

2023-2024

*Report Card
to the
Community*



EXCEPTIONAL EXPERIENCES

Students

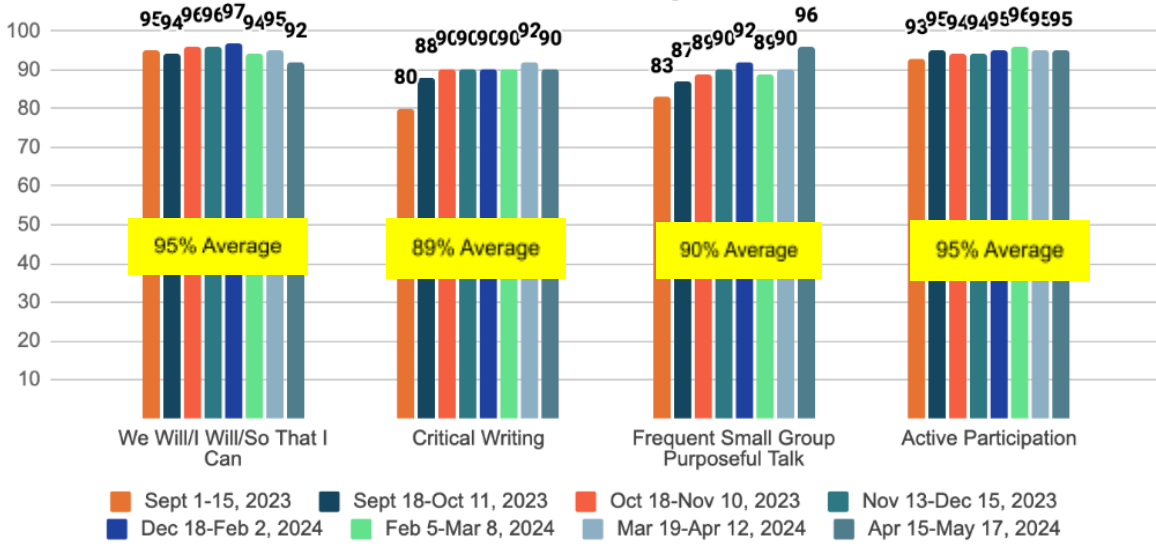
Aledo ISD District Look-For Data

During the 2023-24 school year, Aledo ISD focused on and measured four instructional priorities district-wide. The four instructional priorities that are expected to be implemented with fidelity in each classroom daily include:

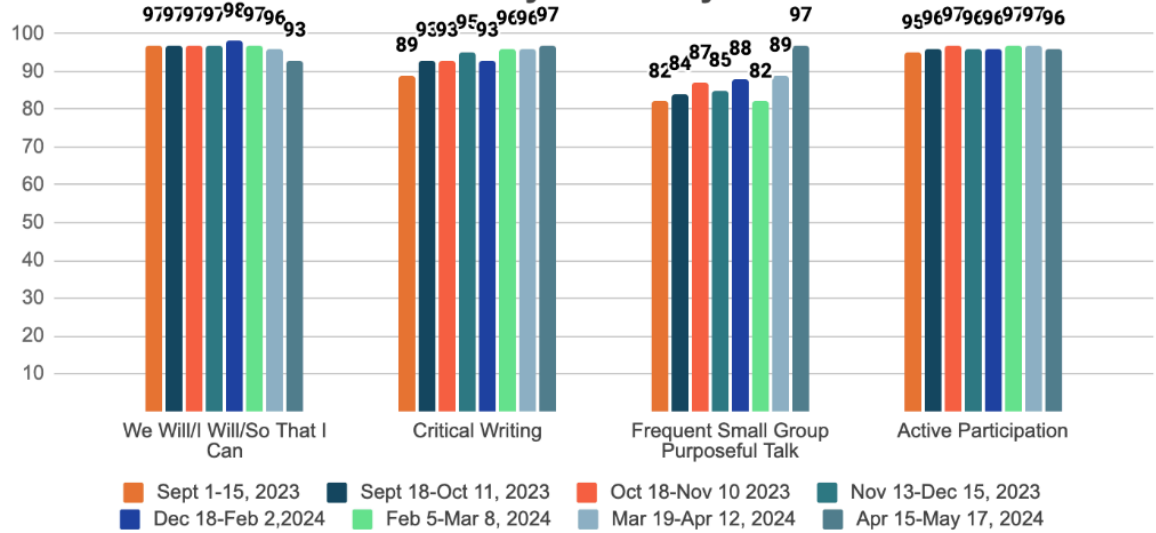
- **Evidence of *daily lesson frame***
 - A lesson frame directs students to the primary learning objective in a lesson so that students have clarity around the daily learning expectations. There are three components posted in the lesson frame which include:
 - We Will: Texas Essential Knowledge and Skills that will be covered in the daily lesson.
 - I Will: The student task for the day.
 - So That I Can: How students will apply their learning.
- **Evidence of *daily critical writing***
 - Critical writing is expected daily in all classrooms and is designed for the specific purpose of thinking and making connections.
- **Evidence of *frequent small group purposeful talk***
 - Frequent small group purposeful talk is expected daily in all classrooms and is designed for the purpose of promoting frequent student talk about their learning.
- **Evidence of *learner engagement***
 - High levels of student engagement is expected daily in all classrooms. The indicator for learner engagement that was measured includes:
 - Active Participation: All students remain on-task, responding to frequent opportunities for active engagement throughout the lesson. Lesson is led by both teacher and students, and students productively progress through new learning.

Below are the monthly district-wide percentages of classrooms that had observable evidence of the lesson frame, critical writing, frequent small group purposeful talk, and learner engagement during the administrator walk-throughs.

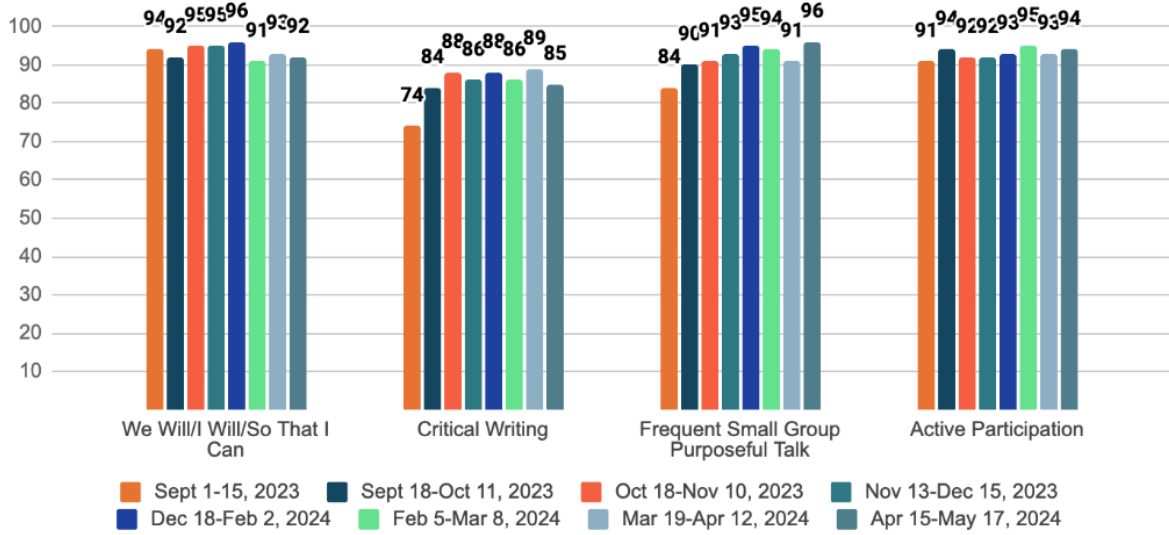
AISD Overall Growth by Look Fors



AISD Elementary Growth by Look Fors



AISD Secondary Growth by Look Fors



Aledo ISD Professional Learning Community

Aledo ISD is a professional learning community (PLC) that is committed to ensuring high-levels of learning for all students. AISD's professional learning community is an ongoing process in which teacher teams work collaboratively in recurring cycles to improve student learning outcomes.

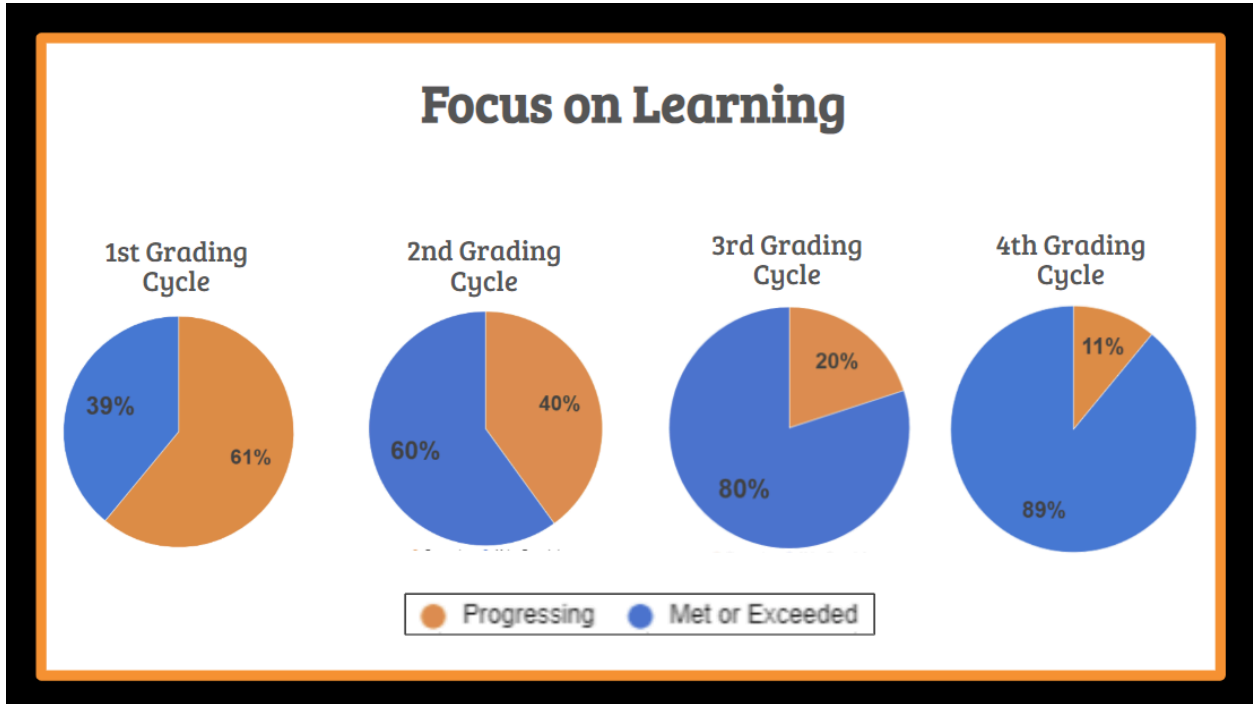
Three big ideas drive the work of the PLC process and include:

