District Improvement Team
Thursday, October 5, 2023
5:00 – 7:00 pm

Wayne F. Schaper, Sr. Leadership Center
955 Campbell Rd.
Board Room

AGENDA

Welcome and District Update	Dr. Jennifer Blaine, Superintendent of Schools
Approval of September 2023 Minutes	Linda Buchman, Associate Superintendent, Communications and Community Engagement
District Improvement Plan Review/Feedback	**Goal 1 Student Achievement** Annie Wolfe, Executive Director, Curriculum and Instruction Dr. Keith Haffey, Executive Director, Assessment and Compliance **Goal 2 Student Support** Dr. Lance Stallworth, Executive Director, Student Support Services Tyra Walker, Executive Director, Postsecondary Outcomes, Counseling and Responsive Services **Goal 3 Safe Schools and Goal 5 Talent Strategy** Karen Heeth, Associate Superintendent, Administration and Talent Allison Tennyson, Executive Director, Talent and Human Resources Pam Metcalfe, Director, Health, Safety and Security **Goal 4 Community and Family Engagement** Linda Buchman, Associate Superintendent, Communication and Community Engagement Abby Walker, Director, Community Engagement **Goal 6 Fiscal Responsibility** Christine Porter, Associate Superintendent, Finance Christina Masick, Associate Superintendent, Technology
ESSER Presentation	Lawanda Coffee, Executive Director, Compliance and Procurement

2023-24 DIT Meeting Dates
Thursday, November 2
Thursday, January 11
Thursday, February 1
Thursday, April 4
Thursday, May 2

District Improvement Team (DIT) Meeting
Thursday, September 7, 2023
5:00 – 7:00 p.m.
MINUTES

Meeting start time: 5:01 pm   **Meeting end time:** 6:08 pm

Current Member Attendance (24)
Alma Gonzalez-Romero, Bill Dooley, Brian Reppart, Carrmilla Young, Crawford Freedman, Crystal Cuellar, Elizabeth Whiehle, Hayley Davis, Ian Howey, Jenny Adcock, Joanne Lim, John Perez, John Pisklak, Julie McCuen, Kristin Craft, Laurel Wheatley, Linda Dang, Marcela Halmagean, Melissa Herring, Richard Yuen, Sarahi Alamilla, Shannon Mahan, Stephanie Blackmon, Veronica Paz

Percent of current DIT members in attendance: 55.81%

Non-Member Attendance (4)
Angel Purdy, Kary Castillo, Lance Stallworth, Linda Buchman

Welcome and District Update
Dr. Kristin Craft opened the meeting with a district update.
- SBISD has had an amazing start to the school year and there has been a seamless transition in moving to aligned middle school schedules. Dr. Craft asked DIT members for their feedback to the start of the school year and received positive comments on the new middle school schedule and the new cell phone policy. Dr. Craft thanked the Board of Trustees for their work in putting the new cell phone policy in place.
- John Perez, Trustee, and Board Legislative Liaison provided DIT members with a brief legislative update. There will be a special session in October that could lead into November. In advance of the special session, legislators are having conversations about possibly adding $100-200/student to the basic allotment and providing funding for teacher raises. Trustee Perez also shared with DIT members that the Board of Trustees voted to join in a fight against TEA Commissioner around the TEA proposed changes to accountability ratings.
- Shannon Mahan, Trustee, and Board Liaison to Operations provided the DIT with a brief update on the current bond program work. Nottingham Elementary opened this fall and the grand opening ceremony will take place this September. Memorial Drive Elementary is scheduled to open next fall for the first day of school, and Woodview Elementary is scheduled to open next December. Shannon has also heard amazing things about Bunker Hill Elementary's new campus. Presentations on rebuilding the Guthrie Center and the Agricultural Science Center will soon be presented to the Board of Trustees.

DIT Roles and Responsibilities
Linda Buchman, Associate Superintendent for Communications and Community Engagement, provided the DIT with an overview of their roles and responsibilities which are outlined in the legal and local policies. The DIT, consisting of certified staff, students, parents, and community members serves as the district advisory group and focuses on district-level topics.

Approval of May 2023 Minutes
Linda Buchman asked members who attended the May 2023 meeting to review and approve those minutes. Seven members approved and no one opposed.

Academy of Choice Presentation
Dr. Lance Stallworth, Executive Director of Student Support Service and Angel Purdy, Director of Cornerstone and Academy of Choice gave a presentation to the DIT on the current model for Academy of Choice and the impact it has on our students. Highlights of the presentation include:

- In 2019 a need was established when 125 students reclassified as 9 graders were at risk of not graduating with their cohort.
- In 2020, working groups established program goals, and identified target students for the AOC redesigned program. It was determined that 9th and 10th grade students identified by their home campus counselor or district data, who were under age 17 and had fallen behind in core credits, were eligible to enroll in AOC.
- In 2023, seniors who were not mathematically able to graduate on their home campus joined AOC.
- Since 2020, AOC has helped 140 SBISD students graduate. AOC continues to provide outreach to home campuses and regularly pulls data at a district level to support struggling students.

Strategic Framework Overview
The SBISD Strategic Framework is referenced in the DIT policy and helps define the work of our system. With T-2-4 at the core, the Strategic Framework is made up of our Core Values, the Board of Trustees' Priorities, Superintendent Priorities, Key Performance Indicators and the District and Campus Improvement Plans which all help define the strategic direction of our system.

Attendance Campaign
Linda Buchman shared that September is attendance awareness month and because it is an important topic for parents to know and understand, SBISD has branded attendance communications and will be rolling out a big social media campaign on the topic. In addition to the social media rollout, SBISD is adding clarity in an attendance letter that will come out soon from Dr. Blaine to help answer questions parents may have as to why they may receive letters about their child's attendance. The goal of bringing attention to this topic is to emphasize the importance of attendance for the district, as it ultimately impacts our bottom line. The DIT was shown the attendance campaign video by Dr. Blaine that will be posted on social media and was given the opportunity to ask questions.

Closing
Having no other business, Linda Buchman thanked all attendees and adjourned the meeting at 6:08 p.m.

Spring Branch Independent School District

District Improvement Plan

2023-2024

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Mission Statement

Inspiring Minds. Shaping Lives.

Vision

T-2-4 for Every Child.

Core Values

Every Child: We put students at the heart of everything we do.

Collective Greatness: We, as a community, leverage our individual strengths to reach challenging goals.

Collaborative Spirit: We believe in each other and find joy in our work.

Limitless Curiosity: We never stop learning and growing.

Moral Compass: We are guided by strong character, ethics and integrity.

Core Characteristics of a T-2-4 Ready Graduate

Academically Prepared: Every Child finds joy in learning, has a learner's mindset and is motivated and equipped with the knowledge, skills and competencies to succeed in life.

Ethical & Service-Minded: Every Child acts with integrity, is personally responsible for their actions and is a civically-engaged community member.

Empathetic & Self-Aware: Every Child appreciates differences, forms secure relationships and cares for their own and others' emotional, mental and physical health.

Persistent & Adaptable: Every Child is fueled by their own passions, interests and goals and perseveres with confidence and courage.

Resourceful Problem-Solver: Every Child thinks critically and creatively and applies knowledge to find and solve problems.

Communicator & Collaborator: Every Child skillfully conveys thoughts, ideas, knowledge and information and is a receptive and responsive listener.

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Goals

Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 1: ACHIEVEMENT: By June 2024, SBISD will increase student performance on STAAR Redesign 3-8/End-of-Course exams in all subjects tested by at least 3 percentage points at each performance level (approaches, meets, masters).

2022-23: All subjects: X% (approaches), X% (meets), X% (masters) Baseline Year

    Evaluation Data Sources: State Accountability Reports (Domain 1) TEA Delay-Late October

Strategy 1 Details

Strategy 1: ACADEMICS: Provide professional learning and job-embedded coaching to support the implementation of district curriculum and high-quality campus PLCs.
     Strategy's Expected Result/Impact: Increased student achievement and student growth
     Staff Responsible for Monitoring: Directors of Humanities, Math, and Science

Strategy 2 Details

Strategy 2: ACCOUNTABILITY: Train principals and directors on the state accountability system and how all performance levels are included in the calculations. Demonstrate why campuses need to increase the rigor of instruction so that all students will perform at the highest levels.
     Strategy's Expected Result/Impact: In all subjects tested, increase all three performance levels (approaches, meets, masters) by at least 3 points.
     Staff Responsible for Monitoring: Associate Superintendent of Academic, Executive Director of Assessment and Compliance, Executive Director of Curriculum and Instruction

Strategy 3 Details

Strategy 3: ACCOUNTABILITY: Support and monitor schools implementing Targeted Improvement Plans.
     Strategy's Expected Result/Impact: All campuses with TIP will meet state accountability standards.
     Staff Responsible for Monitoring: Associate Superintendent of Academics, Community Superintendents, Executive Director of Assessment and Compliance, Executive Director of Curriculum and Instruction

Strategy 4 Details

Strategy 4: HUMANITIES: The Humanities team will provide professional development for teachers to plan for and implement small groups and individual conferencing.
     Strategy's Expected Result/Impact: Build capacity of teachers in order to increase student performance.
     Staff Responsible for Monitoring: Director of Humanities

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Strategy 5 Details

Strategy 5: HUMANITIES: Humanities curriculum (Grades 3-EOC) and professional learning will promote the progression of learning through explicit, direct and systematic instruction.

> **Strategy's Expected Result/Impact:** Support student mastery of TEKS and increase student achievement as shown on STAAR (for ELAR/SLAR and SS).
> **Staff Responsible for Monitoring:** Director of Humanities

Strategy 6 Details

Strategy 6: SCIENCE: Revise and improve the elementary curriculum STAAR Review, and create a STAAR review for MS 8th grade and HS EOC. Provide professional learning for teachers on these resources.

> **Strategy's Expected Result/Impact:** Provide tools for teachers to differentiate instruction based on student need in order to support student mastery of TEKS and increase student achievement as shown on STAAR.
> **Staff Responsible for Monitoring:** Director of Science

Strategy 7 Details

Strategy 7: SCIENCE: Provide professional learning opportunities for campus leaders that support scientific literacy through the use of 5E, backwards design and science and engineering practices using notebooking, including the use of the 5E/3D walk-through tool.

> **Strategy's Expected Result/Impact:** Increase campus leader capacity to recognize and provide feedback to teachers on their strengths and areas of growth in science instruction.
> **Staff Responsible for Monitoring:** Director of Science

Strategy 8 Details

Strategy 8: SCIENCE: Employ a system that includes creating curriculum and assessments, aligning resources, and providing professional learning for the implementation of the new 2024-25 Science TEKS.

> **Strategy's Expected Result/Impact:** Provide tools and opportunities for teachers to learn about and lead in the implementation of the new science TEKS in 2024-25.
> **Staff Responsible for Monitoring:** Director of Science

Strategy 9 Details

Strategy 9: GIFTED AND TALENTED: Provide programming to meet the educational needs of gifted and talented students through advanced learning opportunities for all students to access rigorous course work.

> **Strategy's Expected Result/Impact:** Improve identification of subpopulations in GT programming to more closely mirror district demographics; increase number of students ready for and enrolling in advanced coursework (5th --> 6th, 8th --> 9th)
> **Staff Responsible for Monitoring:** Director of Advanced Academic Studies

Strategy 10 Details

Strategy 10: LIBRARY MEDIA SERVICES: Provide access to and increase the use of print books to students across the district.

> **Strategy's Expected Result/Impact:** Increase student performance by providing access to a wide range of choice reading materials to meet student needs.
> **Staff Responsible for Monitoring:** Director of Library and Media Services

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Strategy 11 Details
Strategy 11: CAREER AND TECHNICAL EDUCATION: Provide instructional support, curriculum support, and launch the PLC work for singletons to create a robust curriculum for all programs. **Strategy's Expected Result/Impact:** Increase the number of written district curriculums and Canvas ready courses. **Staff Responsible for Monitoring:** Director of CTE

Strategy 12 Details
Strategy 12: CAREER AND TECHNICAL EDUCATION: Highlight experienced and engaged faculty by tracking the components of High Quality CTE programs. **Strategy's Expected Result/Impact:** Increased participation in the 6 components of High Quality CTE tracker **Staff Responsible for Monitoring:** Director of CTE

Strategy 13 Details
Strategy 13: CAREER AND TECHNICAL EDUCATION: Launch a new inventory process with instructors to account for industry standard facilities and equipment. **Strategy's Expected Result/Impact:** Account for all CTE Furniture, Fixtures, and Equipment (FFE) in preparation for program moves. **Staff Responsible for Monitoring:** Director of CTE

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Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 2: STUDENT GROWTH: By June 2024, SBISD will increase the percentage of students demonstrating STAAR Redesigned academic growth in reading and math by 5 percentage points or ≥ to 85%.

