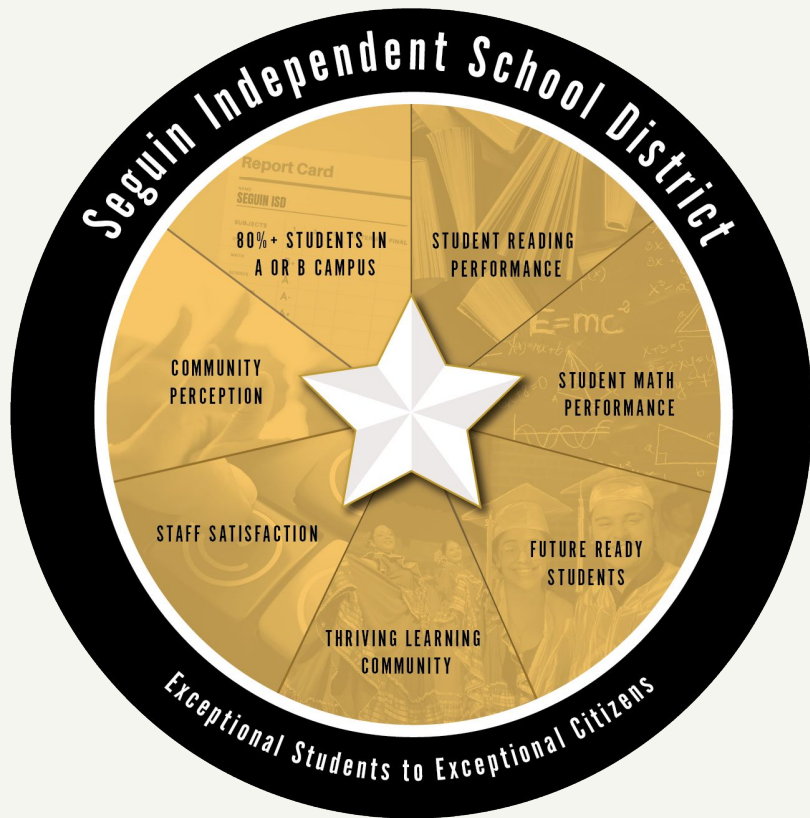




# Seguin ISD Strategic Plan 2025 Monthly Update

October 25, 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

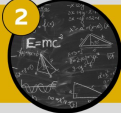
Seguin Independent School District

## STRATEGIC GOALS



### 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 September 2022

# Equitable Student Experiences Task Force

## Fall 2022 Strategic Initiative: Defining Seguin ISD's Pathways

	Status
<b>4.3.1</b> Identify SISD's pathways to an exceptional future.	On Track
<b>4.3.2</b> Identify existing programming (PK-12) that aligns to pathways	On Track
<b>4.3.3</b> Identify and connect all students to pathways based on their interest(s), taking into consideration students' unique circumstances and backgrounds.	On Track
<b>4.3.4</b> 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
<b>3.1.1</b> Purposeful TSIA Intervention & Support at the high school	On Track
<b>3.1.2</b> Ensure that SpEd students receive the same CCMR support and resources as Gen ed students	On Track
<b>3.1.3</b> Mandatory TSIA prep in between testing sessions	On Track
<b>3.1.7</b> Increase school-day PSAT & SAT participation	On Track
<b>3.1.8</b> Provide ACT school-day testing opportunity	N/A
<b>3.1.9</b> Provide PSAT, SAT and ACT Test Prep	On Track
<b>3.1.11</b> 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
<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
<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.	N/A
<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

# HR + Staff Culture Task Force

## Fall 2022 Strategic Initiative: Ongoing Teacher Supports

	Status
<b>5.1.1</b> Embed team building opportunities specific to campus need during the school day.	Off Track
<b>5.1.2</b> Administer short and specific surveys twice yearly for staff feedback.	On Track
<b>5.1.3</b> Every campus will send a representative to be a part of the district TCC.	On Track
<b>5.2.1</b> Every teacher K-12 will be a part of a weekly campus/departmental PLC	On Track
<b>5.2.2</b> 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
<b>5.3.1</b> Every new teacher with less than 2 years of experience will be given a mentor, for the first two years of employment.	Complete
<b>5.3.2</b> Critical areas will be provided a stipend for recruitment and retention.	On Track
<b>5.3.5</b> Explore Whole Child Support opportunities during established PLCs.	Off Track

