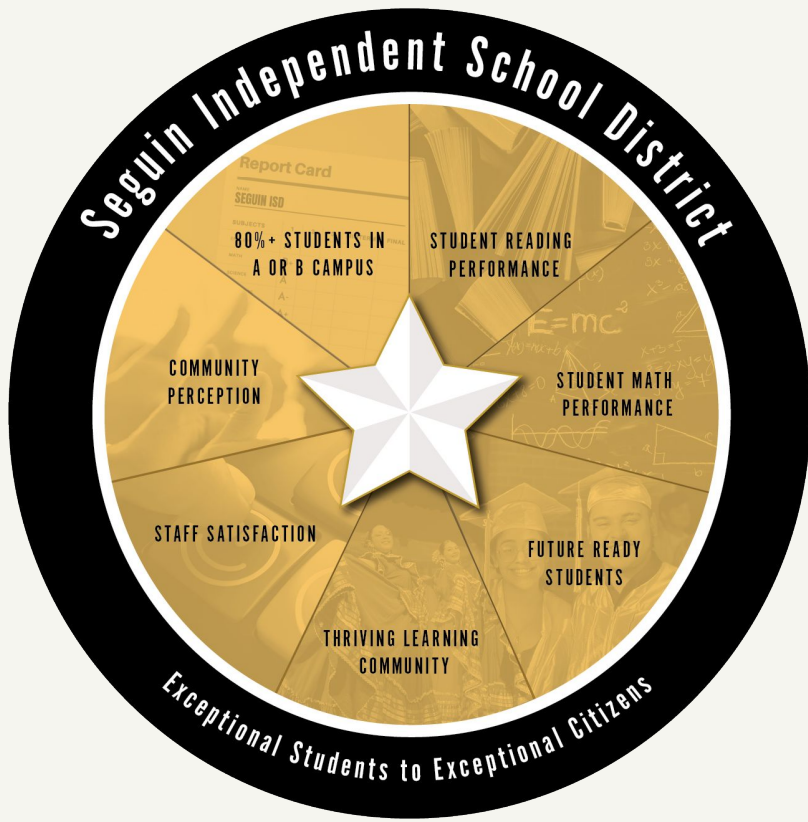




Seguin ISD Strategic Plan 2025 Monthly Update

January 24, 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

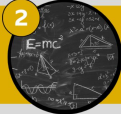
Seguin Independent School District

STRATEGIC GOALS



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.



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.



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.



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.



Staff Satisfaction

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



Community Perception

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



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 Initiatives Dashboard At-A-Glance

Progress on 80 Strategic Actions (by Task Force) through December 2022

Equitable Student Experiences Task Force

Fall 2022 Strategic Initiative: Defining Seguin ISD's Pathways

	Nov Status	Dec Status
4.3.1 Identify SISD's pathways to an exceptional future.	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)	Nearly Off Track	Nearly Off Track

College, Career, Military Readiness (CCMR) Task Force

Fall 2022 Strategic Initiative: CCMR Support

	Nov Status	Dec Status
3.1.1 Purposeful TSIA Intervention & Support at the high school	On Track	On Track
3.1.2 Ensure that SpEd students receive the same CCMR support and resources as Gen ed students	On Track	On Track
3.1.3 Mandatory TSIA prep in between testing sessions	On Track	On Track
3.1.7 Increase school-day PSAT & SAT participation	On Track	On Track
3.1.8 Provide ACT school-day testing opportunity	N/A	N/A
3.1.9 Provide PSAT, SAT and ACT Test Prep	On Track	On Track
3.1.11 Partner with Texas State University to provide college-prep support to 6-12 students.	Complete	Complete

Curriculum + Blended Learning Task Force

Fall 2022 Strategic Initiative: Launching Blended Learning

	Nov Status	Dec Status
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.	On Track	On Track
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.	Off Track	Nearly Off Track
7.1.4 Develop a dynamic lesson plan template that includes online and offline components of blended learning with input from all stakeholders	On Track	On Track