- ***A focus on learning***
 - Collaborative teacher teams work to clarify what students must learn and how student learning will be monitored. Students are provided with systematic interventions when they struggle and extension when they are proficient.
- ***A collaborative culture and collective responsibility***
 - Collaborative teacher teams work together to ensure that all students learn at high levels. A collaborative culture is cultivated through the development of high-performing teams.
- ***A results orientation***
 - Effectiveness is based on results rather than intentions. Data and information is used to promote continuous improvement.

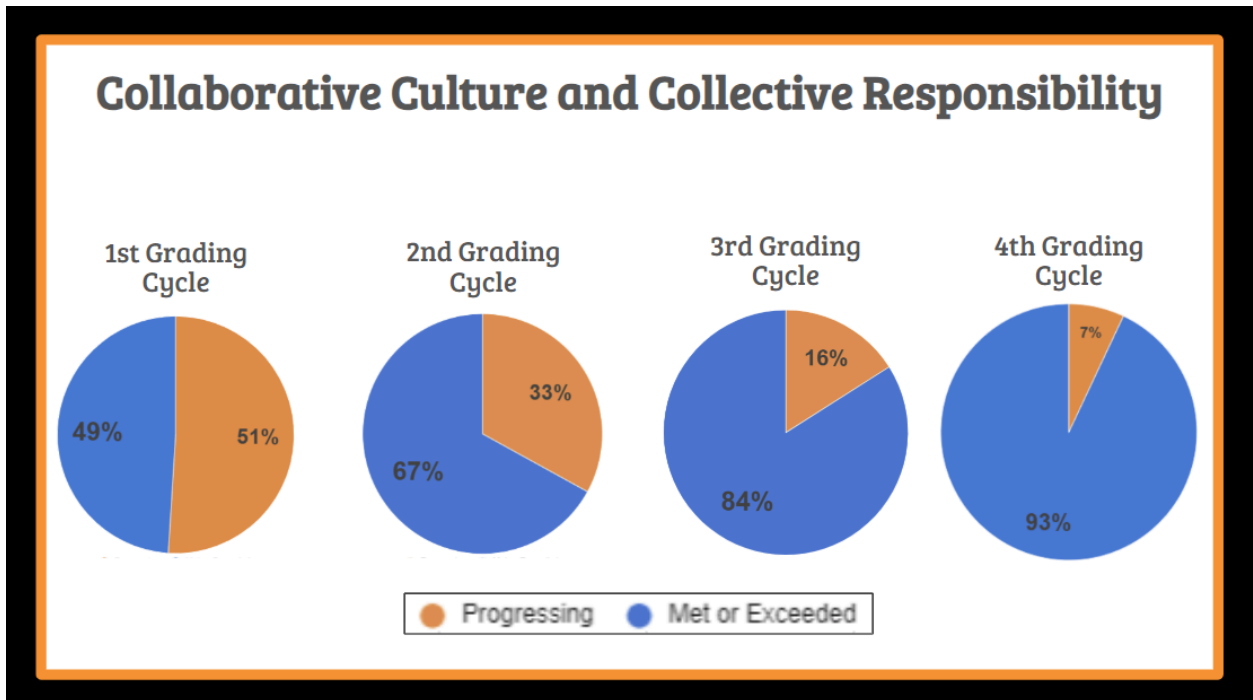
Each grading cycle teacher teams utilize the [Aledo ISD PLC Continuum](#) to reflect on their professional practice and to rate the effectiveness of the collaborative team in relation to the three big ideas of the PLC.

Below are district-wide percentages of collaborative teams that scored at the developed level or higher on the PLC continuums that are focused on the three big ideas of the PLC process for each grading cycle.

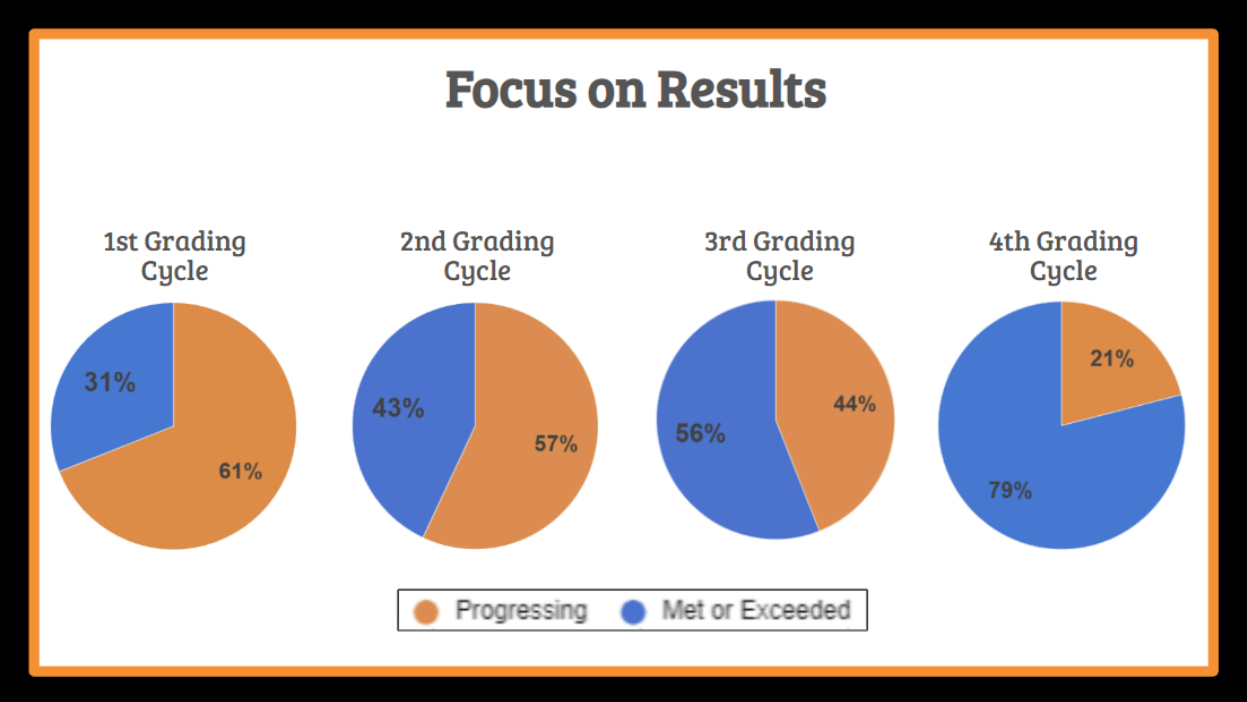
A Focus on Learning: 2023-24 School Year



A Focus on Collaborative Culture & Collective Responsibility: 2023-24 School Year