2022-23: Reading STAAR Redesigned Academic Growth Rate-X; Math STAAR Redesigned Academic Growth Rate-X (Baseline Year)

   Evaluation Data Sources: State Accountability Reports (Domain 2A) TEA Delay-Late October

Strategy 1 Details
Strategy 1: ACADEMICS: Support instructional leadership development for campus-based instructional leaders (Partners With a Purpose meetings for MCLs, APs, and Lead Teachers & Specialists).
Strategy's Expected Result/Impact: Increase alignment among all instructional leaders in order to support student achievement.   **Staff Responsible for Monitoring:** Executive Director of Curriculum and Instruction

Strategy 2 Details
Strategy 2: ACADEMICS: Develop professional learning for campus and district coaches to align around a student-centered coaching model.
Strategy's Expected Result/Impact: Professional learning provided to build capacity and increase student achievement.   **Staff Responsible for Monitoring:** Executive Director of Curriculum and Instruction

Strategy 3 Details
Strategy 3: ACADEMICS: Design and implement teacher reports containing key prior year spring multiple measure student data for the purpose of beginning of school data conferencing and planning.
Strategy's Expected Result/Impact: Strengthening planning and targeted instruction through the use of Essential Reports for students in grades 2 through 9 during the first grading cycle of the year.   **Staff Responsible for Monitoring:** Executive Director Assessment & Compliance

Strategy 4 Details
Strategy 4: MATH: Math curriculum and professional learning will promote the progression of learning through concrete, pictorial, and abstract.
Strategy's Expected Result/Impact: Support student mastery of TEKS and increase student achievement as shown on STAAR.   **Staff Responsible for Monitoring:** Director of Math

Strategy 5 Details
Strategy 5: MATH: Provide training to MISs and teachers on Vertical Alignment across the grade levels to better support content knowledge.
Strategy's Expected Result/Impact: Develop and strengthen content knowledge for teachers and MISs across grade levels.   **Staff Responsible for Monitoring:** Director of Math

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Strategy 6 Details

Strategy 6: SCIENCE: Provide ongoing professional learning opportunities for K-12 teachers that support scientific literacy through the use of 5E, backwards design and science and engineering practices using notebooking.

    Strategy's Expected Result/Impact: Build teacher capacity in supporting students' ability to read, write, think critically and communicate science ideas.

    Staff Responsible for Monitoring: Director of Science

Strategy 7 Details

Strategy 7: FINE ARTS: Use a vertical alignment approach to K-12 curriculum and program development.

    Strategy's Expected Result/Impact: Streamlining our vertical systems utilizing common methodology, terminology, and programming, will allow students to achieve a higher level of artistry by the end of their K-12 career in Fine Arts.

    Staff Responsible for Monitoring: Director of Fine Arts

Strategy 8 Details

Strategy 8: ADVANCED ACADEMICS: Develop training and resources to support AAC teachers in instructional planning for rigorous lessons.

    Strategy's Expected Result/Impact: Increase participation in high school advanced courses and meeting CCMR.

    Staff Responsible for Monitoring: Director of Advanced Academic Studies

Strategy 9 Details

Strategy 9: SPECIAL EDUCATION: Provide instructional strategies and Content and Language Supports for areas of common difficulty for students with disabilities.

    Strategy's Expected Result/Impact: Provide supports to ensure students can access grade level curriculum

    Staff Responsible for Monitoring: Director of Special Education

Strategy 10 Details

Strategy 10: SPECIAL EDUCATION: Continue building teacher skill level related to Specially Designed Instruction, with a focus on Present Levels of Academic Achievement and Functional Performance (PLAAFP) and goals.

    Strategy's Expected Result/Impact: Improved clarity of student needs and goals will result in improved strategies for instruction.

    Staff Responsible for Monitoring: Director of Special Education

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Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 3: CLOSING THE GAPS: By June 2024, SBISD will increase the percentage of academic achievement indicators on track to meet or exceeded interim targets in the redesigned closing the gaps domain (Domain 3) by 5 percentage points.

2022-23: SBISD met X of X academic targets evaluated (X% of targets met) Baseline Year

    Evaluation Data Sources: State Accountability Reports (Domain 3: Closing the Gaps: Academic Achievement on track to meet interim targets at 2, 3, or 4) TEA Delay-Late October

Strategy 1 Details

Strategy 1: HUMANITIES: LIS will provide professional development on foundational literacy curriculum and SBISD Literacy Checkpoints to continue to close the gap with early literacy in English and Spanish.
     Strategy's Expected Result/Impact: Build capacity of teachers in order to increase student performance.
     Staff Responsible for Monitoring: Director of Humanities

Strategy 2 Details

Strategy 2: MATH: Provide Data Digs after assessments, working with teachers to analyze data and plan for next steps; and training teachers on supporting students to mastery.
     Strategy's Expected Result/Impact: Increase teacher awareness of individual student needs in specific standards to inform differentiated instructional decisions.
     Staff Responsible for Monitoring: Director of Math

Strategy 3 Details

Strategy 3: MATH: Provide hands on, targeted learning goals for specific student needs in middle school math lab.
     Strategy's Expected Result/Impact: Support student mastery of TEKS and increase student proficiency levels in math content.
     Staff Responsible for Monitoring: Director of Math

Strategy 4 Details

Strategy 4: MATH: Train and support teachers to use data to implement and maximize impact of small group instruction and differentiate based on student needs.
     Strategy's Expected Result/Impact: Increase in student proficiency of early numeracy, addition, and subtraction.
     Staff Responsible for Monitoring: Director of Math

Strategy 5 Details

Strategy 5: MATH INTERVENTION: Provide identification, intervention, and progress monitoring of middle school students scheduled into math lab.
     Strategy's Expected Result/Impact: Increase the number of students who meet on-grade level math targets.
     Staff Responsible for Monitoring: Director of Intervention Services

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Strategy 6 Details
Strategy 6: ED TECH: Create Canvas STAAR EOC review courses that teachers and students can use to prepare and review for STAAR exams.
Strategy's Expected Result/Impact: Increase direct, just-in-time access to academic resources that support student achievement.
Staff Responsible for Monitoring: EdTech Director, EdTech Facilitators

Strategy 7 Details
Strategy 7: SPECIAL EDUCATION: Implement Read 180 intervention in Middle School BASIC classes.
Strategy's Expected Result/Impact: Implementation of a research-based intervention specifically targeted to support students in special education who are reading multiple grade levels behind will result in improvement of reading skills.
Staff Responsible for Monitoring: Director of Special Education

Strategy 8 Details
Strategy 8: SUMMER SCHOOL: Provide targeted intervention to students identified for summer school, including PK/K bilingual students, elementary and middle school students needing math and/or language arts supports, and middle school EB students.
Strategy's Expected Result/Impact: Increase the number of students who meet interim growth targets.
Staff Responsible for Monitoring: Director of Intervention Services

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Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 4: ENGLISH LANGUAGE ACQUISITION PROGRESS: By June 2024, the rate of Emergent Bilingual/English Learners increasing at least one Composite Score Level on the new TELPAS will meet or exceed the state rate.

2022-23: New TELPAS Progress Rate X% (Baseline Year)

    Evaluation Data Sources: State Accountability Reports (Domain 3) TEA Delay-Late October

Strategy 1 Details
Strategy 1: MULTILINGUAL: Support teachers with implementation of reading, writing, listening, and speaking instructional strategies into core content areas to engage all EL students at high levels. Collaborate with school teams to provide targeted instructional support with TELPAS specific language domain(s). Additionally, provide additional software support based on campus needs for Long term EB students.
Strategy's Expected Result/Impact: Increase in reclassification rates and the number of students making at least one year's growth.
Staff Responsible for Monitoring: Director of Multilingual Programs

Strategy 2 Details
Strategy 2: MULTILINGUAL: Train teachers and provide instructional support for Dual Language models at the elementary level.
Strategy's Expected Result/Impact: Increase capacity of teachers who serve our OWDL students.
Staff Responsible for Monitoring: Director of Multilingual Programs

Strategy 3 Details
Strategy 3: MULTILINGUAL: Provide on-site instructional coaching, curriculum support and district-wide monthly PLC for teachers of newcomer and long-term EB students in grades 6-12.
Strategy's Expected Result/Impact: Increase capacity of teachers who serve newcomer students.
Staff Responsible for Monitoring: Director of Multilingual Programs

Strategy 4 Details
Strategy 4: MULTILINGUAL: Support PK campuses with the progress monitoring process of second language acquisition at the end of the school year.
Strategy's Expected Result/Impact: Completion of PK centers English Language Progress Monitoring.
Staff Responsible for Monitoring: Director of Multilingual Programs

Strategy 5 Details
Strategy 5: MULTILINGUAL: Support teachers who seek ESL or Bilingual certification by providing study sessions in preparation for state certification exam.
Strategy's Expected Result/Impact: Increase internal applicant Bilingual and ESL certification.
Staff Responsible for Monitoring: Director of Multilingual Programs

Strategy 6 Details
Strategy 6: MULTILINGUAL: In collaboration with the Humanities team, provide increase training and resources for elementary teachers to implement an effective English Language Development (ELD) block.
Strategy's Expected Result/Impact: Decrease the number of students off track according to TELPAS.
Staff Responsible for Monitoring: Director of Multilingual

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Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 5: EARLY LITERACY: By June 2024, SBISD will increase the percentage of K-2 students on track to read at grade level by 3 percentage points or ≥ 80%.

    Evaluation Data Sources: Kindergarten: TxKEA - Letter Names, Letter Sounds, and Spelling
    Grades 1 and 2: Phonics Decoding and Encoding and Oral Reading Analysis

Strategy 1 Details
Strategy 1: PRE-K: Ensure the use of effective curriculum that is aligned to the Texas Prekindergarten Guidelines in early literacy.
Strategy's Expected Result/Impact: Provide guaranteed and viable curriculum to ensure students are ready for Kindergarten.
Staff Responsible for Monitoring: Director of Pre-K and Early Childhood

Strategy 2 Details
Strategy 2: PRE-K: Progress monitor to make instructional decisions that promote individual student learning and growth in early literacy.
Strategy's Expected Result/Impact: Increase performance on CIRCLE by 2 percentage points or ≥ to 90%.
Staff Responsible for Monitoring: Director of Pre-K and Early Childhood

Strategy 3 Details
Strategy 3: PRE-K: Provide on-site instructional coaching, curriculum support, and professional development to all Pre-K teachers in the area of early literacy.
Strategy's Expected Result/Impact: Ensure 100% of all Prekindergarten teachers meet the High Quality Pre-K requirements.
Staff Responsible for Monitoring: Director of Pre-K and Early Childhood

Strategy 4 Details
Strategy 4: PRE-K: Support family engagement by providing access to Ready Rosie for all Pre-K 3 and Pre-K 4 enrolled families.
Strategy's Expected Result/Impact: 100% of all families will receive an invitation and instructions on how to access and engage with Ready Rosie.
Staff Responsible for Monitoring: Director of Pre-K and Early Childhood

Strategy 5 Details
Strategy 5: PRE-K: Implement use of an early childhood supplemental teacher evaluation tool.
Strategy's Expected Result/Impact: Achieve proficient rating on the Teacher Evaluation component of the Pre-K program evaluation.
Staff Responsible for Monitoring: Director of Pre-K and Early Childhood, Pre-K Directors

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Strategy 6 Details
Strategy 6: HUMANITIES: Professional development through LIS training on all campuses with the Humanities curriculum (Grades K-2) will promote the progression of learning through explicit, direct and systematic instruction aligned with the Science of Teaching Reading.
Strategy's Expected Result/Impact: Support student mastery with foundational literacy and increase student achievement as shown on SBISD Literacy Checkpoints and aligned with the phonics and phonological awareness continuums. **Staff Responsible for Monitoring:** Director of Humanities

Strategy 7 Details
Strategy 7: READING INTERVENTION: Provide identification, intervention, and progress monitoring of students identified through literacy screening, including dyslexia screening at grades K, 1, and 7.
Strategy's Expected Result/Impact: Increase the number of students who meet on-grade level reading targets. **Staff Responsible for Monitoring:** Director of Intervention Services

Strategy 8 Details
Strategy 8: SPECIAL EDUCATION: Ensure timely evaluation for students who have been referred for Dyslexia.
Strategy's Expected Result/Impact: Early identification and intervention will support on-grade level reading in later grades. **Staff Responsible for Monitoring:** Director of Special Education

Strategy 9 Details
Strategy 9: SPECIAL EDUCATION: Train and support special education teachers in Dyslexia Intervention.
Strategy's Expected Result/Impact: Effective early intervention will assist students to make appropriate progress in the K-2 reading curriculum. **Staff Responsible for Monitoring:** Director of Special Education

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Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 6: EARLY NUMERACY: By June 2024, SBISD will increase the percentage of K-2 students on track to be on grade level in foundational math skills by 3 percentage points or ≥ 80%.