# Community Engagement Task Force

## Fall 2022 Strategic Initiative: Ongoing Community Engagement Events

	Status
<b>6.1.1</b> Create strategic and meaningful family- and parent-friendly campus activities.	On Track
<b>6.1.3</b> Increase opportunities to offer parental involvement partnerships to include professional learning.	On Track
<b>6.2.1</b> Showcase student, staff, campus and district achievements through ever-evolving social media outlets.	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
<b>6.3.1</b> 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
<b>4.4.1</b> 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
<b>4.5.1</b> Research and implement a tool to collect baseline data on the belonging needs of students, families, and staff.	On Track
<b>4.5.2</b> Create district-wide community engagement opportunities.	On Track
<b>4.7.1</b> Convene a master schedule work group to ensure time is protected for Whole Child supports.	Nearly Off Track
<b>4.7.3</b> Convene a staff Whole Child work group comprised of teachers to make recommendations to address staff concerns.	Nearly Off Track
<b>4.7.4</b> 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
<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
<b>4.8.2</b> Student Support Team will conduct monthly campus liaison meetings to support student attendance.	On Track
<b>4.8.3</b> Maintain efficient and clear districtwide process regarding attendance.	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.	Nearly Off 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
<b>4.10.1</b> Seguin ISD will provide ongoing safety training and support.	On Track

# Facilities Task Force

## Fall 2022 Strategic Initiative: Ongoing Facilities Support

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



# Seguin ISD Strategic Plan 2025: Bright Spot

Strategic Actions Progress Highlights

# Task Force: School Safety + Discipline

**Chair: Nikki Bittings**

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 4.8

By the end of the 2022-2023 school year, Seguin ISD will increase attendance from 92.65% to 93.0%.

### Performance Objective 4.9

By the end of the 2022-2023 school year, Seguin ISD will decrease out of class placements (Suspension/DAEP) by 10%.



## Strategic Actions

**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.

**4.8.2** Student Support Team will conduct monthly campus liaison meetings to support student attendance.

**4.8.3** Maintain efficient and clear districtwide process regarding attendance.

**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.

**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).



## Bright Spot

All campuses are engaging in more proactive attendance awareness events (vs. waiting to intervene after attendance decreases).

### Highlights

- SHS is using students to promote attendance, including a video posted to social media
- Weekly campus check-ins include standing agenda item to review attendance and behavior data
- Campus teams are more intentional with student suspensions and first considering alternative placements
- Vision Week 2022 Results: lack of safety is NOT a reason 6-12 students are missing school (*second lowest response*)



# Sequin ISD Strategic Plan 2025: Area of Focus

Strategic Actions that Require Re-Focusing

# Task Force: Human Resources/Staff Culture

**Chair: Cindy Moreno**

Strategic Priority #2: Supporting and Valuing Staff

## **Goal #5**

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



### **Performance Objective 5.1:**

By Spring of 2023, campus staff surveys will show an above average organizational health index score for all Seguin ISD campuses.

### **Performance Objective 5.2:**

By Spring of 2023, each campus' Academic Emphasis index will show that their teachers very frequently believe that their students have the ability to achieve academically.

