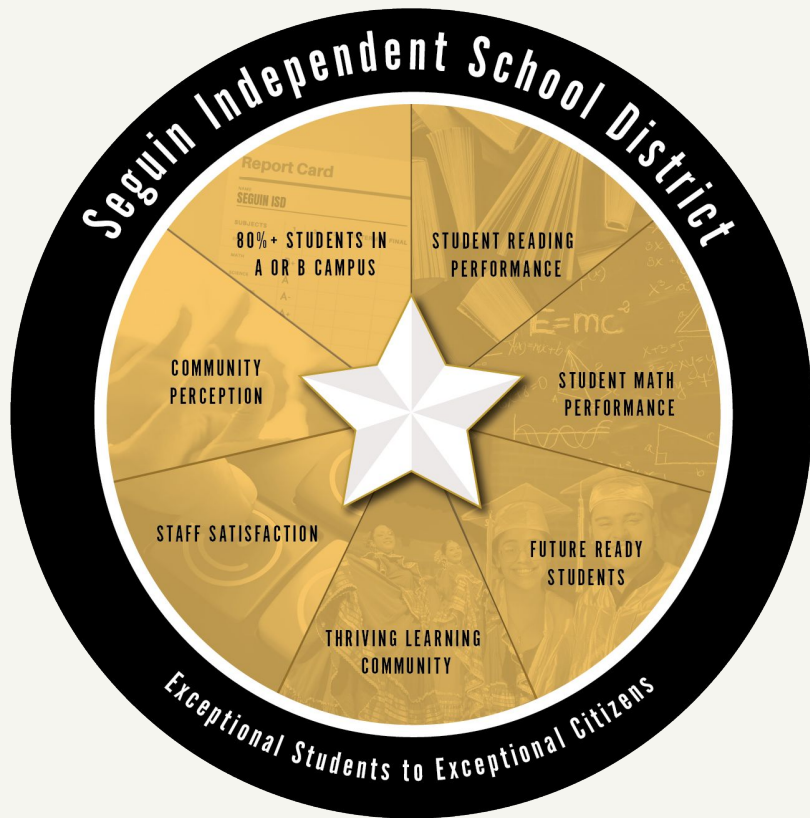




# Seguin ISD Strategic Plan 2025 Monthly Update

February 28, 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

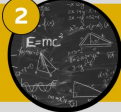
Seguin Independent School District

## 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 Initiatives Dashboard At-A-Glance

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

# Equitable Student Experiences Task Force

Fall 2022

**4.3.1** Identify SISD’s pathways to an exceptional future.

Dec Status

On Track

Jan Status

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

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

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

On Track

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

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

# College, Career, Military Readiness (CCMR) Task Force

	DecStatus	Jan Status
Fall 2022	3.1.1 Purposeful TSIA Intervention & Support at the high school	On Track
	3.1.2 Ensure that SpEd students receive the same CCMR support and resources as Gen ed students	On Track
	3.1.3 Mandatory TSIA prep in between testing sessions	On Track
	3.1.7 Increase school-day PSAT & SAT participation	On Track
	3.1.9 Provide PSAT, SAT and ACT Test Prep	On Track
Spring 2023	3.1.5 Provide teacher training on overview, value, and content involved with TSIA	Complete
	3.1.6 Increase enrollment in College Prep Class	On Track
	3.2.1 Provide Dual Credit enrollment support & ongoing Advising and check-ins with a strong student support system	On Track
	3.2.2 The student support system will include "CCMR Camps or Sessions" for DC/ECHS/PTECH students	On Track
	3.2.3 Train teachers regarding CTE pathways and certifications	Complete