    Evaluation Data Sources: K-2 Math Progress Monitoring

Strategy 1 Details

Strategy 1: PRE-K: Ensure the use of effective curriculum that is aligned to the Texas Prekindergarten Guidelines in early numeracy.
     Strategy's Expected Result/Impact: Provide guaranteed and viable curriculum to ensure students are ready for Kindergarten.
     Staff Responsible for Monitoring: Director of Pre-K and Early Childhood

Strategy 2 Details

Strategy 2: PRE-K: Progress monitor to make instructional decisions that promote individual student learning and growth in early numeracy.
     Strategy's Expected Result/Impact: Increase performance on CIRCLE by 2 percentage points or ≥ to 90%.
     Staff Responsible for Monitoring: Director of Pre-K and Early Childhood

Strategy 3 Details

Strategy 3: PRE-K: Provide on-site instructional coaching, curriculum support, and professional development to all Pre-K teachers in the area of early numeracy.
     Strategy's Expected Result/Impact: Ensure 100% of all Prekindergarten teachers meet the High Quality Pre-K requirements.
     Staff Responsible for Monitoring: Director of Pre-K and Early Childhood

Strategy 4 Details

Strategy 4: MATH: Train and support teachers in all aspects of K-2 Progress Monitoring: quality first instruction, data collection & analysis, interventions, and extensions.
     Strategy's Expected Result/Impact: Increase in student proficiency of early numeracy, addition, and subtraction.
     Staff Responsible for Monitoring: Director of Math

Strategy 5 Details

Strategy 5: MATH INTERVENTION: Provide identification, intervention, and progress monitoring of K-2 students.
     Strategy's Expected Result/Impact: Increase the number of students who meet on-grade level reading targets.
     Staff Responsible for Monitoring: Director of Intervention Services

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Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 7: CCMR: By June 2024, SBISD will increase the % of graduates achieving College, Career, Military Readiness status by at least 2 percentage points.

Class of 2022: X% of graduates met CCMR indicator
Class of 2021: 61% of graduates met CCMR indicator
Class of 2020: 63% of graduates met CCMR indicator

    Evaluation Data Sources: Accountability Reports Domain 1 (CCMR) TEA Delay-Late October

Strategy 1 Details

Strategy 1: MATH: Provide district assessments for Geometry and Algebra 2 that promote the alignment of TEKS.
     Strategy's Expected Result/Impact: Increase student performance on TSIA2, ACT, and SAT to promote college readiness.
     Staff Responsible for Monitoring: Director of Math

Strategy 2 Details

Strategy 2: MATH: Support all AP Precalculus teachers through the implementation of curriculum bridge units, classroom observations, and district PLCs.
     Strategy's Expected Result/Impact: Increase the number of students who are enrolling and passing AP courses to promote college readiness.
     Staff Responsible for Monitoring: Director of Math

Strategy 3 Details

Strategy 3: MATH: Support all College Prep Math teachers through the implementation of the curriculum, classroom observations, and district PLCs.
     Strategy's Expected Result/Impact: Improve the performance on TSIA2 and increase the number of students who receive HCC developmental math credit and promote T24.
     Staff Responsible for Monitoring: Director of Math

Strategy 4 Details

Strategy 4: SCIENCE: Align original credit and remedial Apex online Biology courses with the TEKS (priority TEKS for remedial).
     Strategy's Expected Result/Impact: Support student learning of biology TEKS and allow them to stay on track to graduate.
     Staff Responsible for Monitoring: Director of Science

Strategy 5 Details

Strategy 5: SCIENCE: Create PSAs for IPC and Chemistry to identify gaps and provide differentiated support as needed.
     Strategy's Expected Result/Impact: Support student learning of IPC and Chemistry to allow them to stay on track to graduate.
     Staff Responsible for Monitoring: Director of Science

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Strategy 6 Details

Strategy 6: ADVANCED ACADEMICS: Revise and improve embedded use of high-level strategies and professional development experiences that align with AAC and AP expectations.

> **Strategy's Expected Result/Impact:** Increase number of teachers trained in depth and complexity, critical questioning, and differentiation strategies for use in advanced coursework.
>
> **Staff Responsible for Monitoring:** Director of Advanced Academic Studies

Strategy 7 Details

Strategy 7: LIBRARY MEDIA SERVICES: Increase availability and promote the use of the digital resources to students across the district.

> **Strategy's Expected Result/Impact:** Increase the number of students accessing online digital resources provided by the district (including EBSCO's Learning Express test prep database) to increase number of students hitting STAAR, SAT, and ACT benchmarks to demonstrate college readiness.
>
> **Staff Responsible for Monitoring:** Director of Library and Media Services

Strategy 8 Details

Strategy 8: SPECIAL EDUCATION: Maximize participation in work-based learning opportunities in high school for students with disabilities.

> **Strategy's Expected Result/Impact:** Graduation with "specific employability skills" is a positive CCMR indicator.
>
> **Staff Responsible for Monitoring:** Director of Special Education

Strategy 9 Details

Strategy 9: COLLEGE AND CAREER READINESS: Provide information and resources for test prep and testing that prepare students for success on college entrance exams such as PSAT 8/9, School Day SAT (juniors), and School Day SAT (seniors) and ensure every student enrolled in an Advanced Placement course is aware of and utilizes online supports (Khan Academy, Shmoop, Digital Dashboard) in course work and test preparation.

> **Strategy's Expected Result/Impact:** Increase number of students hitting SAT and ACT benchmarks to demonstrate college readiness; increase the number of students linking College Board accounts to Khan Academy.
>
> **Staff Responsible for Monitoring:** Director of Advanced Academic Studies

Strategy 10 Details

Strategy 10: COLLEGE AND CAREER READINESS: Based on the SAT Spring administration results, students who did not meet readiness measures will be provided tiered intervention supports to assist them with improving their performance to meet readiness standards in ERW and math.

> **Strategy's Expected Result/Impact:** Increased numbers of students meeting college readiness standards in ERW and math and achieving a CCMR measure.
>
> **Staff Responsible for Monitoring:** Executive Director of Postsecondary Outcomes, Executive Director of Assessment and Accountability

Strategy 11 Details

Strategy 11: COLLEGE AND CAREER READINESS: TSI will be administered to students who were not successful on the SAT assessment in order to increase the number of students meeting college readiness measures in ERW and math.

> **Strategy's Expected Result/Impact:** Increased numbers of students meeting college readiness standards in ERW and math and achieving a CCMR measure.
>
> **Staff Responsible for Monitoring:** Executive Director of Postsecondary Outcomes, Executive Director of Assessment and Accountability

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Strategy 12 Details
Strategy 12: COLLEGE AND CAREER READINESS: Texas College Bridge and the College Prep course will be implemented on each campus to increase the number of students who have not achieved a CCMR measure by the beginning of their senior year.
Strategy's Expected Result/Impact: Increase the number of students achieving college readiness standards in ELA and/or math prior to graduation   **Staff Responsible for Monitoring:** Executive Director of Postsecondary Outcomes, Director of Counseling, Coordinator of Counseling, T-2-4 Team

Strategy 13 Details
Strategy 13: COLLEGE AND CAREER READINESS: Host a fall and spring college essay workshop for seniors to assist with college admissions.
Strategy's Expected Result/Impact: Increase the number of students getting accepted into the college of their choice.   **Staff Responsible for Monitoring:** Executive Director of Postsecondary Outcomes, Director of Counseling, Coordinator of Counseling, T-2-4 Team, Coordinator of Secondary ELA

Strategy 14 Details
Strategy 14: COLLEGE AND CAREER READINESS: Develop CCMR Action Plans at each middle school to increase student performance and preparation towards college credit opportunities.
Strategy's Expected Result/Impact: Teachers will be trained in high yield strategies to increase instructional rigor and increase performance on college readiness assessments.   **Staff Responsible for Monitoring:** Executive Director of Postsecondary Outcomes, Director of Counseling, College Access Liaison

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Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 8: CERTIFICATIONS: By June 2024, SBISD will increase the number of TEA-approved Industry Based Certifications by at least 10 percent.

2022-23: 1,333 certifications earned
2021-22: 834 certifications earned
2020-21: 560 certifications earned

    Evaluation Data Sources: CTE certification report for Industry Based Certifications (IBC)

Strategy 1 Details
Strategy 1: CAREER AND TECHNICAL EDUCATION: Support CTE teachers in curriculum and training to ensure students are prepared for certification exams which will lead to students earning certifications.
Strategy's Expected Result/Impact: Increased number of passed certification exams   **Staff Responsible for Monitoring:** Director of CTE

Strategy 2 Details
Strategy 2: CAREER AND TECHNICAL EDUCATION: Monitor systems to ensure the reporting of Industry Based Certification data is accurate and exams are administered in a timely way to support robust curriculum.
Strategy's Expected Result/Impact: Increased certification participation and more accurate reporting of results.   **Staff Responsible for Monitoring:** Director of CTE

Strategy 3 Details
Strategy 3: CAREER AND TECHNICAL EDUCATION: Partner with 2-year institutions to provide robust curriculum that is aligned with Certificate programs.
Strategy's Expected Result/Impact: Increase the number of Level 1 Certificates students will receive.   **Staff Responsible for Monitoring:** Director of CTE

Strategy 4 Details
Strategy 4: CAREER AND TECHNICAL EDUCATION: Train and support teachers new to the system on District of Innovation (DOI) plan.
Strategy's Expected Result/Impact: Increased CTE teacher retention.   **Staff Responsible for Monitoring:** Director of CTE

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Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 9: GRADUATION: By June 2024, SBISD will increase the graduation rates of 4-year, 5-year, and 6-year cohorts by one percentage point or ≥ 98%.

Class of 2022: 4-year rate = X%, 5-year rate = X% (C/O 2021) 6-year rate = X% (C/O 2020)
Class of 2021: 4-year rate = 91.9%, 5-year rate = 91.9% (C/O 2020) 6-year rate = 91.2% (C/O 2019)
Class of 2020: 4-year rate = 90.0%, 5-year rate = 90.9% (C/O 2019) 6-year rate = 92.5% (C/O 2018)

    Evaluation Data Sources: Accountability Ratings Overall: "All student" group (Domain 1) TEA Delay-Late October

Strategy 1 Details

Strategy 1: GRADUATION: Coordinate the Aspiring Graduate Program which identifies and provides layered support for seniors at risk of not graduating.
    Strategy's Expected Result/Impact: Increase graduation rates
    Staff Responsible for Monitoring: Director of Secondary Programming

Strategy 2 Details

Strategy 2: GRADUATION: Provide a centralized credit acceleration program at Academy of Choice for seniors at-risk of not graduating due to insufficient credits.
    Strategy's Expected Result/Impact: Increase graduation rates
    Staff Responsible for Monitoring: Executive Director for Student Support

Strategy 3 Details

Strategy 3: GRADUATION: Coordinate training and monitor implementation of Individual Graduation Committee (IGC) efforts at each high school for students who have not met EOC requirements for graduation.
    Strategy's Expected Result/Impact: Increase graduation rates
    Staff Responsible for Monitoring: Director of Secondary Programming

Strategy 4 Details

Strategy 4: GRADUATION: Collaborate summer Aspiring Graduate Program for students seeking August graduation.
    Strategy's Expected Result/Impact: Increase graduation rates
    Staff Responsible for Monitoring: Director of Secondary Programming

Strategy 5 Details

Strategy 5: GRADUATION: Coordinate services for 5th year seniors with their home campus, mentors, and other appropriate supports.
    Strategy's Expected Result/Impact: Increase graduation rates
    Staff Responsible for Monitoring: Director of Secondary Programming

Strategy 6 Details
Strategy 6: ED TECH: Collaborate with secondary counselors and campus leaders to monitor and increase support for all students participating in the online learning program. **Strategy's Expected Result/Impact:** Increased number of credits successfully earned/recovered and increased number of students matriculating through high school with their original cohort. **Staff Responsible for Monitoring:** EdTech Director, EdTech Facilitators, Transformational Learning Specialists (TLSs)

Strategy 7 Details
Strategy 7: FINE ARTS: Increase graduation rates through expanded access to Fine Arts programs. **Strategy's Expected Result/Impact:** Graduation rates will be positively impacted by an increase in student participation in Fine Arts courses. **Staff Responsible for Monitoring:** Director of Fine Arts

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Goal 1: STUDENT ACHIEVEMENT. SBISD students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 10: POST-SECONDARY ENROLLMENT: By June 2024, SBISD will increase the percentage of graduates enrolling in a post-secondary option by at least one percentage point.