### **Performance Objective 5.3:**

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



## **Strategic Actions**

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

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

**5.1.3.** Every campus will send a representative to be a part of the district TCC.

**5.2.1.** Every teacher PK-12 will be a part of a weekly campus/departmental PLC

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

**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.

**5.3.5.** Explore Whole Child Support opportunities during established PLCs.





## Area of Focus

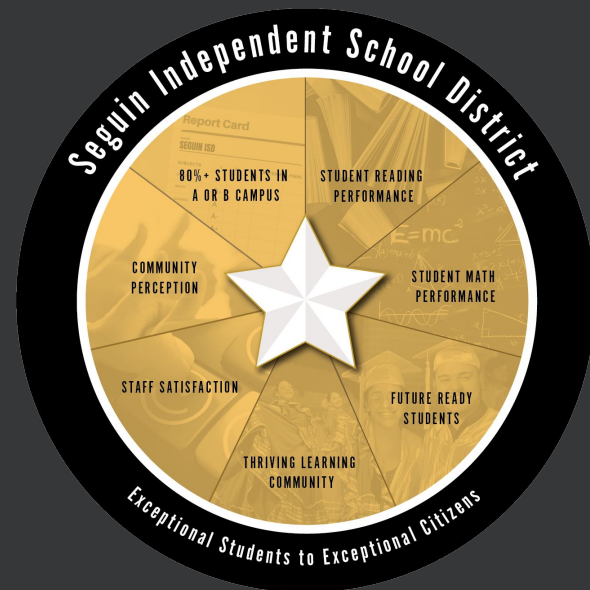
Ensuring task forces are collaborating around common strategic actions.

### **Problem Solving Actions**

- Bellwether established collaborative work hours for task forces
- Intentionally calendaring time to work with various task forces to review actionable items
- Developing a more collective working culture through ongoing PL



# Strategic Goals Quarterly Update: Seguin ISD Balanced Scorecard



# Monitoring Progress: SISD Balanced Scorecard

**Goal #4:** Seguin ISD will build a thriving learning community as indicated on a numerical score of 80 or higher on the **balanced scorecard**.

What is included in a thriving learning community?

# SISD Balanced Scorecard (Goal 4 = 80+ points)

Strategic Priorities	Scorecard Indicator	Indicator Performance Levels	Points Per Indicator
<p>1. Creating and Supporting Future Ready Students</p> <p><b>50 points</b></p>	<p>Participation in Extracurricular and Co-curricular</p> <p><b>Performance Objective 4.1</b></p>	<p>15 points: 100% - 50% participation in at least one activity</p> <p>10 points: 49% - 30% participation</p> <p>5 points: 29% - 25% participation</p> <p>0 points: 24% - 0% participation</p>	15
	<p>Number of Community Engagement Opportunities (Community = outside of Seguin ISD)</p> <p><b>Performance Objective 4.5</b></p>	<p>5 points: 5 or more opportunities</p> <p>0 points: 4 or fewer opportunities</p>	5
	<p>Family/Parent Events</p>	<p>10 points: At least one event per month</p> <p>5 points: At least three events each semester</p> <p>0 points: At least one event each semester</p>	10
	<p>Annual engagement in "Pathways to Exceptional Future" planning</p> <p><b>Performance Objective 4.3</b></p>	<p>20 points: 100%-95%</p> <p>15 points: 94%-90%</p> <p>10 points: 89% - 80%</p> <p>5 points: 79% - 70%</p> <p>0 points: 69% - 0%</p>	20

# SISD Balanced Scorecard (Goal 4 = 80+ points)

Strategic Priorities	Scorecard Indicator	Indicator Performance Levels	Points Per Indicator
4. Creating a Thriving Learning Community  <b>50 points</b>	Percent growth EOY Attendance from previous year EOY  <b>Performance Objective 4.8</b>	20 points: 5%+ increase OR 95% or higher rate 15 points: 3.0% - 4.9% increase OR 93% - 94.9% 10 points: 2.9% - 1.0% increase 5 points: 0.9% - 0% increase 0 points: any decrease	20
	Decrease out of class placements ( Out of School Suspension/DAEP)  <b>Performance Objective 4.9</b>	20 points: 10%+ decrease OR zero out of class placements 15 points: 9.9% - 5% decrease 10 points: 4.9% - 0.1% decrease 5 points: no change - maintain number of out of class placements 0 points: any increase	20
	Fiscal Responsibility	10 points: FIRST Rating: A-Superior 90-100 5 points: FIRST Rating: B-Above Standard 80-89 0 points: FIRST Rating: C or lower	10