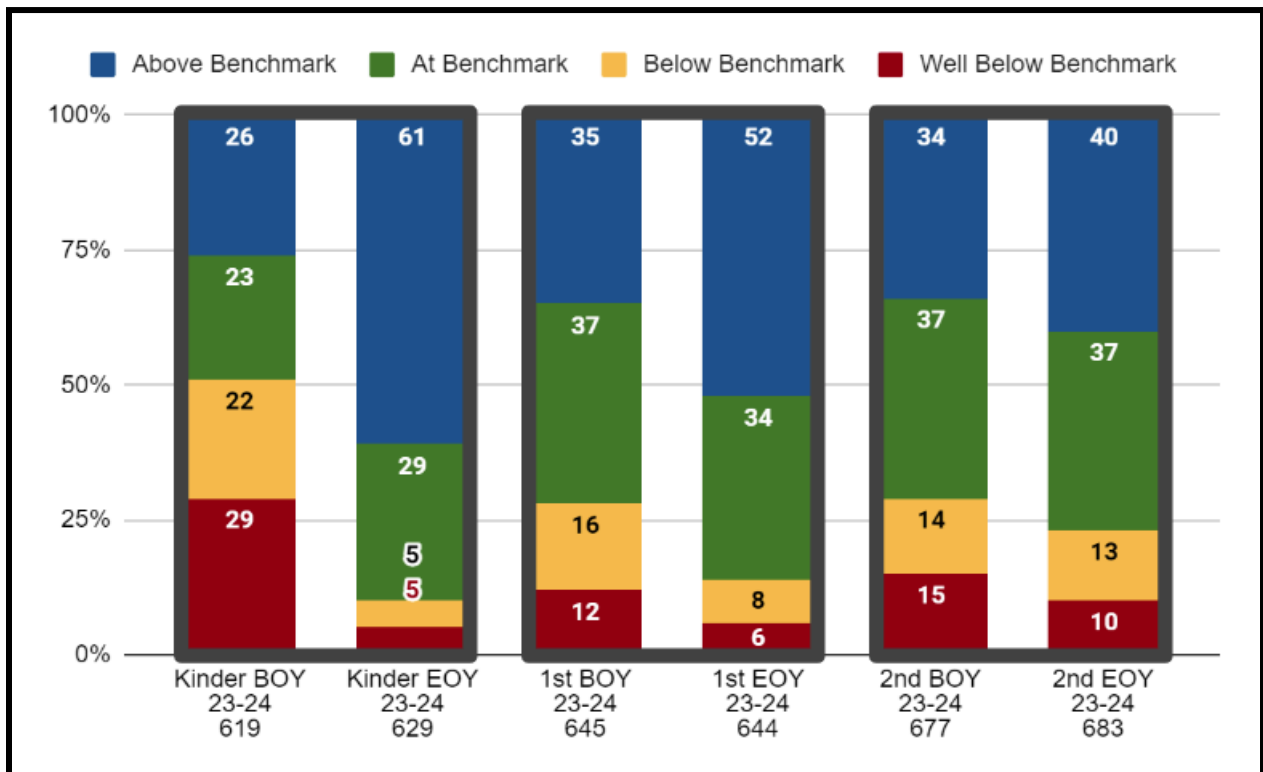
A Focus on Results: 2023-24 School Year



mCLASS Texas K-2 Reading Data

mCLASS Texas is a universal screener given to kindergarten, first and second grade students to help determine which students may need targeted intervention in the foundational skills of reading. It includes 5-7 reading subtests ranging from letter naming to basic comprehension that are administered one-on-one by the teacher three times a year. Student scores are evaluated against the grade-level targets for each testing window and categorized as being either above, at, below or well-below benchmark targets. Teachers use this data to plan classroom instruction and targeted intervention.

The overall district data below shows the change in the percentage of students above, at, below or well-below the benchmark targets for each grade level from the beginning of the year (BOY) to the end of the year (EOY) for the 2023-2024 school year.



BOY=Beginning of Year
EOY=End of Year

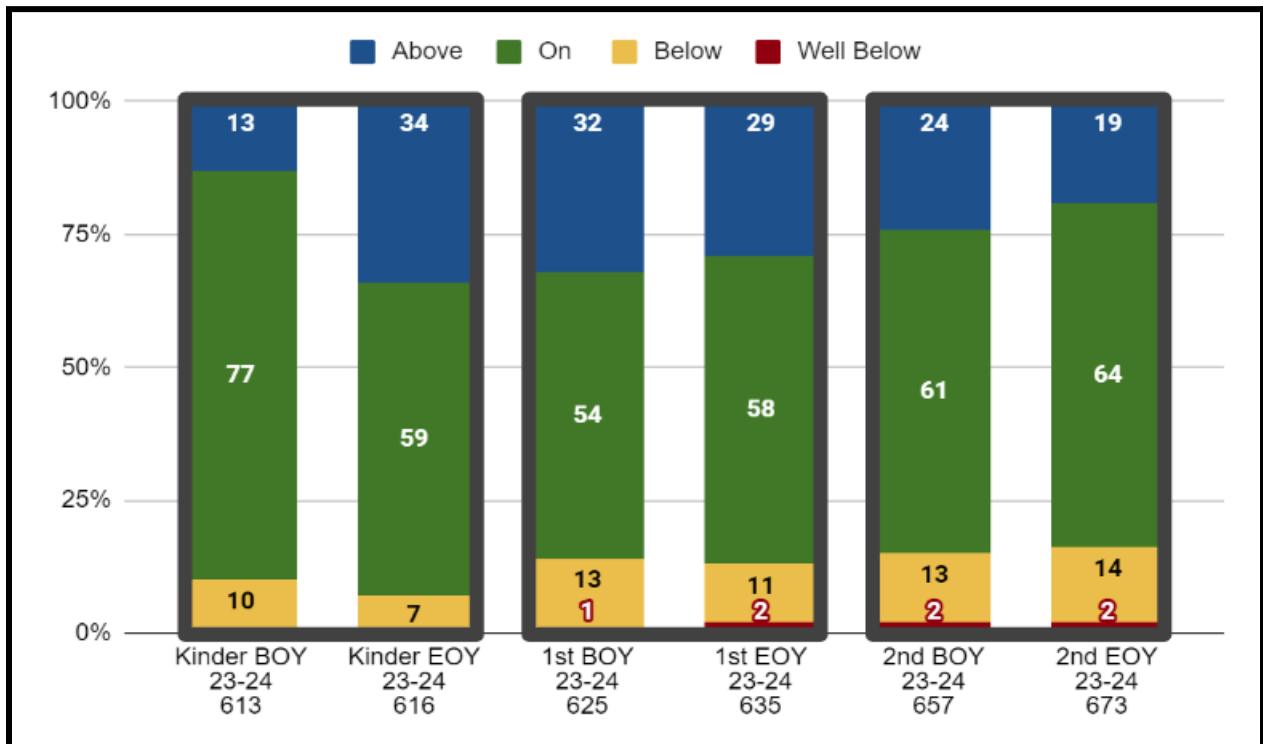
IXL Math Diagnostic K-2 Data

The IXL Math Diagnostic Assessment is a computer-adaptive assessment that provides information about students' math abilities in six strands:

- Numbers & Operations
- Algebra & Algebraic Thinking
- Fractions
- Geometry
- Measurement
- Data, Statistics & Probability

Students in kindergarten through second grade are assessed three times a year. Student scores are evaluated against the grade-level targets for each testing window and categorized as being either above, at, below or well-below benchmark targets. Teachers use this data to plan classroom instruction and targeted intervention.

The overall district data below shows the change in the percentage of students above, at, below or well-below the benchmark targets for each grade level from the beginning of the year (BOY) to the end of the year (EOY) for the 2023-2024 school year.



BOY=Beginning of Year

EOY=End of Year

MAP Growth Data

The MAP Growth Assessment is a computer-adaptive assessment given to all third through eighth grade, Algebra, English I and English II students at the beginning and middle of the year and to targeted students at the end of the year.

The MAP reading assessment measures student performance in three instructional areas:

- Foundational Language Skills: Vocabulary
- Multiple Genres
- Author's Purpose and Craft

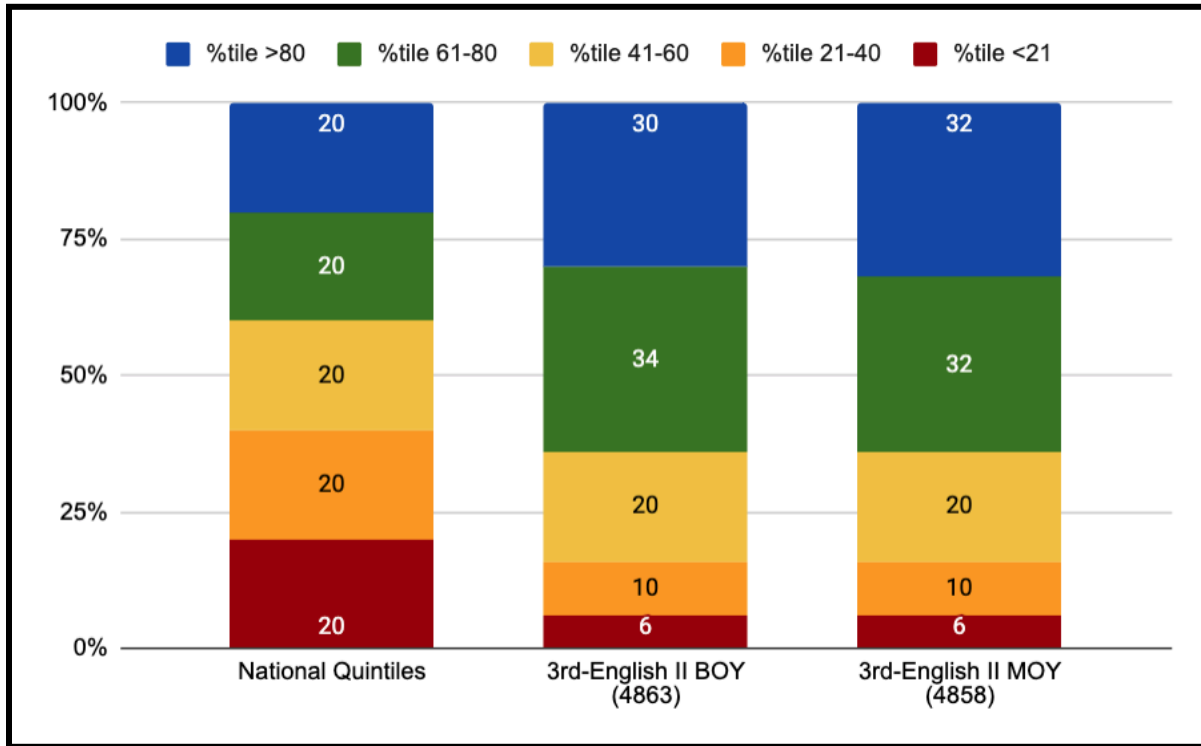
The MAP math assessment measures student performance in four instructional areas:

- Numerical Representations and Relationships
- Computations and Algebraic Relationships
- Geometry and Measurement
- Data Analysis and Monetary Transactions

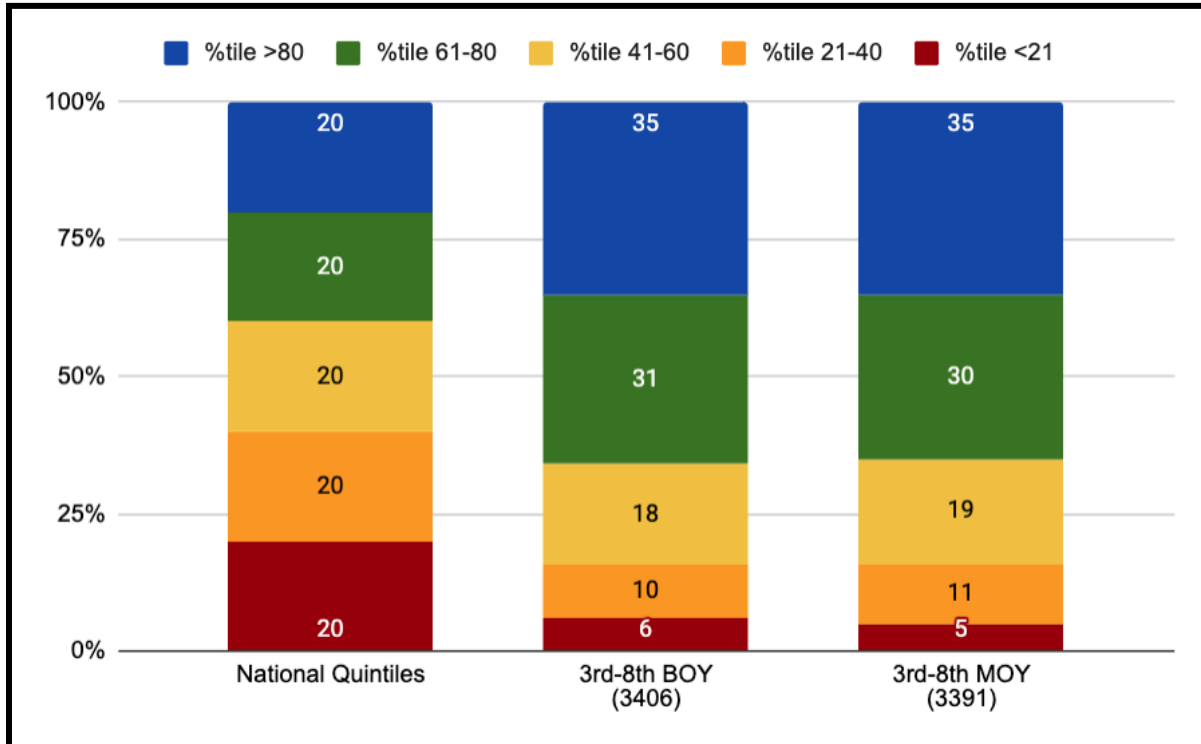
Student scores are evaluated against nationally-normed cut scores and compared to the national quintiles. Teachers use this data, in addition to other data points, to determine which students may need intervention in reading and/or math and to monitor progress throughout the year.

The overall district data below shows the change in the percentage of students falling into each of the national quintiles at the beginning and middle of the 2023-2024 school year.