Class of 2022: 68% enrolled in a T-2-4 option
Class of 2021: 65% enrolled in a T-2-4 option
Class of 2020: 63% enrolled in a T-2-4 option

   Evaluation Data Sources: National Student Clearinghouse, TEA, and SBISD data

Strategy 1 Details
Strategy 1: POST-SECONDARY READINESS: Host sessions, events, and workshops to increase T-2-4 knowledge for students and families and to facilitate college and financial aid application completion.   **Strategy's Expected Result/Impact:** Increased post-secondary enrollment.   **Staff Responsible for Monitoring:** Director of Guidance and Counseling, Coordinator of Guidance and Counseling, College Access Liaison

Strategy 2 Details
Strategy 2: POST-SECONDARY READINESS: Launch the T-2-4 Canvas Course to share important information with students and families.   **Strategy's Expected Result/Impact:** Increased post-secondary enrollment.   **Staff Responsible for Monitoring:** Director of Guidance and Counseling, Coordinator of Guidance and Counseling, College Access Liaison

Strategy 3 Details
Strategy 3: COLLEGE AND CAREER READINESS: Host college fair in the fall semester.   **Strategy's Expected Result/Impact:** Give students direct exposure to a variety of colleges for admissions purposes.   **Staff Responsible for Monitoring:** Executive Director of Postsecondary Outcomes, Director of Counseling, Coordinator of Counseling, T-2-4 Team

Strategy 4 Details
Strategy 4: CAREER AND TECHNICAL EDUCATION: Provide varies events, parent meetings, and recruitment and marketing updates to ensure CTE for Every Child is realized.   **Strategy's Expected Result/Impact:** Increase the number of CTE students who are CTE concentrators and completers based on their 4-year course sequence.   **Staff Responsible for Monitoring:** Director of CTE

Strategy 5 Details
Strategy 5: CAREER AND TECHNICAL EDUCATION: Continue to make real world connections by recruiting Business and Industry partners as well as post secondary partners.   **Strategy's Expected Result/Impact:** Increase CTE partnerships and Advisory Board participation.   **Staff Responsible for Monitoring:** Director of CTE

Strategy 6 Details

Strategy 6: CAREER AND TECHNICAL EDUCATION: Implement SBISD Senior Job Fair to increase students post secondary opportunities.
    Strategy's Expected Result/Impact: Increase student opportunities to transition to post secondary careers or jobs and/or internships.
    Staff Responsible for Monitoring: Director of CTE

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Goal 2: STUDENT SUPPORT. SBISD students will benefit from multi-tiered systems of support.

Performance Objective 1: CORE CHARACTERISTICS OF A T-2-4 READY GRADUATE: Support implementation of the Core Characteristics of a T-2-4 Ready Graduate.

    Evaluation Data Sources: Campus inventory documents, evidence of on-campus professional development, portfolio of campus and districts communication

Strategy 1 Details
Strategy 1: COUNSELING: Counselors at each grade level will develop lessons aligned to each of the six Core Characteristics to be facilitated with students on the elementary and middle school campuses.
Strategy's Expected Result/Impact: Students will gain a better understanding of the skills necessary to successfully transition through K-12 to achieve admittance into a postsecondary institution.
Staff Responsible for Monitoring: Director of Counseling, Coordinator of Counseling, and the T-2-4 Team

Strategy 2 Details
Strategy 2: COUNSELING: Campuses will teach the Core Characteristics of a T-2-4 Graduate to students on each campus.
Strategy's Expected Result/Impact: Students will learn skills that will assist them with thriving in their academic environments and support their success beyond high school.
Staff Responsible for Monitoring: Director of Counseling, Coordinator of Counseling, and the T-2-4 Team

Strategy 3 Details
Strategy 3: SCIENCE: Embed the SBISD Core Characteristics in the new Science Curriculum to be implemented in 2024.
Strategy's Expected Result/Impact: Build teacher capacity in supporting students' ability to demonstrate SBISD core characteristics throughout their learning.
Staff Responsible for Monitoring: Director of Science

Strategy 4 Details
Strategy 4: ED TECH: Provide professional development, digital resources & support for teachers and staff that supports & promotes development of Academically Prepared, Resourceful Problem Solver, and Communicator & Collaborator Core Characteristics.
Strategy's Expected Result/Impact: Increased capacity of teachers and leaders to support student mastery of grade level appropriate Core Characteristics
Staff Responsible for Monitoring: EdTech Director, EdTech Facilitators, Transformational Learning Specialists (TLSs)

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Goal 2: STUDENT SUPPORT. SBISD students will benefit from multi-tiered systems of support.

Performance Objective 2: RESPONSIVE SERVICES: Increase staff and parent behavioral and mental health awareness through ongoing professional learning.

   Evaluation Data Sources: Community partnerships, newsletters, training materials, staff and parent professional development opportunities

Strategy 1 Details
Strategy 1: COUNSELING: Mental health newsletters will be developed quarterly to share beneficial information with the community about focusing on a diverse array of mental health needs.
Strategy's Expected Result/Impact: Parents, students, and staff will be more informed to be able to maintain a positive mental health and know when they are having concerns and what to do when they encounter mental health challenges.
Staff Responsible for Monitoring: Director of Counseling, Coordinator of Counseling, Mental Health Counselor

Strategy 2 Details
Strategy 2: COUNSELING: Counselors will receive on-going training to ensure that they are equipped to meet the mental health needs of the students that they serve.
Strategy's Expected Result/Impact: Counselors will be better equipped to manage the mental health situations that student on their campuses face on a daily basis.
Staff Responsible for Monitoring: Director of Counseling, Coordinator of Counseling, Mental Health Counselor

Strategy 3 Details
Strategy 3: COUNSELING: Host mental health Parent U sessions for the community on relevant topics throughout the school year.
Strategy's Expected Result/Impact: Families will be better equipped to manage the mental health challenges that are impacting the students and adults.
Staff Responsible for Monitoring: Director of Counseling, Coordinator of Counseling, Mental Health Counselor

Strategy 4 Details
Strategy 4: COUNSELING: Sustain and elevate the coordinated approach of the District School Health Advisory Council which offers customized support for every child, staff and family member.
Strategy's Expected Result/Impact: Increase participation of parents to work with staff on efficacy around behavioral and mental health awareness and student support through DSHAC work around FFA (LOCAL) and FFA (REGS).
Staff Responsible for Monitoring: Director of Counseling

Strategy 5 Details
Strategy 5: MULTILINGUAL: Support families of newcomers/EBs by providing community, parental and family engagement opportunities.
Strategy's Expected Result/Impact: Increase support for families of students.
Staff Responsible for Monitoring: Director of Multilingual Programs

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Strategy 6 Details
Strategy 6: HOMELESS SUPPORTS: Remove barriers to enrollment for homeless students by providing school of origin transportation, resources, tutorials, mentoring, and progress/attendance monitoring.
Strategy's Expected Result/Impact: Academic success of students being served under the McKinney-Vento Act
Staff Responsible for Monitoring: Executive Director of Compliance and Procurement

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Goal 2: STUDENT SUPPORT. SBISD students will benefit from multi-tiered systems of support.

Performance Objective 3: RESPONSIVE SERVICES: Provide intercession for students exhibiting mental health concerns and at-risk behavior aligned to tier 1, 2 and 3 intervention.

    Evaluation Data Sources: Training materials, requests for services, training rosters, menu of services requests/data by campus

Strategy 1 Details
Strategy 1: RESPONSIVE SERVICES: Provide year-long Positive Behavior Intervention Supports (PBIS) implementation for the third cohort of six campuses, while monitoring the development of the 15 campuses from cohorts 1 and 2.
Strategy's Expected Result/Impact: Improve school safety, reduce office discipline referrals, suspensions and increase student engagement while maximizing instructional time creating a positive school climate.
Staff Responsible for Monitoring: Director of Guidance and Counseling and Coordinator for System of Care

Strategy 2 Details
Strategy 2: RESPONSIVE SERVICES: Provide a multi-tiered system of support for students who transition into the ESSP/DAEP program and partner to facilitate a restorative practice protocol upon return.
Strategy's Expected Result/Impact: Ensure students feel supported and that their needs are being met when they transition back to their home campus. Reduce the number of students referred to ESSP/DAEP for persistent misbehavior.
Staff Responsible for Monitoring: Director of Guidance and Counseling and Coordinator for System of Care

Strategy 3 Details
Strategy 3: RESPONSIVE SERVICES: Ensure that students who have a "first time" alcohol and marijuana code of conduct violation will complete an intervention program through a partnership with Council on Recovery.
Strategy's Expected Result/Impact: Increase substance use awareness and education for all stakeholders and reduce the number of students who are assigned to DAEP.
Staff Responsible for Monitoring: Director of Guidance and Counseling and Coordinator for System of Care

Strategy 4 Details
Strategy 4: MULTILINGUAL: Support newcomer students by providing counseling support.
Strategy's Expected Result/Impact: Increase support for students through 1:1 and group support.
Staff Responsible for Monitoring: Director of Multilingual Programs

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Goal 2: STUDENT SUPPORT. SBISD students will benefit from multi-tiered systems of support.

Performance Objective 4: COUNSELING: Increase the efficacy of counselors, staff, students and parents in recognizing, supporting and addressing mental health concerns that impact academic engagement and progress.

Evaluation Data Sources: Training rosters, Skyward referral data, and System of Care requests

Strategy 1 Details
Strategy 1: COUNSELING: The counseling department will develop on demand resources to be used by students, parents and staff to increase the knowledge about mental health concerns that can impact academic performance, with recommended resources to improve outcomes.
Strategy's Expected Result/Impact: Decrease the stigma associated with mental health concerns and increase awareness and understanding about how to improve your mental health.
Staff Responsible for Monitoring: Director of Counseling, Coordinator of Counseling and Mental Health Facilitator

Strategy 2 Details
Strategy 2: COUNSELING: Counselors and nurses will be trained in suicide prevention and intervention to be able to intervene appropriately with students experiencing thoughts related to suicidal ideation.
Strategy's Expected Result/Impact: Increase the strategies of staff in supporting a student in crisis. Increase the follow-up supports for students and families.
Staff Responsible for Monitoring: Director of Counseling, Coordinator of Counseling and Mental Health Facilitator

Strategy 3 Details
Strategy 3: COUNSELING: Host a Healthy U fair for district personnel and the community to engage with local mental and behavioral health support partners.
Strategy's Expected Result/Impact: Increase awareness of mental and behavioral health resources in the local area.
Staff Responsible for Monitoring: Director of Counseling, Coordinator of Counseling, and Mental Health and Crisis Counselor

Strategy 4 Details
Strategy 4: RESPONSIVE SERVICES: The System of Care team will provide behavioral strategies training to counselors to support their efforts in intervening with students who need support.
Strategy's Expected Result/Impact: Increase counselors ability to support teachers in addressing Tier I behaviors to keep students engaged in direct instruction.
Staff Responsible for Monitoring: Director of Counseling, Coordinator of Counseling, Coordinator of System of Care, and Care Coaches

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Goal 2: STUDENT SUPPORT. SBISD students will benefit from multi-tiered systems of support.

Performance Objective 5: DROPOUT PREVENTION: Of the students at risk of dropping out, increase the number who meet grade level promotion standards each year.

    Evaluation Data Sources: Skyward data (Middle School-passed courses, High School-earned credits)

Strategy 1 Details
Strategy 1: CREDIT RECOVERY: Provide grade and credit data, and credit recovery strategy supports for high school campuses to drive robust credit recovery options on each campus.
Strategy's Expected Result/Impact: Increase number of students staying in cohort with credits.
Staff Responsible for Monitoring: Director of Secondary Programming

Strategy 2 Details
Strategy 2: ATTENDANCE: Formation of a district Attendance Team to build district strategies and suggested campus strategies for increasing daily attendance rates and decrease chronic absenteeism.
Strategy's Expected Result/Impact: Increasing daily attendance rates and decrease chronic absenteeism.
Staff Responsible for Monitoring: Director of Secondary Programming

Strategy 3 Details
Strategy 3: ATTENDANCE: Support of campus Regular Attendance Program (RAP) teams to identify and support early intervention for poor attendance through a tiered process. Support includes sharing of best practice in supporting regular attendance, providing regular data to inform the process, and coordinating the services of the district's Dropout Prevention Specialist.
Strategy's Expected Result/Impact: Increasing daily attendance rates and decrease chronic absenteeism.
Staff Responsible for Monitoring: Director of Secondary Programming

Strategy 4 Details
Strategy 4: ED TECH: Increase success of students enrolled in online credit recovery courses by 5-7%.
Strategy's Expected Result/Impact: Increased number of credits successfully recovered and increased number of students matriculating through high school with their original cohort.
Staff Responsible for Monitoring: EdTech Director, EdTech Facilitators, Transformational Learning Specialists (TLSs)

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Goal 2: STUDENT SUPPORT. SBISD students will benefit from multi-tiered systems of support.

