VISION:

Empowering all Dragons to achieve excellence.
Tagline: Inspire Excellence

MISSION:

Carroll ISD educates and inspires every Dragon through a tradition of excellence and innovation in academics, character, and service for life-long success.

OUR CULTURE, OUR VALUES:

- **Excellence:**
  We believe in continuously pursuing excellence to achieve a well-rounded experience.

- **Integrity & Character:**
  We believe in exhibiting the highest standards of integrity and character.

- **Respectful Relationships:**
  We believe in building relationships that foster mutual respect.

- **Curiosity & Innovation:**
  We believe in igniting individual curiosity for life-long learning and encouraging risk-taking for innovation.

- **Honest Communication:**
  We believe in communicating honestly and sincerely.

- **Service:**
  We believe in meaningfully serving others.

PROFILE OF A DRAGON:

Critical Thinking: A Dragon models critical thinking by analyzing context, examining evidence, and reasoning logically.

Effective Communication: A Dragon models effective communication by expressing themselves in a respectful and engaging manner both academically and socially.

Resilience: A Dragon models resilience by persevering through adversity to foster growth.

Preparation: A Dragon models preparation by developing and acquiring the tools needed to accomplish both short- and long-term aspirations.

Leadership: A Dragon models leadership by positively influencing others through their words and actions.

Collaboration: A Dragon models collaboration by building relationships, leveraging the strengths of team members, and working together to achieve a shared objective.

LEARNING AND DEVELOPMENT:

Ensure strong, innovative, educational experiences and supportive learning environments for every Dragon.

OBJECTIVES	STRATEGIES
Objective 1.1: **Curriculum: Evaluate, design, and develop a vertically and horizontally aligned K-12 curriculum.**	1.1.1: Ensure a vertically and horizontally aligned curriculum.
	1.1.2: Ensure best instructional practices in the classroom and implement accountability to follow vertically and horizontally aligned curriculum.
	1.1.3: Research and implement additional cross-curricular opportunities.
Objective 1.2: **Student Opportunities: Evaluate current student offerings and explore new student opportunities.**	1.2.1: Evaluate, explore, and develop academic pathways of study for all students K-12.
	1.2.2: Reimagine policies and procedures to support the recruitment and retention of the students in the course offerings and pathways of interest.
	1.2.3: Explore and assess opportunities for students to pursue their passions and non-academic interests.
Objective 1.3: **Programs: Evaluate programs that serve identified populations and create opportunities tailored to student needs.**	1.3.1: Ensure compliance to support and promote standards and best practices for identified populations.
	1.3.2: Evaluate effectiveness and alignment for programs with identified populations and develop plans to include best practices.
Objective 1.4: **Student Skills: Provide opportunities for students to develop essential skills for life.**	1.4.1: Explore and create opportunities for students to cultivate executive functioning skills.
	1.4.2: Explore and create opportunities for students to cultivate communication skills.

LEARNING AND DEVELOPMENT:

Ensure strong, innovative, educational experiences and supportive learning environments for every Dragon.

OBJECTIVES	STRATEGIES
Objective 1.5: **Student Wellness: Support and enhance student and staff wellness.**	1.5.1: Promote a positive and supportive school environment that is respectful and conducive to learning and achievement for all Dragons.
	1.5.2: Create opportunities that develop resilience and conflict resolution skills to support healthy staff and students.
	1.5.3: Ensure consistent application of discipline policies and processes across campuses and effectively support health and responsible behavior.
	1.5.4: Evaluate current student-to-student mentoring programs for effectiveness.

HUMAN CAPITAL:
Recruit, develop, retain, and empower highly qualified and passionate staff.