# SISD Balanced Scorecard (Goal 4 = 80+ points)

Strategic Priorities	Scorecard Indicator	Indicator Performance Levels	21-22 Indicator Score	21-22 Points Per Indicator
<p>1. Creating and Supporting Future Ready Students</p> <p><b>50 points</b></p>	<p>Participation in Extracurricular and Co-curricular</p> <p><b>Performance Objective 4.1</b></p>	<p>15 points: 100% - 50% participation in at least one activity            10 points: 49% - 30% participation            5 points: 29% - 25% participation            0 points: 24% - 0% participation</p>	<p>89%</p> <p>6-12 grade students report at least one activity</p>	<p>15</p>
	<p>Number of Community Engagement Opportunities (Community = outside of Seguin ISD)</p> <p><b>Performance Objective 4.5</b></p>	<p>5 points: 5 or more opportunities            0 points: 4 or fewer opportunities</p>	<p>27 events</p>	<p>5</p>
	<p>Family/Parent Events</p>	<p>10 points: At least one event per month            5 points: At least three events each semester            0 points: At least one event each semester</p>	<p>At least 1 event each month</p>	<p>10</p>
	<p>Annual engagement in "Pathways to Exceptional Future" planning</p> <p><b>Performance Objective 4.3</b></p>	<p>20 points: 100%-95%            15 points: 94%-90%            10 points: 89% - 80%            5 points: 79% - 70%            0 points: 69% - 0%</p>	<p>NA</p>	<p>NA* not implemented 21-22</p>

# SISD Balanced Scorecard (Goal 4 = 80+ points)

Strategic Priorities	Scorecard Indicator	Indicator Performance Levels	21-22 Indicator Score	21-22 Points Per Indicator
<p>4. Creating a Thriving Learning Community</p> <p><b>50 points</b></p>	<p>Percent growth EOY Attendance from previous year EOY</p> <p><b>Performance Objective 4.8</b></p>	<p>20 points: 5%+ increase OR 95% or higher rate                      15 points: 3.0% - 4.9% increase OR 93% - 94.9%                      10 points: 2.9% - 1.0% increase                      5 points: 0.9% - 0% increase                      0 points: any decrease</p>	<p>20-21 - 93%</p> <p>21-22 - 90%</p> <p>3% decrease</p>	<p>0</p>
	<p>Decrease out of class placements (Out of School Suspension/DAEP)</p> <p><b>Performance Objective 4.9</b></p>	<p>20 points: 10%+ decrease OR zero out of class placements                      15 points: 9.9% - 5% decrease                      10 points: 4.9% - 0.1% decrease                      5 points: no change - maintain number of out of class placements                      0 points: any increase</p>	<p>SY20-21 420</p> <p>SY21-22 931 total</p> <p>121.6% increase</p>	<p>0</p>
	<p>Fiscal Responsibility</p>	<p>10 points: FIRST Rating: A-Superior 90-100                      5 points: FIRST Rating: B-Above Standard 80-89                      0 points: FIRST Rating: C or lower</p>	<p>A (92) - Superior Rating 08/04/21</p>	<p>10</p>

# SISD Balanced Scorecard

Strategic Priority	2021-2022 Total Points Earned
1. Creating and Supporting Future Ready Students	<b>30</b> out of 30* (50) <i>*NOTE: One indicator not implemented 21-22</i>
4. Creating a Thriving Learning Community	<b>10</b> out of 50
<b>Total Points</b> <i>Goal 4 = 80+ points</i>	<b>40</b> out of 80* (100)



# SISD Balanced Scorecard: Next Steps

Action Step	Completion Timeline
Share SISD Balanced Scorecard with Board of Trustees	October 2022
Share SISD Balanced Scorecard with LLI Team	October 2022
Share SISD Balanced Scorecard with Campus Principals	October 2022
Develop Campus Balanced Scorecard Framework for 2023-2024 SY	December 2022
Share Campus Balanced Scorecard Framework for 2023-2024 SY with Campus Principals	December 2022



# November Meeting: Dashboard Update, Bright Spot, Area of Focus