Performance Objective 6: SPECIAL EDUCATION: Ensure all students serviced through special education in grades 8-12 have a coordinated set of activities to support post-secondary planning.

Evaluation Data Sources: Individualized Educational Plan (IEP)

Strategy 1 Details
Strategy 1: SPECIAL EDUCATION: Transition Specialists will be trained and will work collaboratively to develop and review transition plans and 4-year plans.   **Strategy's Expected Result/Impact:** Improved quality of planning and improved connections between the plan and the coursework.   **Staff Responsible for Monitoring:** Director of Special Education
Strategy 2 Details
Strategy 2: SPECIAL EDUCATION: Each grading period, student files from each MS and HS campus will be internally audited to determine the strength of the transition and 4-year planning.   **Strategy's Expected Result/Impact:** Continued collaborative review of work will result in improved products.   **Staff Responsible for Monitoring:** Director of Special Education
Strategy 3 Details
Strategy 3: SPECIAL EDUCATION: A Transition and Employment Designee (TED) will be identified and trained to support staff and parents in post-secondary planning.   **Strategy's Expected Result/Impact:** This training and network expands post-secondary outcomes for students.   **Staff Responsible for Monitoring:** Director of Special Education

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Goal 2: STUDENT SUPPORT. SBISD students will benefit from multi-tiered systems of support.

Performance Objective 7: DYSLEXIA: Increase the percentage of students receiving dyslexia direct services who meet or exceed their reading fluency improvement target.

    Evaluation Data Sources: MAP Fluency

Strategy 1 Details
Strategy 1: DYSLEXIA: Ensure common strategies and data monitoring for fluency goals.
Strategy's Expected Result/Impact: Increase the number of students receiving dyslexia services who meet or exceed their fluency goals.
Staff Responsible for Monitoring: Director of Intervention Services

Strategy 2 Details
Strategy 2: SPECIAL EDUCATION: Collaborate with Intervention/Dyslexia department to ensure appropriate levels of intervention for students with dyslexia, use of research-based strategies and regular progress monitoring.
Strategy's Expected Result/Impact: Fidelity to a research-based intervention will support students to meet their fluency goals and improve reading skills.
Staff Responsible for Monitoring: Director of Special Education and Director of Intervention

Strategy 3 Details
Strategy 3: SPECIAL EDUCATION: Collaborate with Intervention/Dyslexia department to support Middle School Strategic Reading elective, providing foundational services to middle school students.
Strategy's Expected Result/Impact: Intensive instruction to middle school students will provide the intervention services needed to remediate their needs related to dyslexia, reducing the need for direct services in high school.
Staff Responsible for Monitoring: Director of Special Education and Director of Intervention

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Goal 2: STUDENT SUPPORT. SBISD students will benefit from multi-tiered systems of support.

Performance Objective 8: MENTORING PROGRAMS: Strengthen supports for mentors.

   Evaluation Data Sources: Mentor recruitment/retention data; EOY Mentor and Mentee feedback

Strategy 1 Details

Strategy 1: Develop a kick-off event.
   Strategy's Expected Result/Impact: Provide additional mentor resources to support a successful school year and recruitment of new mentors.
   Staff Responsible for Monitoring: Coordinator for Community Services and Mentoring Programs

Strategy 2 Details

Strategy 2: Facilitate more targeted events/conversations.
   Strategy's Expected Result/Impact: Provide various opportunities for training and mentor conversations that address identified needs of mentors.
   Staff Responsible for Monitoring: Coordinator for Community Services and Mentoring Programs

Strategy 3 Details

Strategy 3: Revise new mentor training.
   Strategy's Expected Result/Impact: Mentors will gain additional tools and resources to support and grow their mentor/mentee relationship.
   Staff Responsible for Monitoring: Coordinator for Community Services and Mentoring Programs

Strategy 4 Details

Strategy 4: Develop and leverage Core Characteristics resources.
   Strategy's Expected Result/Impact: Increased awareness and understanding of the Core Characteristics by the mentors and mentees.
   Staff Responsible for Monitoring: Coordinator for Community Services and Mentoring Programs

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Goal 2: STUDENT SUPPORT. SBISD students will benefit from multi-tiered systems of support.

Performance Objective 9: COMMUNITY PARTNERSHIPS: Expand ReadSBISD and SBISDCounts! programming to support Superintendent priorities.

    Evaluation Data Sources: Qualitative and quantitative program data, including number of volunteers and student achievement data.

Strategy 1 Details

Strategy 1: Expand Reading Buddies program to identified schools based on leadership capacity and data-informed need.
    Strategy's Expected Result/Impact: Increased number of participating schools and students served; increased number of volunteers
    Staff Responsible for Monitoring: Director of Community Engagement

Strategy 2 Details

Strategy 2: Pilot Math Buddies volunteer program.
    Strategy's Expected Result/Impact: Successful launch of pilot program on one campus.
    Staff Responsible for Monitoring: Director of Community Engagement

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Goal 3: SAFE SCHOOLS. SBISD will ensure a safe and secure learning environment.

Performance Objective 1: CAMPUS SAFETY COMMITTEE: Support Campus Safety Committees on each campus.

    Evaluation Data Sources: Campus Safety Committee rosters from each campus.

Strategy 1 Details
Strategy 1: Establish Campus Safety Committees on each campus composed of a cross section of stakeholders to look at matters related to campus safety.
Strategy's Expected Result/Impact: Each Campus principal will recruit a safety team and provide a roster. Each campus team will meet monthly so that all campuses will be able to refine safety practices.
Staff Responsible for Monitoring: Associate Superintendent of Administration and Director of Health, Safety and Security

Strategy 2 Details
Strategy 2: Inform principals via e-mail and presentation that campus safety committees will be required on each campus.
Strategy's Expected Result/Impact: 100% of schools will have an established safety committee
Staff Responsible for Monitoring: Director of Health, Safety and Security

Strategy 3 Details
Strategy 3: Collaborate with district departments to address safety needs as they occur on individual campuses.
Strategy's Expected Result/Impact: Each responsible department will address safety needs in a timely manner for each individual campus.
Staff Responsible for Monitoring: Director of Health, Safety and Security and Principals

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Goal 3: SAFE SCHOOLS. SBISD will ensure a safe and secure learning environment.

Performance Objective 2: DISTRICT SAFETY COMMITTEE: In compliance with Senate Bill 11, the District level safety committee will address safety issues throughout the district.

    Evaluation Data Sources: District Safety Committee roster and minutes from meetings.

Strategy 1 Details
Strategy 1: Develop a District Safety Committee comprised of district stakeholders and emergency responders as required by SB 11.
Strategy's Expected Result/Impact: Maintain committee roster in the District Emergency Operation Plan; meet at least 3 times per year   **Staff Responsible for Monitoring:** Chief of Police

Strategy 2 Details
Strategy 2: Develop and refine procedures for small and large scale emergencies.
Strategy's Expected Result/Impact: Procedures documented in EOP   **Staff Responsible for Monitoring:** Chief of Police

Strategy 3 Details
Strategy 3: The District Safety Committee will review findings from the school safety audits.
Strategy's Expected Result/Impact: Address areas of need as a result of campus safety audits.   **Staff Responsible for Monitoring:** Chief of Police, Director of Health, Safety and Security, and Safety and Risk Manager

Strategy 4 Details
Strategy 4: Develop new partnerships or streamline existing partnerships with community and county emergency organizations to ensure inter-agency cooperation in the event of a large-scale emergency.
Strategy's Expected Result/Impact: Regularly meet with partners; procedures documented in EOP.   **Staff Responsible for Monitoring:** Chief of Police

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Goal 3: SAFE SCHOOLS. SBISD will ensure a safe and secure learning environment.

Performance Objective 3: EMERGENCY OPERATIONS: Ensure District and Campus Emergency Operations Procedures comply with SB 11 and include Standard Operating Procedures for all campuses and departments.

    Evaluation Data Sources: District and campus emergency operation procedures, drills, trainings, and site audits.

Strategy 1 Details

Strategy 1: Campus EOP will align to the best practices from the Texas School Safety Center and the Standard Operating Procedures.
    Strategy's Expected Result/Impact: All campus EOPs turned in and filed by a date named by the district
    Staff Responsible for Monitoring: Chief of Police, Safety and Risk Manager, and Emergency Manager

Strategy 2 Details

Strategy 2: Update campus EOPs annually and train staff at the start of each school year.
    Strategy's Expected Result/Impact: Campus procedures maintained in campus EOPs; staff training documents maintained; EOPs submitted by a date named by the district
    Staff Responsible for Monitoring: Principals, safety officers, campus safety committees, and Emergency Manager

Strategy 3 Details

Strategy 3: Collect and verify that each campus has developed and submitted Campus EOPs.
    Strategy's Expected Result/Impact: 100% of campus EOPs are filed and reviewed
    Staff Responsible for Monitoring: Director of Health, Safety and Security

Strategy 4 Details

Strategy 4: Develop, train, and communicate District-level Emergency Operations Procedures and annexes.
    Strategy's Expected Result/Impact: Standard operating procedures will allow individuals to function effectively during emergency situations.
    Staff Responsible for Monitoring: Chief of Police and Director of Health, Safety and Security

Strategy 5 Details

Strategy 5: Provide ongoing Stop the Bleed training and kits to selected faculty and staff at every campus.
    Strategy's Expected Result/Impact: Approximately 500 campus staff members across the district will be trained in Stop the Bleed procedures and be issued a Stop the Bleed kit.
    Staff Responsible for Monitoring: Director of Health, Safety and Security and Supervising Nurse

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Goal 3: SAFE SCHOOLS. SBISD will ensure a safe and secure learning environment.

Performance Objective 4: REUNIFICATION: Refine procedures for reunification and communication during significant emergency events that require relocation and/or trauma support.

    Evaluation Data Sources: Raptor results, reunification procedures booklets and instructions, and contract with Black Swan.

Strategy 1 Details
Strategy 1: Develop reunification procedures that align with best practices as outlined by the Texas School Safety Center.
Strategy's Expected Result/Impact: Written reunification procedures and assignments for departments such as Technology, Transportation, Food Services, etc. Communications Department updated crisis communications plan and templates for major and minor crisis situations.
Staff Responsible for Monitoring: Director of Athletics

Strategy 2 Details
Strategy 2: Conduct reunification drill during the fall semester and complete an "after action review."
Strategy's Expected Result/Impact: Refine reunification drill procedures if needed
Staff Responsible for Monitoring: Director of Athletics

Strategy 3 Details
Strategy 3: Use Raptor Technologies to facilitate the reunification process.
Strategy's Expected Result/Impact: Conduct reunification drill to pilot and test feasibility of the Raptor system.
Staff Responsible for Monitoring: Director of Athletics

Strategy 4 Details
Strategy 4: Contract with Black Swan Emergency Management to support emergency response efforts.
Strategy's Expected Result/Impact: Approved contract; written procedures established
Staff Responsible for Monitoring: Associate Superintendent for Community Relations

Strategy 5 Details
Strategy 5: Refine division wide crisis communication capacity, cross training, and drills.
Strategy's Expected Result/Impact: Meeting agendas and notes
Staff Responsible for Monitoring: Director for Communications

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Strategy 6 Details
Strategy 6: Attend standard response protocol training.
Strategy's Expected Result/Impact: Refine reunification drills
Staff Responsible for Monitoring: Director of Health, Safety and Security and Emergency Manager

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District #101920
October 2, 2023 3:11 PM

Goal 3: SAFE SCHOOLS. SBISD will ensure a safe and secure learning environment.

Performance Objective 5: HEALTH AND SAFETY: Implement health and safety guidance from federal, state, and local government agencies.

    Evaluation Data Sources: Monitor agency health and safety guidance

Strategy 1 Details

Strategy 1: Provide training to staff and students on ways to prevent and/or slow the spread of viruses and other infectious diseases.
     Strategy's Expected Result/Impact: Training completed by staff and students
     Staff Responsible for Monitoring: Director of Health, Safety and Security and Supervising Nurse

Strategy 2 Details

Strategy 2: Monitor cases of viruses and other infectious diseases at individual campuses throughout the district.
     Strategy's Expected Result/Impact: Schools kept open
     Staff Responsible for Monitoring: Director of Health, Safety and Security and Supervising Nurse

Strategy 3 Details

Strategy 3: Provide Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillator (AED) training to secondary students.
     Strategy's Expected Result/Impact: Students received life saving skills.
     Staff Responsible for Monitoring: Campus Nurse, Health Fitness Teachers, Director of Health, Safety and Security and Supervising Nurse

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District #101920
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Goal 3: SAFE SCHOOLS. SBISD will ensure a safe and secure learning environment.

Performance Objective 6: DATING VIOLENCE: Address issues related to dating violence.