OBJECTIVES	STRATEGIES
Objective 2.1: **Recruit: Develop recruiting strategies that are compelling to a new and seasoned staff.**	2.1.1: Create a student-teacher pathway to generate a viable applicant pool.
	2.1.2: Expand recruitment strategies and develop a plan to include a variety of populations.
Objective 2.2: **Develop: Design and implement a professional growth strategy for staff.**	2.2.1: Create a plan for an instructional coaching model.
	2.2.2: Review, revise, and adapt performance review process for greater professional purpose.
	2.2.3: Evaluate the current mentor program and revitalize to better meet and support staff needs.
	2.2.4: Develop staff-centric, tailored professional development opportunities.
Objective 2.3: **Retain: Assess and prioritize needs of dedicated and engaged staff for retention.**	2.3.1: Create talent management tools to understand why staff choose to stay or leave CISD.
	2.3.2: Explore opportunities to augment teacher compensation packages.

TECHNOLOGY:

Provide and support technological resources and continual training to promote efficiency, secure operations, and exceptional learning experiences.

OBJECTIVES	STRATEGIES
Objective 3.1: **Infrastructure & Tools: Support and modernize district infrastructure, software, classroom AV, and student/staff devices.**	3.1.1: Optimize technology life cycle strategies. 3.1.2 Identify methods to optimize the value of future technology equipment. 3.1.3 Evaluate and improve staffing support structures.
Objective 3.2: **Privacy & Security: Develop and implement data privacy, security policies, and best practices.**	3.2.1 Provide and ensure network security and internet filtration to protect students/staff data and privacy per regulations. 3.2.2 Implement cybersecurity best practices. 3.2.3 Identify and implement standards related to technology usages. 3.2.4 Evaluate best practices and resources for teaching concepts with seamless technology integration to provide consistency across similar-level campuses and maximize financial savings.
Objective 3.3: **Support: Provide proactive and responsive support and training for purposeful instructional technology usage.**	3.3.1 Evaluate and address technology training needs and requirements for staff, students, and parents. 3.3.2 Ensure that students, staff, and community have access to resources to promote responsible use of technology for every Dragon.
Objective 3.4: **Learning Systems: Integrate and streamline learning and educational platforms across campuses with accountability and fiscal responsibility.**	3.4.1 Review and evaluate the Learning Management System platforms for age appropriateness, expectations, and efficiency. 3.4.2 Create and implement policies of governance and oversight to provide a safe, streamlined user experience. 3.4.3 Require new instructional tech resources to use existing login credentials and integrate with key district systems.

FINANCE & OPERATIONS:

Optimize, steward, and allocate resources to achieve district programmatic objectives.

OBJECTIVES	STRATEGIES
Objective 4.1: **Finance: Build and efficiently utilize financial resources across all operational and capital areas.**	4.1.1: Assess and balance program resource availability and allocation in accordance with district priorities.
	4.1.2: Sustain existing and develop new revenue streams to supplement the budget.
	4.1.3: Develop a 5-year capital improvement plan to meet district growth requirements.

OBJECTIVES	STRATEGIES
Objective 4.2: **Operations: Provide efficient and effective operations across all district programs.**	4.2.1: Evaluate operational effectiveness within resource constraints.
	4.2.2: Provide safe, secure, and educationally functional facilities.

COMMUNITY ENGAGEMENT & MARKETING:

Expand opportunities to engage the community through effective communication, marketing, partnerships, and mentorships.

OBJECTIVES	STRATEGIES
Objective 5.1: **Effective Communication: Enhance communication clarity and distribution.**	5.1.1: Assess existing communication platforms for opportunities to enhance, refine, and streamline communication for clarity and consistency.
	5.1.2: Design opportunities to improve efficiency for common requests for information.

Objective 5.2: **Marketing: Promote the Dragon brand and mission.**	5.2.1: Assess the market for new opportunities to expand the Dragon brand.
	5.2.2: Promote awareness and galvanize support of the mission.

Objective 5.3: **Partnerships & Mentorships: Expand partnerships, internships, and mentorships that will foster student academic development.**	5.3.1: Explore opportunities to leverage partnerships.
	5.3.2: Expand internship opportunities across a broader range of industries.
	5.3.3: Develop specialized mentor materials for alumni, families, and community members.