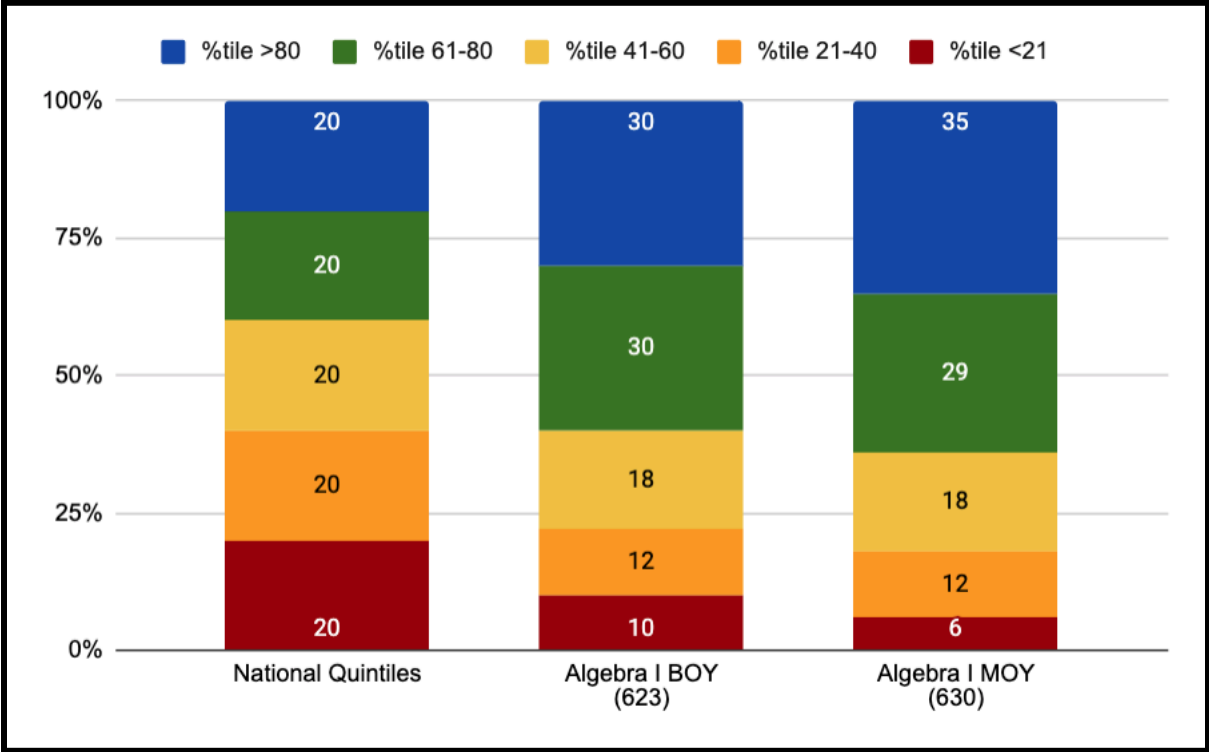
MAP Growth Reading 2023-2024



MAP Growth Math 2023-2024



MAP Growth Algebra I 2023-2024



BOY=Beginning of Year
 MOY=Middle of Year

STAAR Data

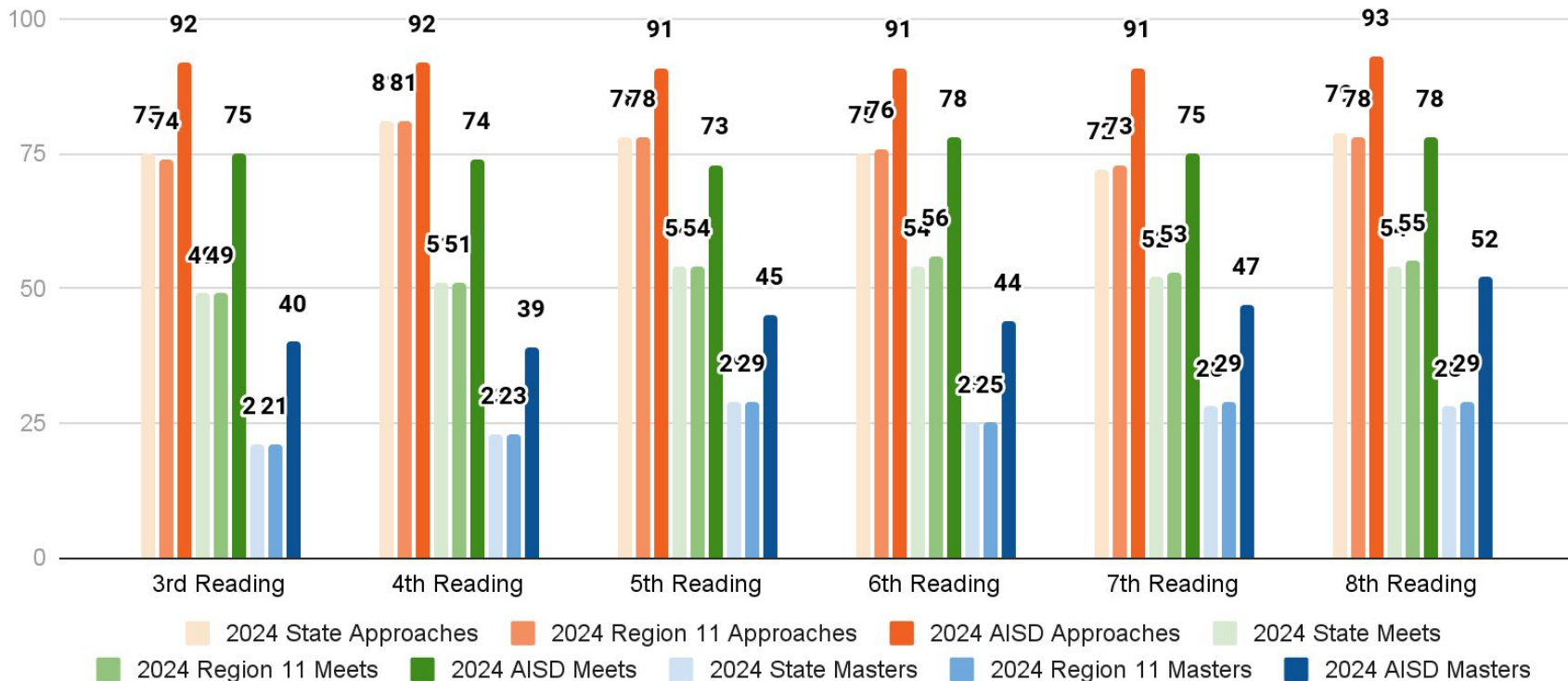
2024



Aledo Independent School District



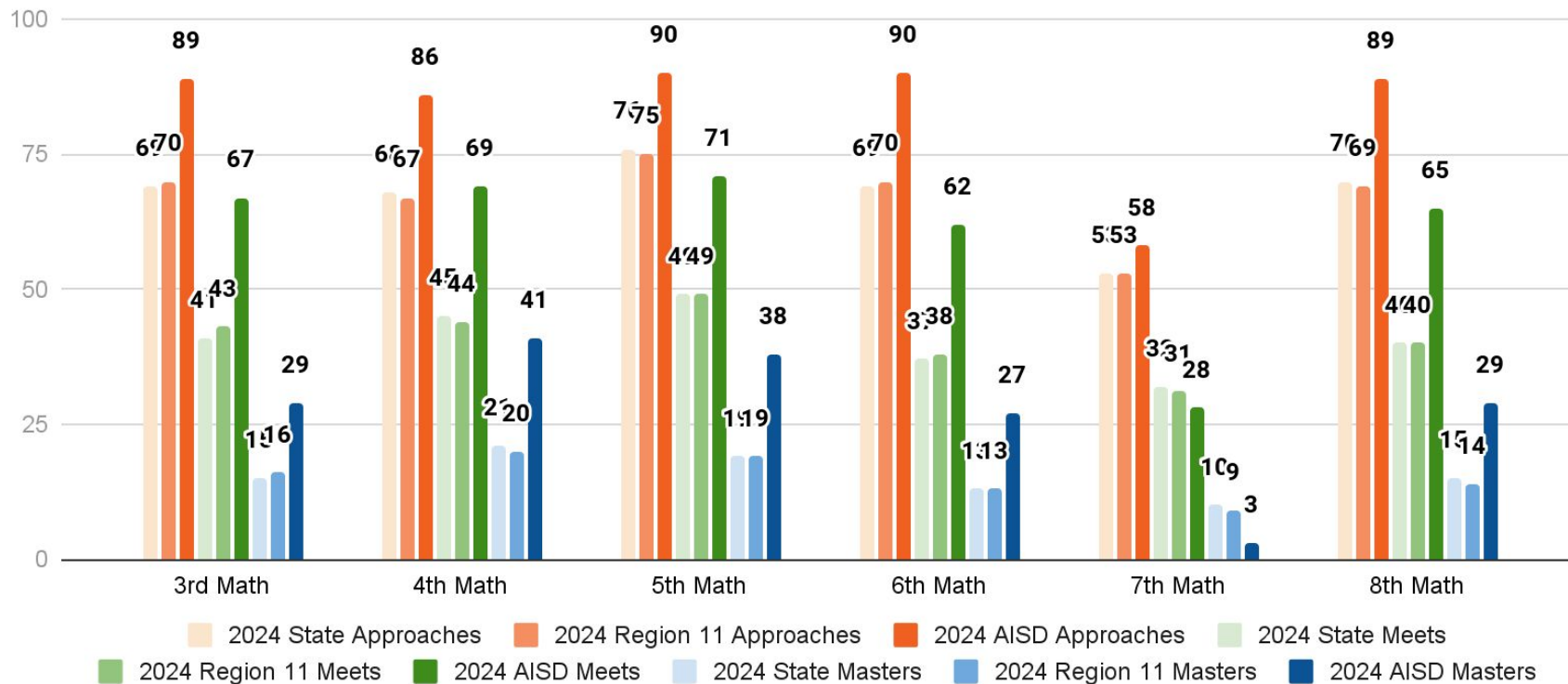
3-8 STAAR Reading 2024 State & Region 11 Comparison