    Evaluation Data Sources: Feedback from counselors and administrators

Strategy 1 Details
Strategy 1: Educate students, parents, and staff that dating violence includes the "intentional use of physical, sexual, verbal, or emotional abuse by a person to harm, threaten, intimidate, or control another person in a dating relationship, as defined by Texas Family Code Section 71.0021."
Strategy's Expected Result/Impact: Active or potential cases of dating violence would be recognized, reported, and addressed.
Staff Responsible for Monitoring: Director of Guidance and Counseling and Director of Health, Safety and Security

Strategy 2 Details
Strategy 2: Provide awareness education to students and parents through multiple resources (data related to dating violence resources, school publications and school safety officers) that **SBISD does not tolerate dating violence at school.**
Strategy's Expected Result/Impact: Community members, staff, and students would recognize dating violence and know the steps on how to report.
Staff Responsible for Monitoring: Director of Guidance and Counseling and Director of Health, Safety and Security

Strategy 3 Details
Strategy 3: Provide awareness and education to students, parents, and staff regarding procedures for reporting under FFH (Local) and immediate parent notification if a student is identified as an alleged victim or perpetrator of dating violence.
Strategy's Expected Result/Impact: Procedures for investigating reports of dating violence followed by parents being notified of potential dating violence incidents.
Staff Responsible for Monitoring: Executive Director of Secondary Administrative Services, Director of Guidance and Counseling, and Director of Health, Safety and Security

Strategy 4 Details
Strategy 4: Provide appropriate training to staff to support students who are or may be victims of dating violence.
Strategy's Expected Result/Impact: Staff receive Trauma Informed Training at the beginning of the school year.
Staff Responsible for Monitoring: Director of Guidance and Counseling and Director of Health, Safety and Security

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Goal 4: COMMUNITY AND FAMILY ENGAGEMENT. SBISD will attract, develop, align, and refine partnerships that promote high levels of family and community engagement.

Performance Objective 1: FAMILY E3: Strengthen Family Education, Engagement and Empowerment (E3) practices and resources for families and staff across the system.

Evaluation Data Sources: Training evaluations, other relevant feedback and number of staff trained.

Strategy 1 Details
Strategy 1: Develop and deliver Family Engagement Facilitating Attuned Interactions training module to build staff capacity to support family engagement.
Strategy's Expected Result/Impact: Enhanced family-school partnerships for student success.
Staff Responsible for Monitoring: Director of Community Engagement

Strategy 2 Details
Strategy 2: Develop and deliver trainings and relevant resources for campus Family Engagement Liaisons.
Strategy's Expected Result/Impact: Improve family engagement best practice and align programming to academics.
Staff Responsible for Monitoring: Director of Community Engagement

Strategy 3 Details
Strategy 3: Provide training for Communities in Schools contractors in our schools that builds on family engagement best practices.
Strategy's Expected Result/Impact: Improve family engagement best practice and align programming to academics.
Staff Responsible for Monitoring: Director of Community Engagement

Strategy 4 Details
Strategy 4: Develop and implement a year long customer service plan.
Strategy's Expected Result/Impact: Delivery of robust training opportunities for campus-based staff.
Staff Responsible for Monitoring: Director of Community Engagement

Strategy 5 Details
Strategy 5: HUMANITIES: Provide families with access to literacy resources to support their student's growth as readers.
Strategy's Expected Result/Impact: Support parents and families with the knowledge of SBISD's foundational literacy curriculum.
Staff Responsible for Monitoring: Director of Humanities

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District #101920
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Goal 4: COMMUNITY AND FAMILY ENGAGEMENT. SBISD will attract, develop, align, and refine partnerships that promote high levels of family and community engagement.

Performance Objective 2: FAMILY E3: Sustain family and staff learning opportunities and align to district goals and priorities.

    Evaluation Data Sources: Staff and family workshop evaluations and number of attendees, District Title I Parent Advisory data

Strategy 1 Details
Strategy 1: Facilitate family education and engagement workshops that align to district goals and priorities.
Strategy's Expected Result/Impact: Improve family-school partnerships by providing families with relevant information for their students' success and increase families' understanding of the education system.
Staff Responsible for Monitoring: Director of Community Engagement

Strategy 2 Details
Strategy 2: Sustain Parent U events to build family capacity to support their children's academic success and the development of the Core Characteristics of a T-2-4 Ready Graduate.
Strategy's Expected Result/Impact: Provide families with relevant information for their students' success and increase families' understanding of the education system.
Staff Responsible for Monitoring: Director of Community Engagement

Strategy 3 Details
Strategy 3: Build staff capacity to foster effective family-school partnerships at the campus and district levels.
Strategy's Expected Result/Impact: Embed family engagement as a practice in SBISD and enhance family-school partnerships.
Staff Responsible for Monitoring: Director of Community Engagement

Strategy 4 Details
Strategy 4: Build family capacity to foster effective family-school partnerships through the district Title I Parent Advisory Committee and related resources.
Strategy's Expected Result/Impact: Increase families' understanding of the education system and provide relevant information for student success for the representatives to share with their home campus.
Staff Responsible for Monitoring: Director of Community Engagement

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Goal 4: COMMUNITY AND FAMILY ENGAGEMENT. SBISD will attract, develop, align, and refine partnerships that promote high levels of family and community engagement.

Performance Objective 3: PARTNERSHIP ENGAGEMENT: Align and streamline volunteer processes and procedures.

    Evaluation Data Sources: Number of volunteers and qualitative feedback.

Strategy 1 Details
Strategy 1: Migrate SBISD Volunteer Application to Raptor Volunteer Management.
Strategy's Expected Result/Impact: Successfully launch Raptor volunteer application on July 1, 2023.
Staff Responsible for Monitoring: Director of Community Engagement

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District #101920
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Goal 4: COMMUNITY AND FAMILY ENGAGEMENT. SBISD will attract, develop, align, and refine partnerships that promote high levels of family and community engagement.

Performance Objective 4: PARTNERSHIP RECOGNITIONS: Strengthen partner and volunteer recognitions.

    Evaluation Data Sources: Number of partners and volunteers, qualitative feedback

Strategy 1 Details

Strategy 1: Elevate communication about partnerships and volunteers.
    Strategy's Expected Result/Impact: Increased number of social media posts and new stories featuring district partners and volunteers.
    Staff Responsible for Monitoring: Director of Community Engagement

Strategy 2 Details

Strategy 2: Spotlight 20th Anniversary of SpringBoard Mentoring Program.
    Strategy's Expected Result/Impact: Development and implementation of year-long plan to recognize the 20th anniversary of SpringBoard Mentoring Program.
    Staff Responsible for Monitoring: Coordinator for Community Services and Mentoring Programs

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District #101920
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Goal 5: TALENT STRATEGY. SBISD will recruit, develop, and retain high quality staff.

Performance Objective 1: RECRUITMENT: Refine recruitment plan focused on increasing the number of qualified applicants for teaching that reflects SBISD's Core Values and our student demographics.

Evaluation Data Sources: Talent data on applicants, turnover, recruitment, mentoring and onboarding feedback

Strategy 1 Details
Strategy 1: Recruitment efforts designed to attract qualified instructional, non-instructional, paraprofessional and auxiliary staff by building university, ACP and business partnerships.
Strategy's Expected Result/Impact: Analyze data to show improved processing time in hiring candidates to fill vacancies. Participate in and host recruiting events with various ACPs and universities in-state and out of state. Expanded partnerships for both instructional and non-instructional areas.
Staff Responsible for Monitoring: Directors of Talent & Support Services

Strategy 2 Details
Strategy 2: Attend and host job fairs, participate in panel discussions and research, advertise and market SBISD through multiple venues to attract quality candidates.
Strategy's Expected Result/Impact: Increase the number of qualified applicants
Staff Responsible for Monitoring: Directors of Talent & Support Services and Recruiters

Strategy 3 Details
Strategy 3: Train administrators regarding district compensation plan on how to communicate and respond to their employees.
Strategy's Expected Result/Impact: Competitive compensation and benefits to attract staff.
Staff Responsible for Monitoring: Executive Director of Talent and Director of Personnel Services

Strategy 4 Details
Strategy 4: Design and market clear career pathways and opportunities based on competencies.
Strategy's Expected Result/Impact: Align career pathways through job descriptions and competency maps
Staff Responsible for Monitoring: Executive Director of Talent, Directors of Talent & Support Services

Strategy 5 Details
Strategy 5: Monitor salaries and benefit packages of surrounding districts to ensure the district's compensation and benefits offerings remain competitive.
Strategy's Expected Result/Impact: Competitive compensation and benefits to attract staff
Staff Responsible for Monitoring: Executive Director of Talent and Director of Personnel Services

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Goal 5: TALENT STRATEGY. SBISD will recruit, develop, and retain high quality staff.

Performance Objective 2: DEVELOPMENT: Develop staff through professional learning opportunities aligned with competencies.

    Evaluation Data Sources: Professional learning calendar, talent data and 45 Day New Teacher Survey

Strategy 1 Details
Strategy 1: Collaborate with Academics and Administration to develop, design, or provide high-quality professional development related to the three-year New Teacher Academy and Campus Administrator New Leadership Pipeline.
Strategy's Expected Result/Impact: Data that reflects employees increased participation, satisfaction and requests for on-going professional learning.
Staff Responsible for Monitoring: Associate Superintendent of Administration & Talent Executive, Director of Talent Directors of Talent & Support Services, Director of Administration and Talent, and Community Superintendents

Strategy 2 Details
Strategy 2: Develop, design, or provide high-quality professional development trainings for department supervisors, professional staff, and campus administrators.
Strategy's Expected Result/Impact: Data that reflects employees increased participation, satisfaction requests for on-going professional learning.
Staff Responsible for Monitoring: Associate Superintendent of Administration & Talent, Executive Director of Talent, Directors of Talent & Support Services, and Director of Administration and Talent

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Goal 5: TALENT STRATEGY. SBISD will recruit, develop, and retain high quality staff.

Performance Objective 3: RETENTION: Focus retention efforts on providing high quality professional learning aligned to competencies through job-embedded experiences for both administrators and staff, a strong mentoring program, flexible staffing, and competitive salary structure.

    Evaluation Data Sources: Talent data, professional learning calendar and staff surveys.

Strategy 1 Details
Strategy 1: Focus retention efforts by continuing professional learning opportunities for teachers and administrators through New Teacher Academy, Mentoring program, OC-TX, and Campus New Administrator Pipeline.
Strategy's Expected Result/Impact: Less teacher and administrator turnover
Staff Responsible for Monitoring: Associate Superintendent of Administration & Talent Executive Director Directors of Talent & Support Services Director of Administration and Talent Community Superintendents Facilitator of Induction and Retention

Strategy 2 Details
Strategy 2: Provide flexible staffing to campus leaders by continuing to offer the OC-TX model.
Strategy's Expected Result/Impact: Flexible staffing plans to meet campus needs
Staff Responsible for Monitoring: Associate Superintendent of Administration & Talent, Executive Director of Talent, Directors of Talent & Support Services, and Staffing Officer

Strategy 3 Details
Strategy 3: Continuing, supporting, and sustaining the mentoring program for teachers by providing quality professional learning, observation time and coaching.
Strategy's Expected Result/Impact: Increased retention rate
Staff Responsible for Monitoring: Associate Superintendent of Administration & Talent, Executive Director of Talent, Directors of Talent & Support Services, Director of Administration and Talent, and Facilitator of Induction and Retention

Strategy 4 Details
Strategy 4: Build and support administrators' capacity to provide meaningful coaching and feedback for employees in efforts to impact and improve retention.
Strategy's Expected Result/Impact: Increase retention
Staff Responsible for Monitoring: Associate Superintendent of Administration & Talent, Executive Director of Talent, and Community Superintendents

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District #101920
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Goal 5: TALENT STRATEGY. SBISD will recruit, develop, and retain high quality staff.

Performance Objective 4: ONBOARDING: Focus onboarding efforts on providing new employees an understanding of SBISD's culture, mission and Core Values through a robust district orientation.

    Evaluation Data Sources: Talent data, professional learning calendar, and staff surveys

Strategy 1 Details

Strategy 1: Onboarding process to increase employee engagement through annual district hire orientation.
    Strategy's Expected Result/Impact: Review and analyze surveys, talent and professional learning data
    Staff Responsible for Monitoring: Directors of Talent & Support Services and Director of Administration and Talent

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Goal 5: TALENT STRATEGY. SBISD will recruit, develop, and retain high quality staff.

Performance Objective 5: INSTRUCTIONAL LEADERSHIP DEVELOPMENT: Increase opportunities for high quality training, mentoring, and leadership.

    Evaluation Data Sources: Number of internal applicants selected for leadership positions.

