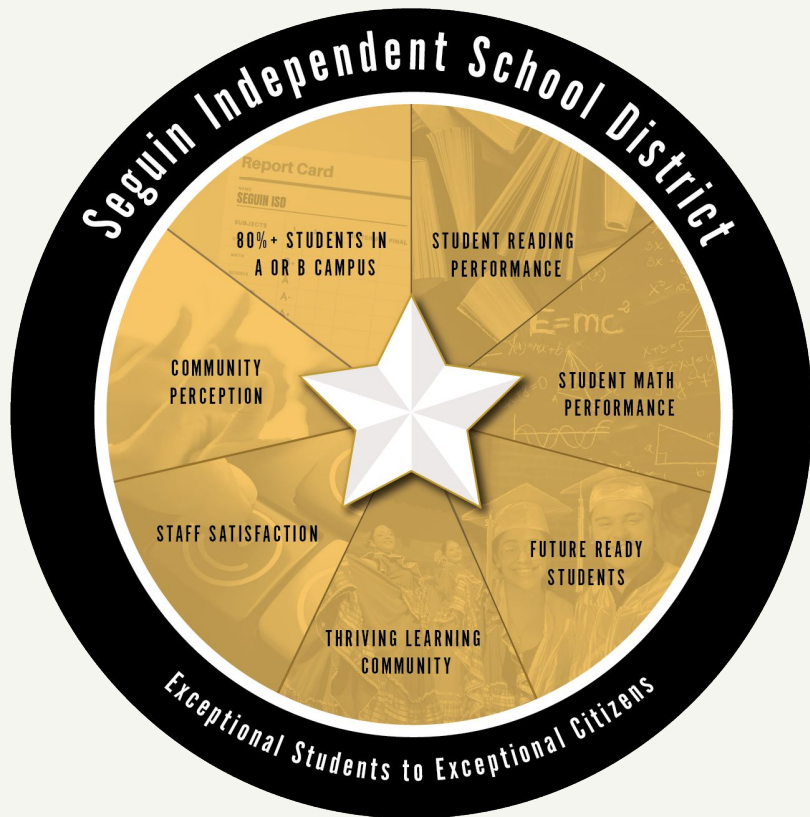




Seguin ISD Strategic Plan 2025 Monthly Update

September 27, 2022

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

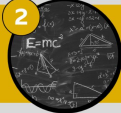
STRATEGIC GOALS



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.

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.



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.



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.



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

Example: Goal | Performance Objective | Strategic Action Alignment

Goal #5 Seguin ISD will improve staff satisfaction as determined by the Organizational Health Inventory (OHI).



Performance Objective 5.3

By Spring of 2023, teacher turnover will decrease by 10% across the district.



Strategic Actions

- 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.
- 5.3.2** Critical areas will be provided a stipend for recruitment and retention.
- 5.3.3** Establish pathways/pipelines for teachers to expand their professional learning.
- 5.3.4** Establish competitive salaries and benefit packages for teachers and staff.
- 5.3.5** Explore Whole Child Support opportunities during established PLCs



Strategic Initiatives Dashboard At-A-Glance

Progress on 80 Strategic Actions (by Task Force) through August

Equitable Student Experiences Task Force

Fall 2022 Strategic Initiative: Defining Seguin ISD's Pathways

	Status
4.3.1 Identify SISD's pathways to an exceptional future.	On Track
4.3.2 Identify existing programming (PK-12) that aligns to pathways	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
4.3.4 Develop district-wide plan for student goal setting practices, focusing on life goals (vs. academic goals)	Nearly Off Track

College, Career, Military Readiness (CCMR) Task Force

Fall 2022 Strategic Initiative: CCMR Support

	Status
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
3.1.8 Provide ACT school-day testing opportunity	N/A
3.1.9 Provide PSAT, SAT and ACT Test Prep	On Track
3.1.11 Partner with Texas State University to provide college-prep support to 6-12 students.	On Track

Curriculum + Blended Learning Task Force

Fall 2022 Strategic Initiative: Launching Blended Learning

	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
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.	N/A
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

HR + Staff Culture Task Force

Fall 2022 Strategic Initiative: Ongoing Teacher Supports

	Status
5.1.1 Embed team building opportunities specific to campus need during the school day.	Off Track
5.1.2 Administer short and specific surveys twice yearly for staff feedback.	On Track
5.1.3 Every campus will send a representative to be a part of the district TCC.	On Track
5.2.1 Every teacher K-12 will be a part of a weekly campus/departmental PLC	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.	Off 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.	On Track
5.3.2 Critical areas will be provided a stipend for recruitment and retention.	On Track
5.3.5 Explore Whole Child Support opportunities during established PLCs.	Off Track

