

# Pflugerville ISD Strategic Plan 2018-2023



## We Believe...

- Diversity is our strength
- All individuals have worth
- Relationships are foundational to success
- A safe and nurturing environment is non-negotiable
- All students have the right to diverse educational opportunities
- Social-emotional learning is as critical as academic focus
- Civic-mindedness must be explicitly cultivated in our students
- Community partnerships and high expectations improve student outcomes
- Innovation and a strong work ethic ensure excellence

## Vision

*Pflugerville ISD. . .*  
 Passionately Serving the Best Interests of Students

## Mission

The mission of Pflugerville ISD is to provide an inspiring, engaging, and relevant education that empowers students to reach their full potential as productive members of a diverse global community.

Categories	Objectives	Strategies	Action Plans
<b>Teaching and Learning</b>	We will create and implement relevant, engaging, and innovative learning experiences.	1.1 Develop relevant learning experiences, such as project-based learning, so that the students will learn and use future-ready skills.	1.1.1 Create and implement relevant, engaging, and innovative learning experiences at all grades.
		1.2 Refine and implement a dynamic curriculum that allows for teacher flexibility and student voice and choice.	1.2.1 Offer professional development that teaches and models a variety of strategies and skills that specifically align to T-TESS teacher growth towards Distinguished rankings in Domains 1 and 2 (planning and instruction on three pilot campuses for the 2018-19 school year. 1.2.2 Offer professional development that teaches and models a variety of strategies and skills that specifically align to T-TESS teacher growth towards Distinguished rankings in Domains 1 and 2 (planning and instruction) on all PfISD campuses for the 2019-20 school year.
		1.3 Use varied and appropriate assessments that will provide feedback that affirms and stimulates student efforts and informs teachers to create more customized learning.	1.3.1 Develop skills and competencies among staff to support the creation and use of curricularly-aligned authentic assessments of varying types and levels of rigor in order to help ensure that students are successful beyond their public school education. 1.3.2 Review comprehensive use and effectiveness of screeners using a process that incorporates feedback from all stakeholders and ensure evaluation occurs at regular intervals to inform future practices.
	Meet the social and emotional needs of students to facilitate engagement.	2.1 Develop a district-wide social-emotional learning (SEL) program using a K-12 curriculum.	2.1.1 Develop consistent programming through collaboration that can be used vertically to meet the social-emotional learning needs of all students in the district.
		2.2 Empower staff and students to lead implementation of the social-emotional learning (SEL) program.	2.2.1 Develop a comprehensive plan to incentivize, encourage and evaluate the implementation of social emotional learning across all levels throughout the district. 2.2.2 Develop a staffing plan to designate resources, aligned training, establish measurable milestones and staff to support the implementation of social emotional learning across the district in a strategic and aligned manner.
	<b>Human Resources</b>	PfISD employees will be supported, devoted, and committed to their role in the best interests of students.	3.1 Attract devoted employees committed to the best interests of students.
3.2 Develop employees to maximize their full potential.			3.2.1 Provide professional development opportunities that are ongoing, meet employees at all stages of their career and are culturally responsive to students and staff. 3.2.2 Provide opportunities for internal growth and promotion for all employees.
3.3 Retain effective employees committed to the best interests of students.			3.3.1 Develop and implement district level systems for monitoring turnover and retention in the District. 3.3.2 Develop and implement incentives for personnel.
<b>Funding and Finance</b>	PfISD will collaborate with all stakeholders to maximize and optimize financial resources.	4.1 Continually improve the PfISD average daily attendance (ADA) percentage.	4.1.1 Increase the ADA percentage throughout the district resulting in increased funding.
		4.2 Identify and pursue viable opportunities to generate additional revenues and achieve significant cost savings.	4.2.1 Promote the conservation of materials and resources through the use of technology to facilitate innovative instructional practices and assessment. 4.2.2 Increase campus awareness and knowledge of alternative revenue opportunities, such as personal teaching grants, community partnerships and corporate sponsors.
<b>Facilities</b>	Innovative, accessible, and equitable facilities will be designed, built, renovated, and maintained through collaborative teams.	5.1 Create an instructional facilities master plan.	5.1.1 Develop new facility design and construction guidelines. 5.1.2 Retrofit existing buildings to match new standards.
		5.2 Develop a comprehensive safety and maintenance plan.	5.2.1 Create standardized safety policies and procedures to be utilized in all facilities and develop a continuous improvement plan to address safety and security issues. 5.2.2 Create standardized maintenance policies and procedures to be utilized on all PfISD campuses.
<b>Communications</b>	Engage in innovative and inclusive messaging and partnerships to connect all communities.	6.1 Develop a systematic, district-wide approach to providing and assessing customer service.	6.1.1 Enable PfISD staff and community members to become PfISD ambassadors through the implementation of relevant initiatives, guidelines and tools.
		6.2 Create and sustain collaborative partnerships that enhance community-wide relations.	6.2.1 Develop a community partnerships position to increase the rate and effectiveness of communication and collaboration with all stakeholders in the community. 6.2.2 Develop a central community partnerships hub that outside community members can access directly creating an efficient flow of communication between the school district and community-based organizations.
		6.3 Develop a tailored, localized communications approach both internally and externally.	6.3.1 Develop a system to ensure all communications are easily accessible to everyone. 6.3.2 Communicate a state-of-the-district to the community with an effort to translate at least two times a year. 6.3.3 Develop internal norms for communication.