Strategy 1 Details
Strategy 1: Provide professional development on instructional leadership and creating strong Professional Learning Communities at principal and assistant principal meetings, Leadership U, and summer conferences.
Strategy's Expected Result/Impact: Increase the number of internal applicants selected for leadership positions
Staff Responsible for Monitoring: Associate Superintendent of Academics, Associate Superintendent of Administration and Talent, and Community Superintendents

Strategy 2 Details
Strategy 2: Design a multi-year plan to grow-our-own administrators.
Strategy's Expected Result/Impact: Create an aspiring principal timeline of experiences
Staff Responsible for Monitoring: Associate Superintendent of Academics, Associate Superintendent of Administration and Talent, and Community Superintendents

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Goal 5: TALENT STRATEGY. SBISD will recruit, develop, and retain high quality staff.

Performance Objective 6: EMPLOYEE RECOGNITION: Develop a robust, comprehensive recognition program model for employees.

    Evaluation Data Sources: Qualitative and quantitative feedback from internal and external stakeholders

Strategy 1 Details

Strategy 1: Create a Recognitions Task Force.
    Strategy's Expected Result/Impact: Recommendations made to streamline and enhance recognition initiatives for implementation in 2024-2025.
    Staff Responsible for Monitoring: Director of Community Engagement / Director of Communications

Strategy 2 Details

Strategy 2: Elevate XtraCredit Program.
    Strategy's Expected Result/Impact: Updated program model and management plan.
    Staff Responsible for Monitoring: Director of Community Engagement

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District #101920
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Goal 6: FISCAL RESPONSIBILITY.   SBISD will ensure efficient and effective fiscal management of resources and operations.

Performance Objective 1: FINANCIAL MANAGEMENT: Maintain high quality financial management practices.

    Evaluation Data Sources: FIRST Report, Annual Audit

Strategy 1 Details
Strategy 1: Maintain an "A" superior rating in Financial integrity Rating System of Texas.
Strategy's Expected Result/Impact: School FIRST Rating - Aug 2023 and Annual Audit.
Staff Responsible for Monitoring: CFO and Controller

Strategy 2 Details
Strategy 2: Continue to maintain an unmodified opinion for the district's annual external audit report.
Strategy's Expected Result/Impact: Clean Opinion on annual audit
Staff Responsible for Monitoring: Director of Accounting and Controller

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District #101920
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Goal 6: FISCAL RESPONSIBILITY.   SBISD will ensure efficient and effective fiscal management of resources and operations.

Performance Objective 2: BOND PROGRAM: Effectively manage bond program finances.

    Evaluation Data Sources: Bond Transcripts, Rating reports, Post issuance compliance worksheets, FIP reports

Strategy 1 Details

Strategy 1: Structure bond sales in order to minimize scheduled P & I payments and True interest cost - TIC.
    Strategy's Expected Result/Impact: Bond Sales according to established timeline and projected bond progress
    Staff Responsible for Monitoring: CFO and Controller

Strategy 2 Details

Strategy 2: Maintain underlying investment grade bond ratings from two nationally recognized rating agencies.
    Strategy's Expected Result/Impact: Maintaining Investment grade bond rating.
    Staff Responsible for Monitoring: CFO and Controller

Strategy 3 Details

Strategy 3: Meet all post issuance compliance & continuing disclosure requirements.
    Strategy's Expected Result/Impact: S & P - AA rating and Moody's Aa1 ratings. Post issuance compliance worksheets
    Staff Responsible for Monitoring: CFO and Controller

Strategy 4 Details

Strategy 4: Provide timely funding and effective financial reporting to facilitate efficient completion of capital expenditure projects.
    Strategy's Expected Result/Impact: FIP Report
    Staff Responsible for Monitoring: CFO and Controller

DRAFT

Goal 6: FISCAL RESPONSIBILITY.   SBISD will ensure efficient and effective fiscal management of resources and operations.

Performance Objective 3: OPERATING BUDGETS: Develop and monitor annual operating budgets.

   Evaluation Data Sources: Budget Status Reports, Original Budget, & Final Amended Budget

Strategy 1 Details

Strategy 1: Develop a budget based on Board of Trustee goals and T24 strategies.
   Strategy's Expected Result/Impact: Adoption of the fiscal budget to meet the Board of Trustee's Goals
   Staff Responsible for Monitoring: CFO, Controller, and Budget Accountant

Strategy 2 Details

Strategy 2: Prepare monthly Budget Status Report and monitor to confirm actual revenue and expenditure is consistent with budget.
   Strategy's Expected Result/Impact: Approval of the Budget Status Report by the Board of Trustees
   Staff Responsible for Monitoring: CFO, Controller, and Budget Accountant

Strategy 3 Details

Strategy 3: Monitor source data to confirm funding is maximized.
   Strategy's Expected Result/Impact: Summary of Finance Report - TEA
   Staff Responsible for Monitoring: CFO, Controller, Budget Accountant, and Finance and Business Analyst

Strategy 4 Details

Strategy 4: Keep abreast of legislative activity relevant to funding in order to anticipate and influence change supportive of the district's strategies.
   Strategy's Expected Result/Impact: Adjusting budget to align with legislation
   Staff Responsible for Monitoring: CFO

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Goal 6: FISCAL RESPONSIBILITY.   SBISD will ensure efficient and effective fiscal management of resources and operations.

Performance Objective 4: TECHNOLOGY BOND PROJECTS: Maintain effective and efficient implementation of Technology Bond Projects.

    Evaluation Data Sources: Bond Oversight materials and project plans

Strategy 1 Details

Strategy 1: Upgrade Boardroom and TTC A/V equipment to meet district lifecycle standards.
    Strategy's Expected Result/Impact: 100% of A/V equipment will be less than 10 years old.
    Staff Responsible for Monitoring: Director of Customer Service

Strategy 2 Details

Strategy 2: Ensure safety and security upgrades districtwide.
    Strategy's Expected Result/Impact: On time/on budget implementation of student password strengthening,
On time/on budget implementation of SIS database encryption, and
On time/on budget implementation of Multi Factor Authentication (MFA) Phase 2
    Staff Responsible for Monitoring: Executive Director Cyber Security & IT Operations

Strategy 3 Details

Strategy 3: Upgrade Network & Infrastructure equipment districtwide.
    Strategy's Expected Result/Impact: On time/on budget implementation of districtwide Uninterrupted Power Supply (UPS).
    Staff Responsible for Monitoring: Executive Director Cyber Security & IT Operations

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District #101920
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Goal 6: FISCAL RESPONSIBILITY.   SBISD will ensure efficient and effective fiscal management of resources and operations.

Performance Objective 5: IT OPERATIONS AND SYSTEMS: Maintain efficient and effective operations and IT systems.

    Evaluation Data Sources: KACE Tickets, Inventory Reports

Strategy 1 Details

Strategy 1: Tech services will meet 90% or greater of technology service ticket SLAs and have a satisfaction rating of 4.0 or greater on a 5-point scale.
     Strategy's Expected Result/Impact: 90% of tickets resolved within designated SLAs and 4.0 or greater satisfaction rating
     Staff Responsible for Monitoring: Technology Ex. Director, Directors

Strategy 2 Details

Strategy 2: Implement districtwide cybersecurity professional development.
     Strategy's Expected Result/Impact: State certified cybersecurity professional development program.
 100% completion by all employees and Board of Trustees by deadline.
     Staff Responsible for Monitoring: Technology Ex. Director, Directors

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Goal 6: FISCAL RESPONSIBILITY.   SBISD will ensure efficient and effective fiscal management of resources and operations.

Performance Objective 6: DISTRICT COMMUNICATION: Maintain effective communication with all stakeholders.

    Evaluation Data Sources: Webpage and social media statistics, district communication, volunteer numbers

Strategy 1 Details

Strategy 1: Implement Strategic Areas of Focus Plan to guide priority engagement and communication initiatives.
    Strategy's Expected Result/Impact: Enhanced communication and engagement.
    Staff Responsible for Monitoring: Director for Communications

Strategy 2 Details

Strategy 2: Provide timely, accurate information regarding district operations for internal and external stakeholders.
    Strategy's Expected Result/Impact: Effective, robust and transparent information provided to community via Website Content, social media channels, and other district channels and publications
    Staff Responsible for Monitoring: Director for Communications

Strategy 3 Details

Strategy 3: Conduct focus groups with internal and external stakeholders to ensure our engagement and communication efforts are meeting their needs.
    Strategy's Expected Result/Impact: Modification of communication outputs, metrics for digital content, marketing plans for campuses
    Staff Responsible for Monitoring: Director for Communications

Strategy 4 Details

Strategy 4: Review current practices and optimize current mass communication processes.
    Strategy's Expected Result/Impact: Internal audit
    Staff Responsible for Monitoring: Director for Communications

DRAFT

Spring Branch Independent School District

ESSER
Update

Presentation to the District Improvement Team

October 5, 2023

Purpose

- Review ESSER Use of Funds
- Review summer programming

**ESSER
Use of Funds**

ESSER II & III

TOPIC	ESSER II (CRSSA Act)	ESSER III (ARP Act)
Amount	$38,295,507	$86,034,054
Period of Availability including Carryover	March 13, 2020 - **September 30, 2023**	March 13, 2020 - **September 30, 2024**
State Offset/Supplant	A portion used as a source of hold harmless for each LEA that actually received a hold harmless ADA adjustment.	Supplemental to LEAs and will not be supplanted by the state.
LEA Use of Funds Plan Requirements	No requirement	Required Use of Funds Plan based on district needs and feedback from stakeholders - Selected for Random Validation
LEA Safe Return to In-Person Instruction & Continuity of Services Plan	No requirement	Safe Return to In-Person Instruction & Continuity of Services Plan Required - Must be posted to website and reviewed every 6 months
State and Federal Reporting Requirements	Monthly State Requirement Annual Federal Requirement	Monthly State Requirement Annual Federal Requirement
Grant Status	Notice of Grant Award Received Funds currently in use	Notice of Grant Award Received Funds currently in use

Reporting Requirements

State Categories

- More Time for Instruction to Students
- Innovation in Curriculum & Instruction
- Additional Services
- Infrastructure, Supplies, and Oversight
- Technology
- Other (uses of funds not described above - additional review required)

Federal Categories

- Addressing Physical Health and Safety
- Meeting Students' Academic, Social, Emotional, and Other Needs (Excluding Mental Health Supports)
- Mental Health Supports for Students and Staff
- Operational Continuity and Other Allowed Uses
- Maintaining Safe In-Person Instruction
- Re-engaging Students
- Hiring and Retention
- Addressing the impact of learning loss

ESSER II - Actuals Unaudited

State Reporting Categories

Innovation in Curriculum & Instruction - $657,308

Added Services - $9,154,744
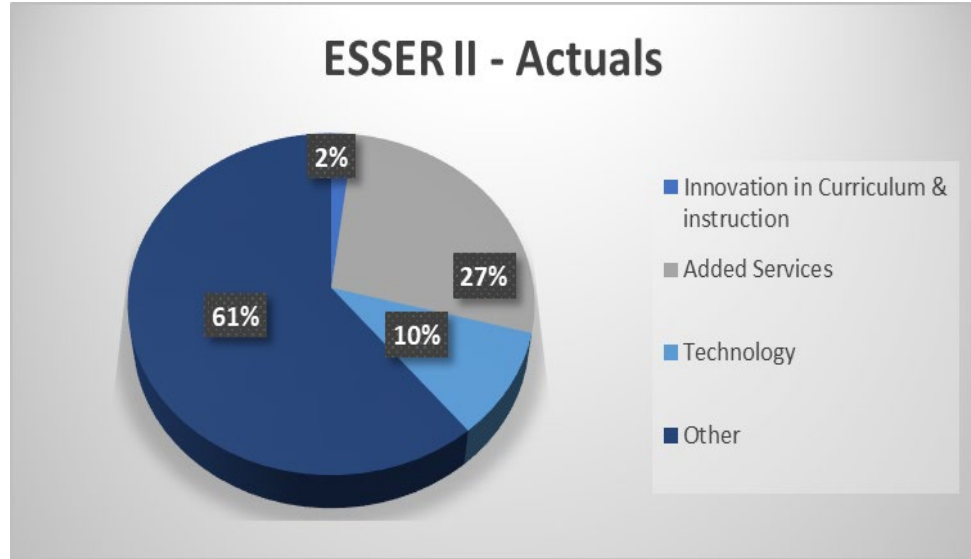
Technology - $3,376,596

Other or Continuity of Services

    Utilities - $15,158,344

    AOC - $5,258,544

Indirect Cost - $4,654,953

Total - $38,260,489

ESSER II - Actuals

- 2%
- 27%
- 10%
- 61%

Legend:
- Innovation in Curriculum & instruction
- Added Services
- Technology
- Other