Community Engagement Task Force

Fall 2022 Strategic Initiative: Ongoing Community Engagement Events

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

Whole Child Task Force

Fall 2022 Strategic Initiative: Ongoing Whole Child Support

	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)	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
4.5.2 Create district-wide community engagement opportunities.	On Track
4.7.1 Convene a master schedule work group to ensure time is protected for Whole Child supports.	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
4.7.4 Provide mental health resources and support at every campus.	On Track

School Safety + Discipline Task Force

Fall 2022 Strategic Initiative: Ongoing Attendance + Discipline Supports

	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
4.8.2 Student Support Team will conduct monthly campus liaison meetings to support student attendance.	On Track
4.8.3 Maintain efficient and clear districtwide process regarding attendance.	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.	Nearly Off 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
4.10.1 Seguin ISD will provide ongoing safety training and support.	On Track

Facilities Task Force

Fall 2022 Strategic Initiative: Ongoing Facilities Support

	Status
4.11.1 Upgrade security and life safety measures as resources allow.	On Track
4.11.2 Form a Bond/Facilities Committee to plan next steps to support the strategic plan.	On Track
4.11.5 Evaluate initial response time and completion data for facilities work orders.	On Track
4.12.3 Upgrade technology infrastructure to support learning.	On Track



Seguin ISD Strategic Plan 2025: Bright Spot

Strategic Actions Progress Highlights

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



Bright Spot

The number of TSIA/PSAT/SAT preparation and intervention opportunities identified and implemented.

TSIA Flex pullouts for both ELAR and Math were initiated during the first month of school.

Highlights

- October PSAT/SAT registration numbers are higher than 21-22 SY
- TSIA tutorials offered twice a week per content both during school day and after school
- Flex pullouts target specific student groups
- Utilized social media and district website to market testing opportunities
- Shared calendar of CCMR events with all stakeholders through various platforms
- September 21 CTE Showcase with Marion + Navarro ISD



Sequin ISD Strategic Plan 2025: Area of Focus

Strategic Actions that Require Re-Focusing

Task Force: Facilities

Chairs: Tony Hillberg

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 4.11

By 2024, create new facilities evaluations to better track safety, appearance, and cleanliness.

Performance Objective 4.12

Provide equitable access to learning spaces that support fine arts, academics, college/career readiness and personal wellness for all students.



Strategic Actions

4.11.1 Upgrade security and life safety measures as resources allow.

4.11.2 Form a Bond/Facilities Committee to plan next steps to support the strategic plan.

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

4.12.3 Upgrade technology infrastructure to support learning.



Area of Focus

Working on building a facilities scorecard.

The age of campuses poses unique challenges by location.

Also lack of consistent funding sources to address campus needs.

Problem Solving Actions

- The Board of Trustees approved a bond election for November 8, 2022.
- Bond funding will provide a consistent funding source.
- Bond process will lead to development of common campus standards.

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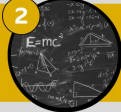
Seguin Independent School District

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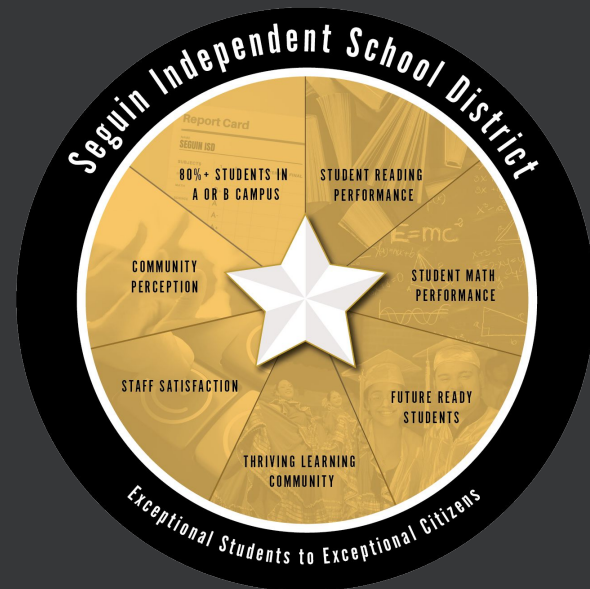
Strategic Actions

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Align to performance objectives



October Meeting: Quarterly Update on Seguin ISD Goals



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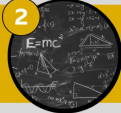
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