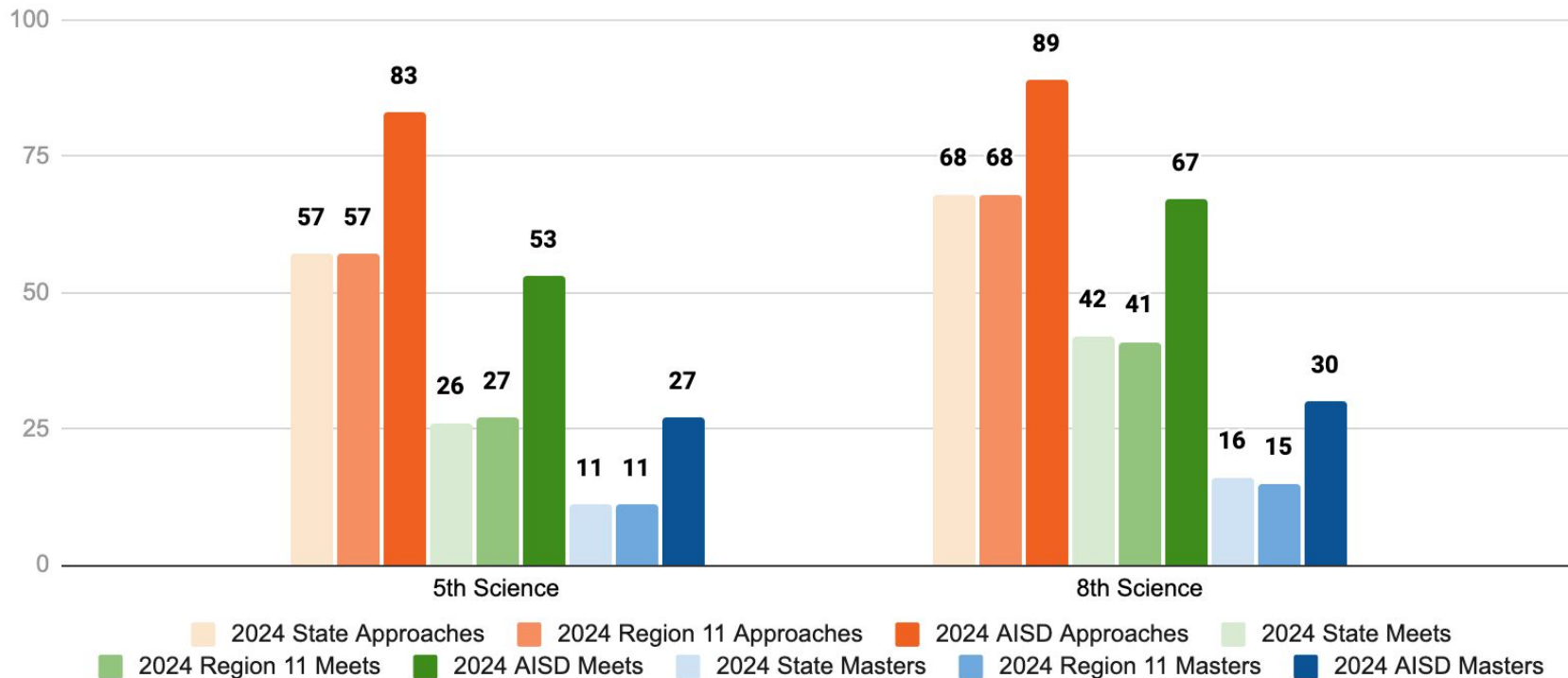
3-8 STAAR Math 2024

State & Region 11 Comparison



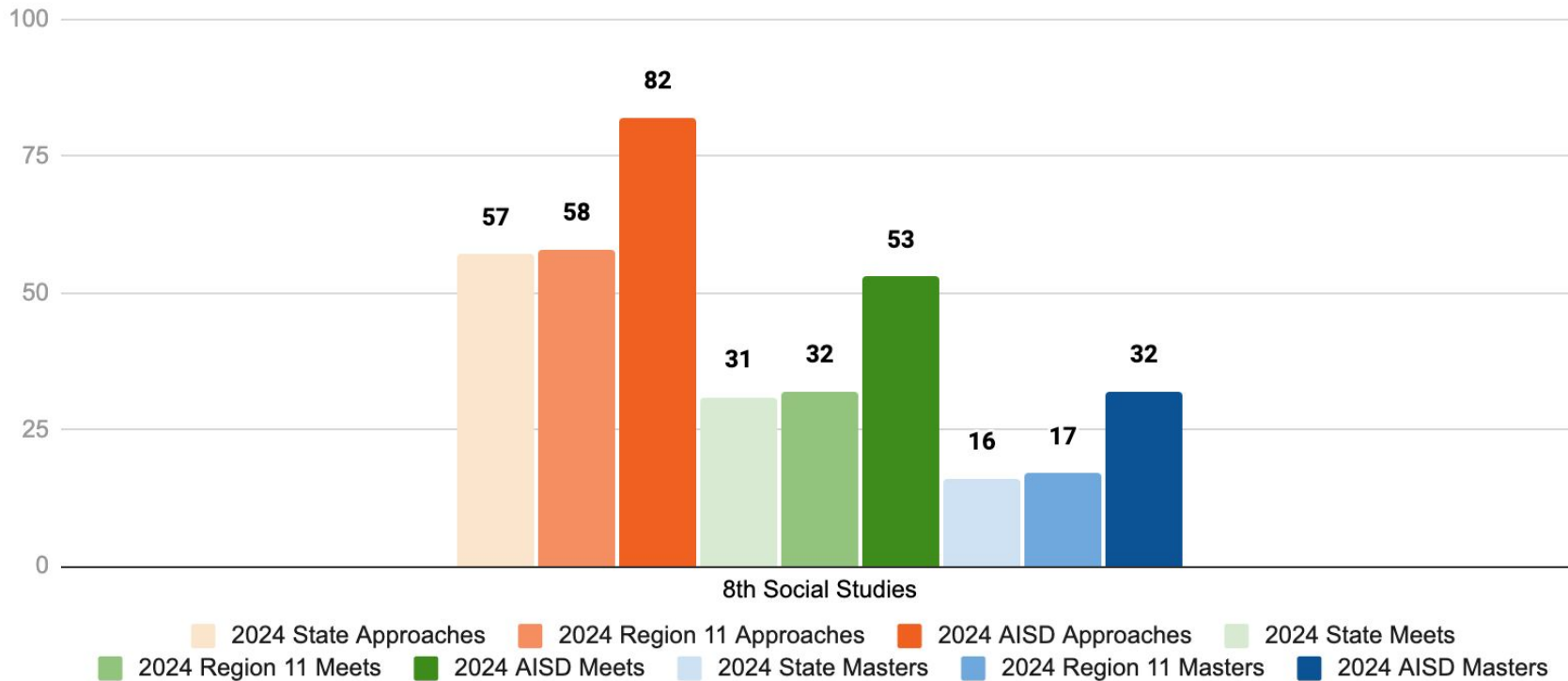


5th/8th STAAR Science 2024 State & Region 11 Comparison



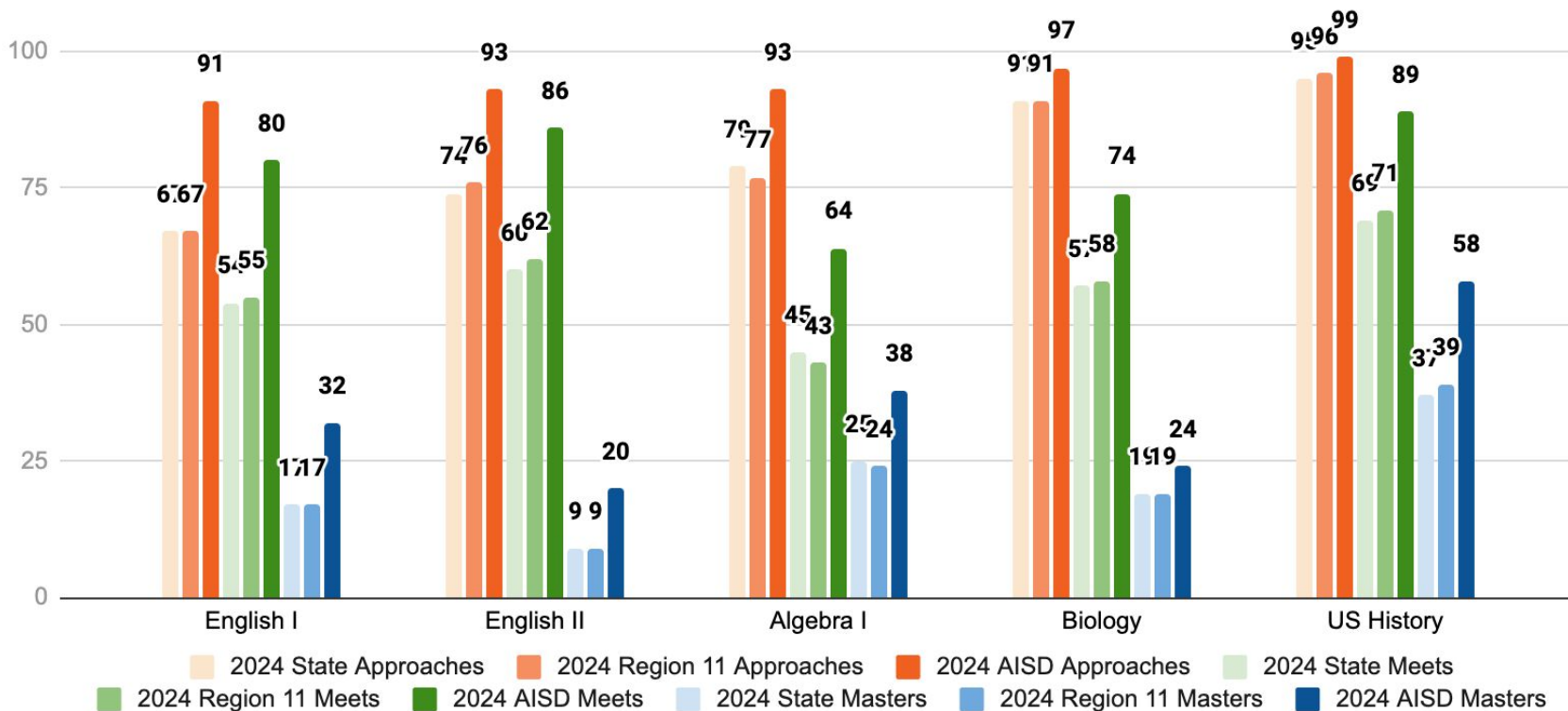


8th STAAR Social Studies 2024 State & Region 11 Comparison





Spring EOC 2024 State & Region 11 Comparison

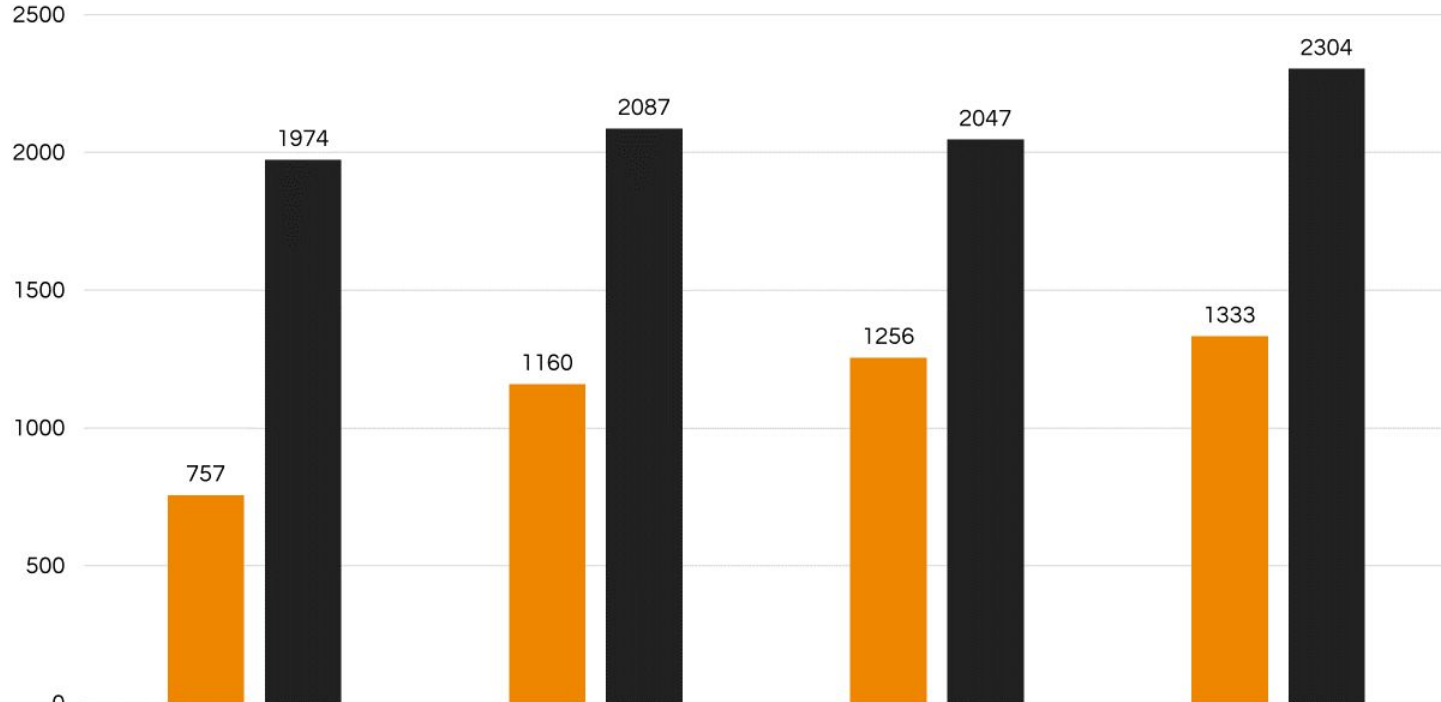


Trends in Advanced Placement



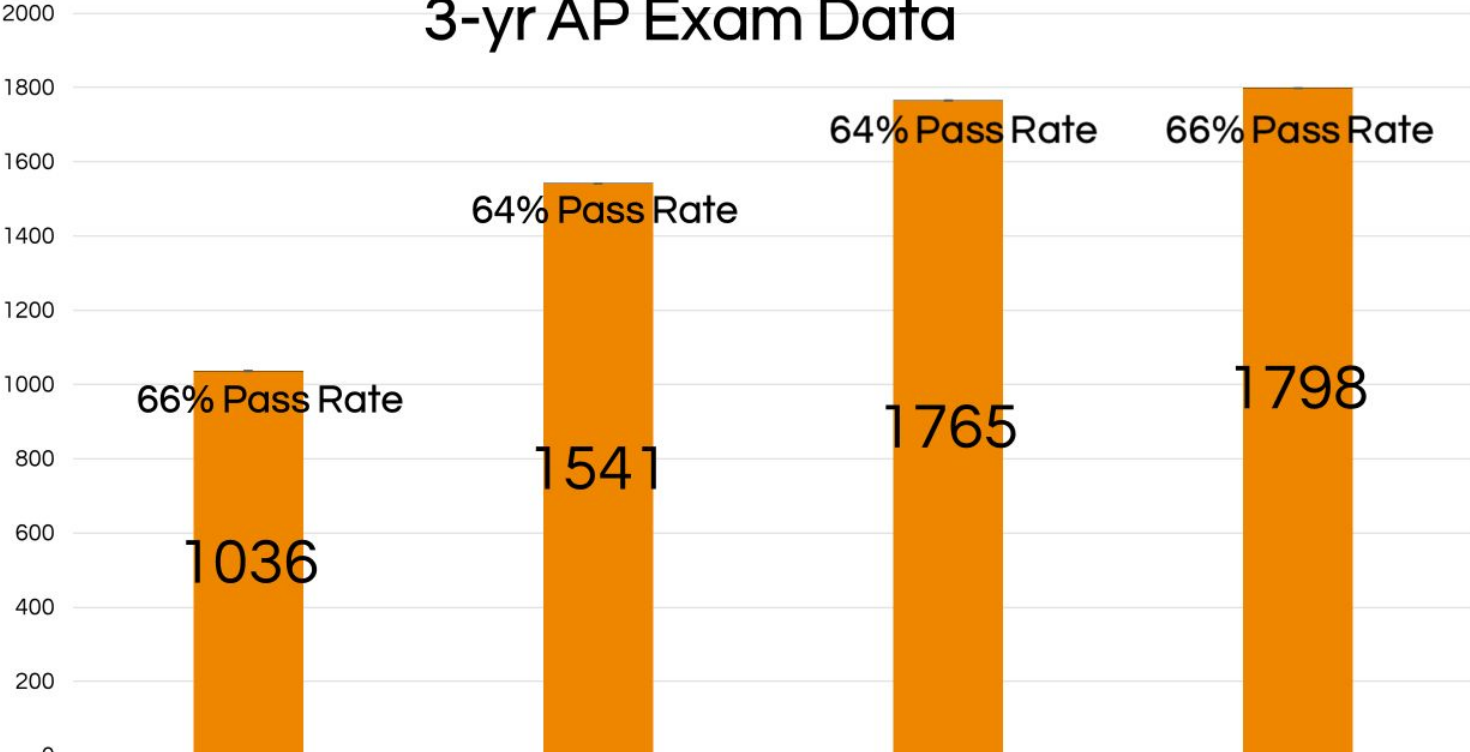
4 yr-AP Enrollment