ESSER II - FY24 Budget

State Reporting Categories

Other or Continuity of Services

    Utilities - $9,689

    AOC - $21,362

Indirect Cost - $3,967

Total - $35,017

ESSER II - FY24 Budget

100%

■ Other
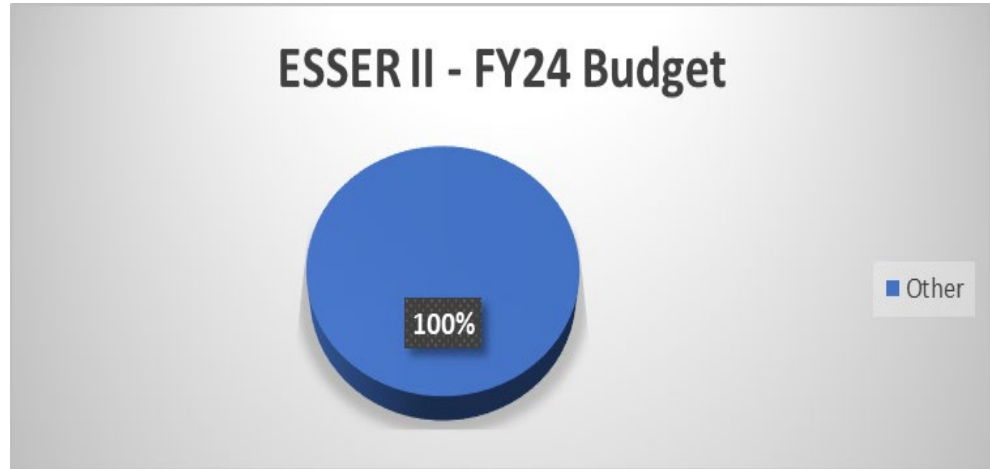
ESSER III - Actuals Unaudited

State Reporting Categories

More Time for Instruction to Students - $4,818,255

Innovation in Curriculum & Instruction - $9,535,695

Added Services - $19,702,837

Infrastructure, Supplies, and Oversight - $912,360

Technology - $3,029,001

Other or Continuity of Services

    Charter Payments - $22,902,252

    Miscellaneous - $847,454

Indirect Cost - $8,520,792

Total - $70,286,646

ESSER III - Actuals

- More Time for Instruction to Students
- Innovation in Curriculum & Instruction
- Added Services
- Infrastructure, Supplies and Oversight
- Technology
- Other

8% / 15% / 32% / 5% / 2% / 38%
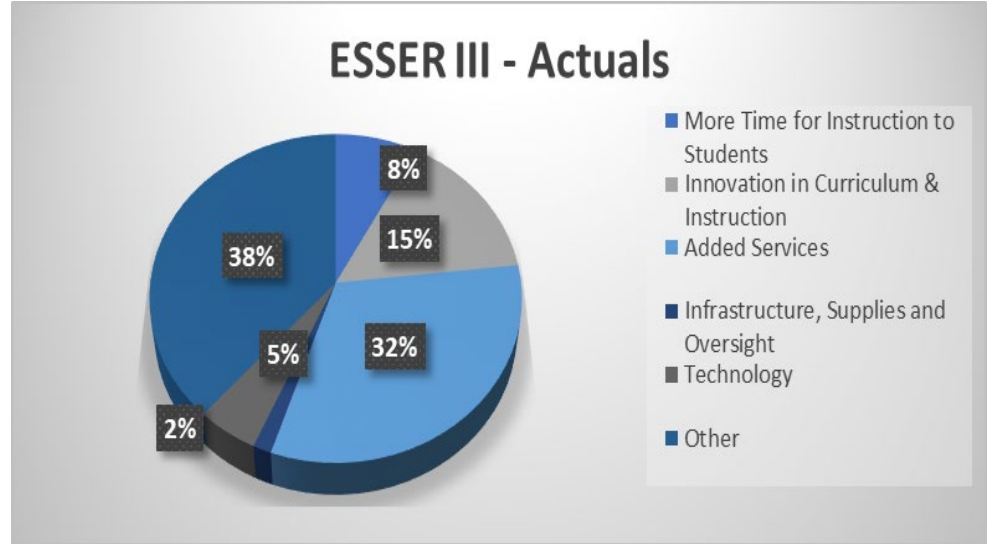
ESSER III - FY24 Budget

State Reporting Categories

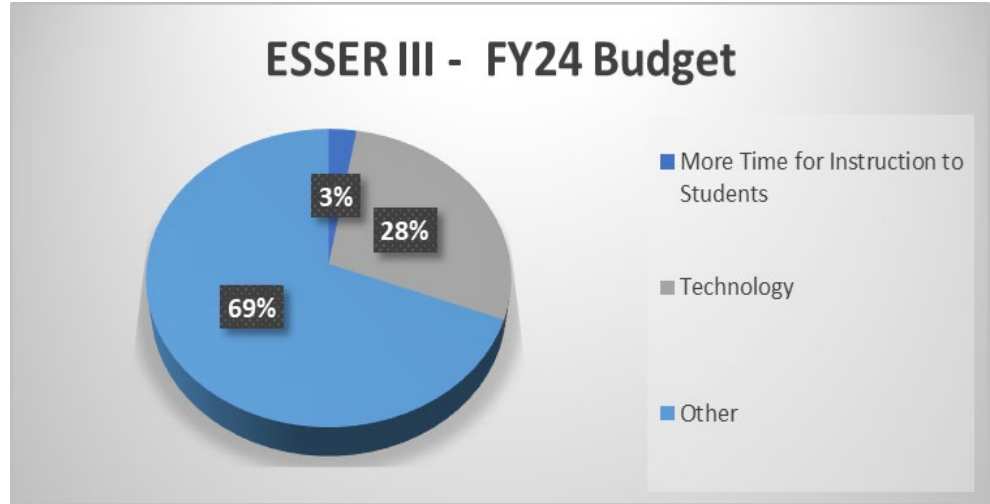More Time for Instruction to Students - $375,799

Technology - $3,951,477

Other or Continuity of Services

    Charter Payments - $2,152,248

    Electric - $7,500,000

Indirect Cost - $1,785,881

Total - $15,765,408

ESSER III - FY24 Budget

- More Time for Instruction to Students
- Technology
- Other

3%
28%
69%

CAMP CONNECT

Spring Branch Independent School District
Summer School
2023

Camp Connect

Enrollment			
PK	336	5th Grade	56
Kinder	513	6th Grade	86
1st Grade	209	7th Grade	95
2nd Grade	171	8th Grade	67
3rd Grade	240		
4th Grade	179	**Total**	**1,952**

Camp Connect

- **More time for learning**
  - 216 kindergarten and first graders received targeted reading intervention
  - Focused on essential standards by grade level.

- **Enrichment**
  - Middle School expanded to a full day to include enrichment.
  - K-8 experiences included: Construction Site, Minecraft Mania, No Passports Required, Animal Adventures, Books and Bites, Paparazzi Kids, Break the Code, STEM Fest, Branch Summer Olympics, and Swimming

- **Student Leadership**
  - Over 100 high school students volunteered across the Camp Connect Enrichment and Camp Explore sites. All 5 high schools were represented.

CAMP CREDIT

Spring Branch Independent School District
Summer School
2023

Camp Credit

Program	Enrollment	Half credits earned
Original Credit: In-Person	144	124
Original Credit: Virtual	152	128
Retake: In-Person	292	200
Retake: Virtual	141	104
Total	**729**	**556**

Camp Credit

Aspiring Graduates

- Seniors who needed additional time to complete graduation requirements
- Personalized plans developed for each student

Total Aspiring Graduates	August 2023 Graduates	Fall 2024 Individual Plans
50	33	17

CAMP EXPLORE

Spring Branch Independent School District
Summer School
2023

Camp Explore

Enrollment	
Week 1	205
Week 2	204
Total	**409**

Enrichment opportunities included:

Culinary, Architecture, Graphic Design, Shark Tank, Robotics, Health Science, Criminal Science, Cosmetology, Animation

Spring Branch Independent School District
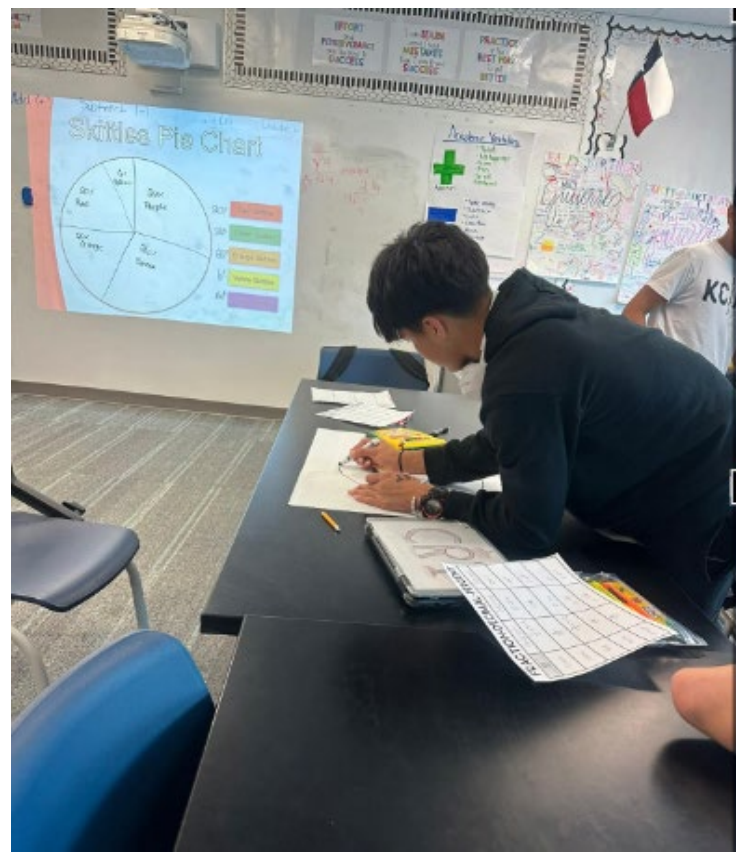**Summer School**
2023
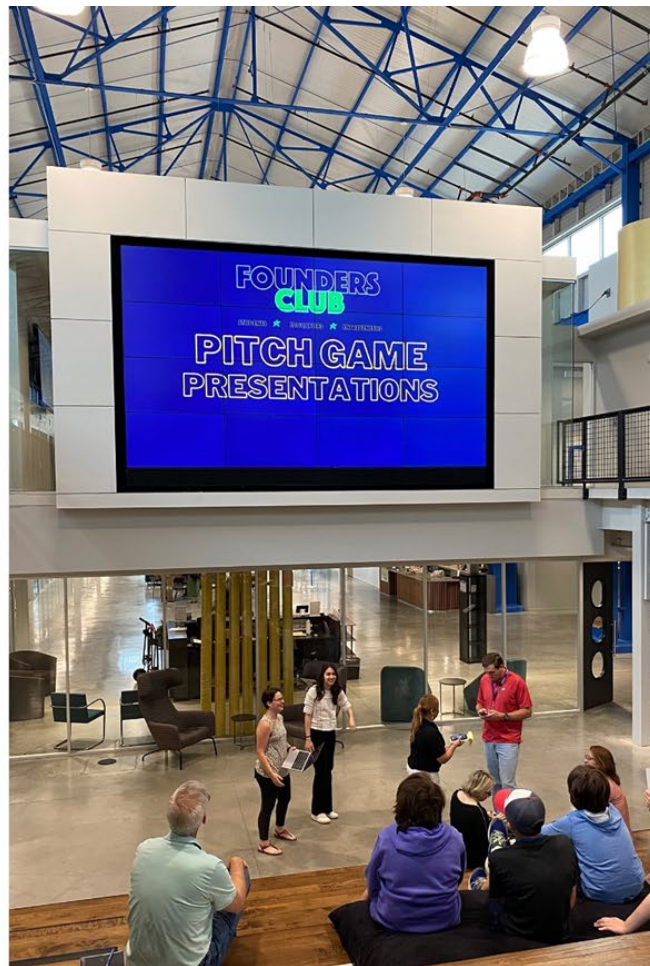
CAMP WELCOME

Spring Branch Independent School District
Summer School
2023

Camp Welcome

Enrollment			
4th Grade	51	**7th Grade**	41
5th Grade	42	**8th Grade**	38
6th Grade	49	**9th Grade**	49
		Total	**270**

Purpose

Newcomer students to the United States, representing 12 languages, received intensive English language development through literacy, math, science, P.E., music, public speaking, keyboarding, and computer skills.

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Thank You

Over 3,300 students participated in a summer school program across seven school sites.

Over 250 teachers dedicated time during the summer to support our students.

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Spring Branch Independent School District

ESSER
Update

Presentation to the District Improvement Team

October 5, 2023