HR + Staff Culture Task Force

Fall 2022 Strategic Initiative: Ongoing Teacher Supports

	Nov Status	Dec 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	On Track
5.1.3 Every campus will send a representative to be a part of the district TCC.	Complete	Complete
5.2.1 Every teacher K-12 will be a part of a weekly campus/departmental PLC	On Track	On Track
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	On Track
5.3.1 Every new teacher with less than 2 years of experience will be given a mentor, for the first two years of employment.	Complete	Complete
5.3.2 Critical areas will be provided a stipend for recruitment and retention.	On Track	On Track
5.3.5 Explore Whole Child Support opportunities during established PLCs.	On Track	On Track

Community Engagement Task Force

Fall 2022 Strategic Initiative: Ongoing Community Engagement Events

	Nov Status	Dec 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 Strategic Initiative: Ongoing Whole Child Support

	Nov Status	Dec Status
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)	Nearly Off 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.	Nearly Off Track	Nearly Off Track
4.7.3 Convene a staff Whole Child work group comprised of teachers to make recommendations to address staff concerns.	Off Track	Nearly Off Track
4.7.4 Provide mental health resources and support at every campus.	On Track	On Track

School Safety + Discipline Task Force

Fall 2022 Strategic Initiative: Ongoing Attendance + Discipline Supports

	Nov Status	Dec 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 Strategic Initiative: Ongoing Facilities Support

	Nov Status	Dec Status
4.11.1 Upgrade security and life safety measures as resources allow.	On Track	On Track
4.11.2 Form a Bond/Facilities Committee to plan next steps to support the strategic plan.	On Track	Complete
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



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: Fall 2022

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



Bright Spot

Vogel ES will serve as the first blended learning campus task force (*action 7.1.3*), aligning with their campus redesign work.

Highlights

- Two other strategic actions (7.1.2 + 7.1.4) have been “On Track” all year
- District-wide professional learning to support blended learning continues to be pushed out to staff
- Blended learning campus task forces had been “Off Track” due to concerns of adding more to teachers’ workloads
- Vogel has identified six teachers to serve as “Blended Learning Champions” and three teachers to serve as “Blended Learning Champions Support” to pilot blended learning in Spring 2023



Sequin ISD Strategic Plan 2025: Area of Focus

Strategic Actions that Require Re-Focusing

Task Force: Whole Child Learning

Chairs: Pete Silvius and Bethany Polk

Strategic Priority #4: Creating a Thriving Learning Community

Goal #4:

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



Performance Objective 4.4: By May 2025, the Panorama Student Survey SEL Score (Emotion Regulation, Grit, Social Awareness) in grades 3-12 will improve to 85% at or above the national norm.

Performance Objective 4.4a: By May 2025, SELweb district level overall assessment score in grades K-5 will improve to 85% at or above national average.

Performance Objective 4.5: By June 2023, SISD will offer a minimum of five non-academic community engagement opportunities for all district stakeholders.

Performance Objective 4.6: By June 2023, SISD will increase training opportunities related to supporting whole child learning through purposeful diversity, equity and inclusion professional learning for district staff and community members.

Performance Objective 4.7: By the 2023-2024 school year, all SISD campuses will implement student experiences that honor Whole Child learning.



Strategic Actions: 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)

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

4.5.2 Create district-wide community engagement opportunities.

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

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

4.7.4 Provide mental health resources and support at every campus.



Area of Focus

Taking on the challenge of seven strategic actions.

Working through balancing responding to needs as they arise with planning to address future needs.

Continuing to work through some of the more challenging strategic actions.

Problem Solving Actions

- Celebrating bright spots along the way
- Prioritize systems work
- Work with existing opportunities for collaboration and maximize productivity
- Communicating across departments



February Meeting: Dashboard Update, Bright Spot, Area of Focus