■ Students ■ Seats



	2021-2022	2022-2023	2023-2024	2024-2025
■ Students	757	1160	1256	1333
■ Seats	1974	2087	2047	2304

3-yr AP Exam Data



■ Pass Rate
■ # of exams

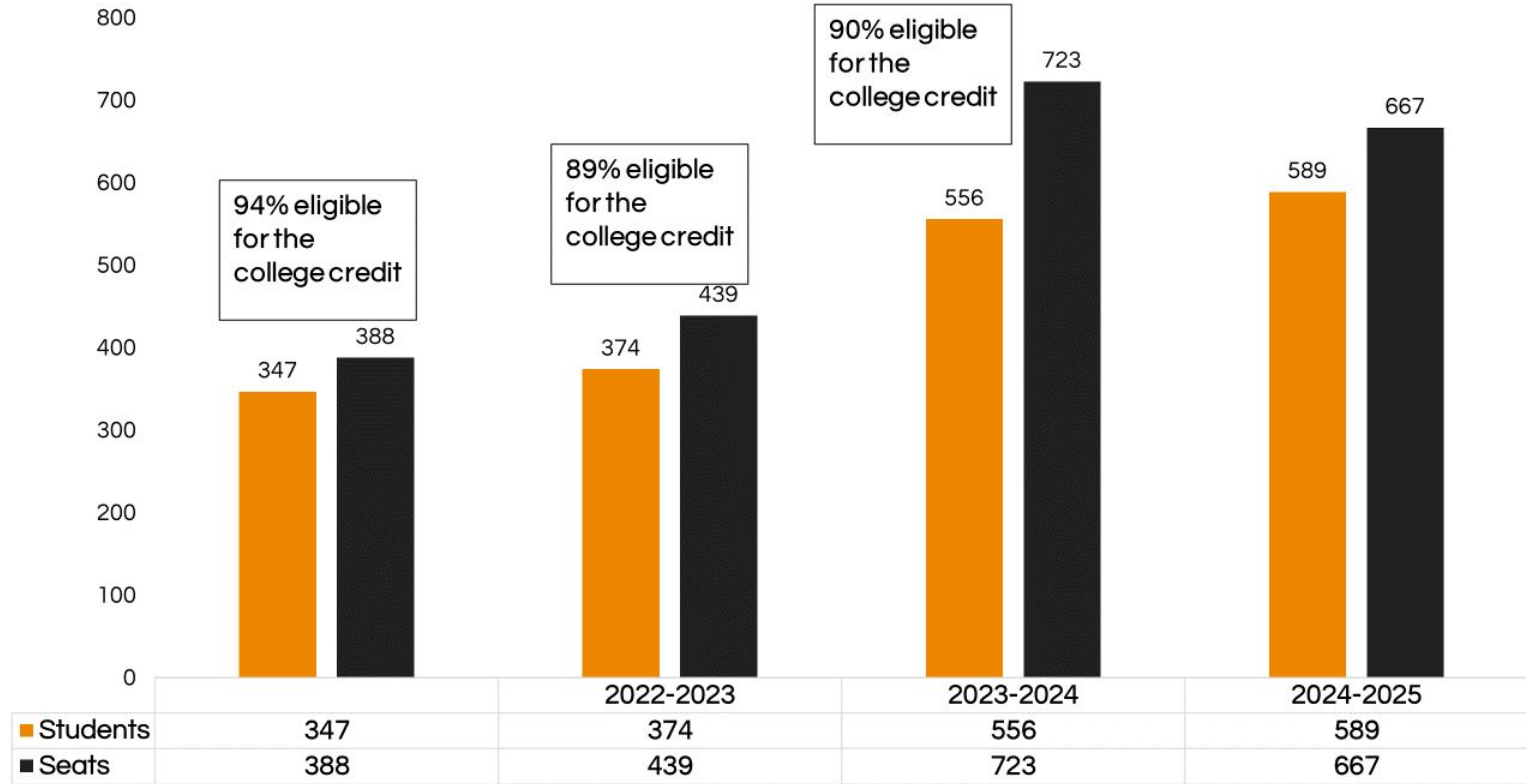
	2020-2021	2021-2022	2022-2023	2023-2024
Pass Rate	66%	64%	64%	66%
# of exams	1036	1541	1765	1798

Trends in Dual Enrollment/Dual Credit

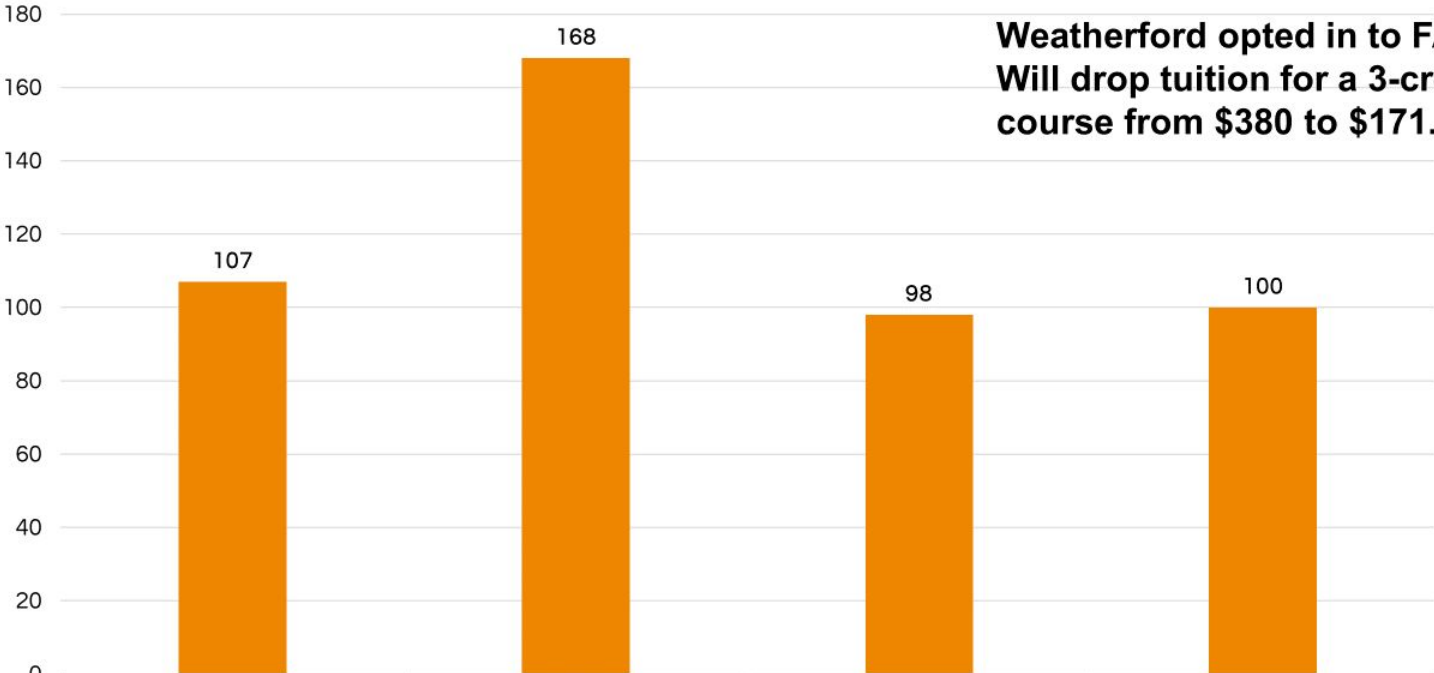


4-yr OnRamps Enrollment

■ Students ■ Seats



3 yr- Dual Credit Enrollment (Weatherford College)