# Curriculum + Blended Learning Task Force

		Dec Status	Jan Status
Fall 2022	<b>7.1.2</b> 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
	<b>7.1.3</b> Create a blended learning campus task force that involves all populations in the conversation such as dual language, SPED, 504, GT, etc.	Nearly Off Track	Nearly Off Track
	<b>7.1.4</b> Develop a dynamic lesson plan template that includes online and offline components of blended learning with input from all stakeholders	On Track	On Track
Spring 2023	<b>7.1.1</b> Define Blended Learning for Seguin ISD by providing explicit clarity in language and roles of stakeholders		On Track
	<b>7.1.5</b> Launch Blended Learning mini pilots.		Complete
	<b>7.1.7</b> Increase AP awareness through parent nights and increase student preparedness through in-class test prep.		On Track

# HR + Staff Culture Task Force

Dec Status

Jan 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

**5.2.1** 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

**5.3.2** 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

**5.1.4** District SGS work will focus on Talent Pipeline development.

On Track

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

On Track

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

On Track

Fall 2022

Spring 2023

# Community Engagement Task Force

	Dec Status	Jan Status
<b>6.1.1</b> Create strategic and meaningful family- and parent-friendly campus activities.	On Track	On Track
<b>6.1.3</b> Increase opportunities to offer parental involvement partnerships to include professional learning.	On Track	On Track
<b>6.2.1</b> Showcase student, staff, campus and district achievements through ever-evolving social media outlets.	On Track	On Track
<b>6.2.3</b> Nurture relationships with local and regional media to market SISD's student-centered programs and initiatives.	On Track	On Track
<b>6.3.1</b> 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)

Dec Status

Jan 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.

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.

Nearly Off 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

# School Safety + Discipline Task Force

Fall 2022

	Dec Status	Jan Status
<b>4.8.1</b> 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
<b>4.8.2</b> Student Support Team will conduct monthly campus liaison meetings to support student attendance.	On Track	On Track
<b>4.8.3</b> Maintain efficient and clear districtwide process regarding attendance.	On Track	On Track
<b>4.9.1</b> 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
<b>4.9.2</b> 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
<b>4.10.1</b> 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.

Dec Status

On Track

Jan 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

**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



# 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

Teachers, students and parents are more engaged with Seesaw Classroom and Seesaw Messages.

### Highlights

- Since November 2022:
  - Pieces of classwork posted increased by 247,492
  - Family messages/visits increased by 119,369



# Sequin ISD Strategic Plan 2025: Area of Focus

Strategic Actions that Require Re-Focusing

# Task Force: College, Career, Military Readiness (CCMR)

## Co-Chairs: Anna Lisa Vargas and Rick Bough

Strategic Priority #1:

Creating and Supporting Future-Ready Students

### Goal #3 (HB3)

Increase the percentage of graduates who **meet the College, Career, or Military Readiness (CCMR) requirements** from 39% to 73% by August 2025.



### Performance Objective 3.1

By August 2025, the percentage of students who meet TSI/SAT/ACT criteria in ELAR and MATH will improve from 28% to 43%.

### Performance Objective 3.1a

By August 2025, the percentage of students who are taking the SAT or ACT will improve from 45% to 76%.



### Strategic Actions

**3.1.1** Purposeful TSIA Intervention & Support at the high school

**3.1.2** Ensure that SpEd students receive the same CCMR support and resources as Gen ed students

**3.1.3** Mandatory TSIA prep in between testing sessions

**3.1.7** Increase school-day PSAT & SAT participation

**3.1.9** Provide PSAT, SAT and ACT Test Prep

**3.1.6** Increase enrollment in College Prep Class

**3.2.1** Provide Dual Credit enrollment support & ongoing Advising and check-ins with a strong student support system

**3.2.2** The student support system will include "CCMR Camps or Sessions" for DC/ECHS/PTECH students





## Area of Focus

The proposed CCMR Accountability Framework has been released by TEA with new cut scores.

TEA revised CCMR Requirements for students in 7th and 8th grade.

### **Problem Solving Actions**

- 2023 CCMR Accountability is already determined based on 2022 graduates
- February 20th SHS Super PLC focused on Domain 1 performance
- Meeting with middle school teams to discuss options, with focus on the Friday Experience and PBL courses



# March Meeting: Quarterly Update on Seguin ISD Goals