Column1

2021-2022

107

2022-2023

168

2023-2024

98

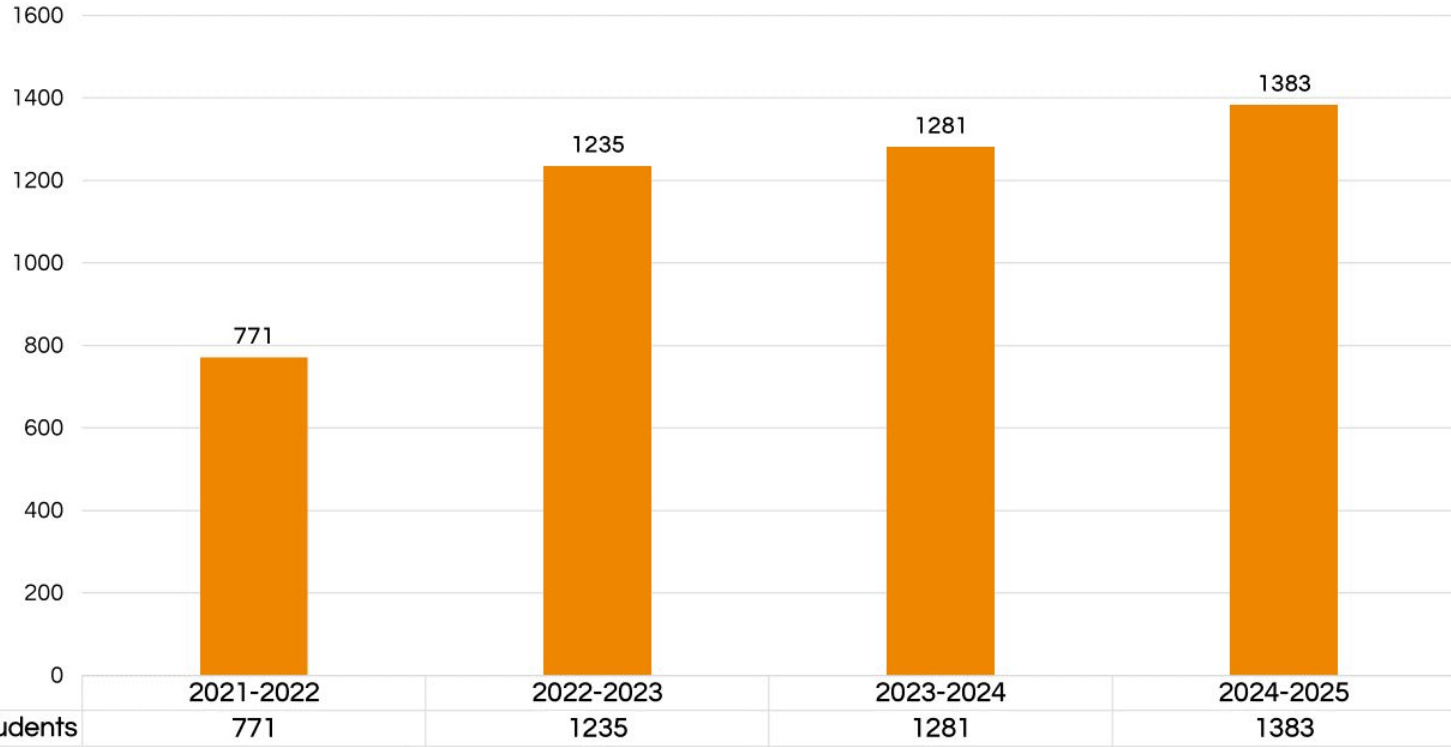
2024-2025

100

Trends in Middle School Advanced Enrollment



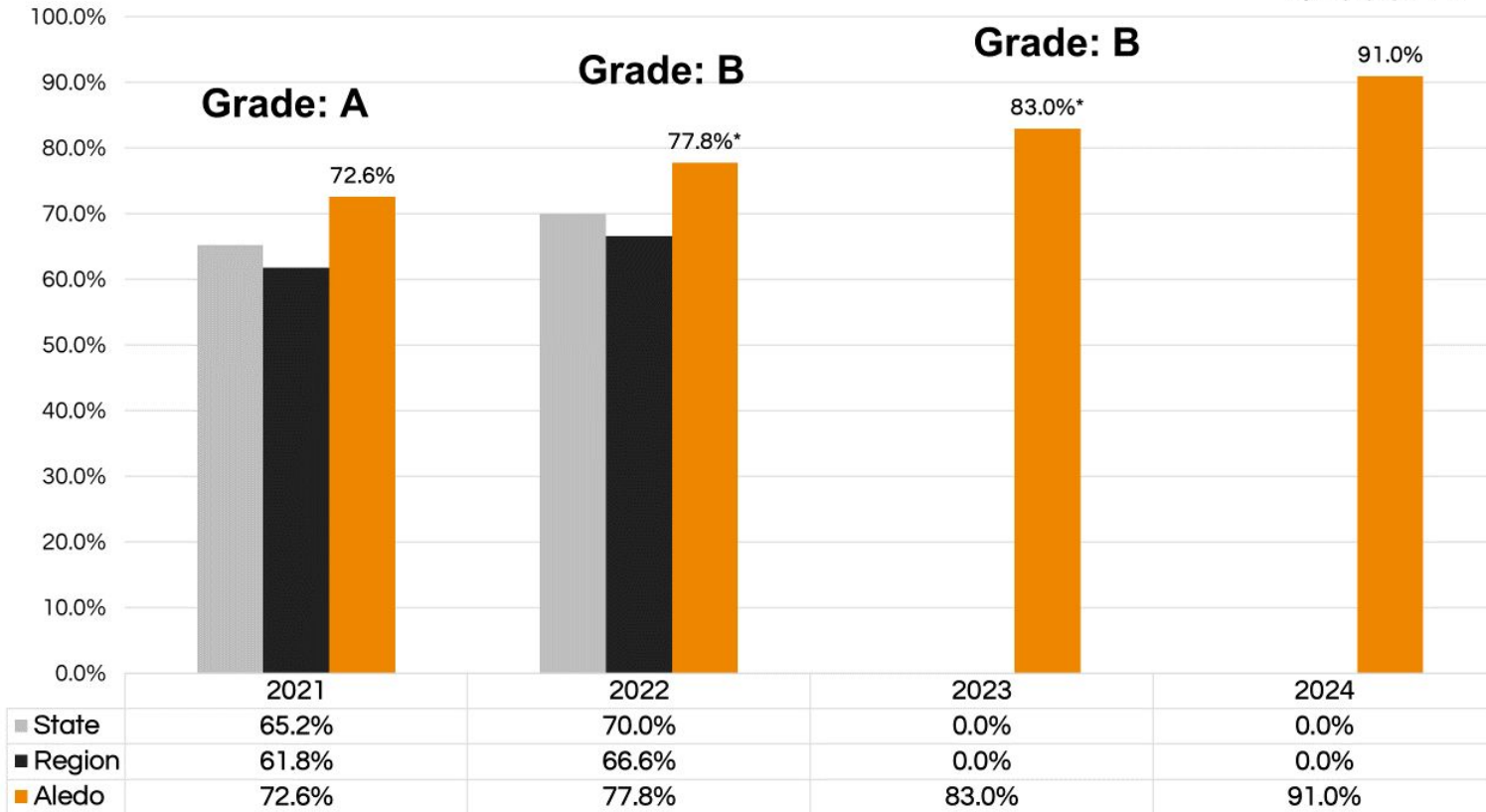
4-yr Middle School Advanced Course Enrollment



CCMR Progress



% Annual of Graduates –CCMR MET



Grade: A
 Class of 2023 is at 81% in the final count in TEAL. That is scaled to an 83% CCMR-met or a "B".

Grade: B
Grade: A
 Class of 2024 is at 91% according to our internal tracking. Final CCMR percentages will be released in August 2025 and will be included in the 2025 TAPR.



**Congrats to the
Aledo High School
Class of 2024**

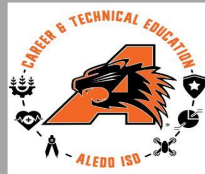
**The Class of 2024
saved an
estimated
\$1,937,075.00 in
college tuition via
AP, Dual Credit
and OnRamps**



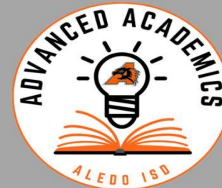
**75% of the Class
of 2024
graduated with
college
credit and/or an
industry-based
certification**



**63% of the Class of 2024
graduated with college credit
via AP, OnRamps or Dual
Credit**



**Over 90% of the Class
of 2024 graduated
College, Career and/or
Military Ready.**



2023-2024 Advanced Academics By the Numbers/facts:

- 8 AP Capstone students
- 44 students in CTE practicums (Ag, Education, Entrepreneurship, EMT, and Graphic Design)
- Class of 2024 College Credit Savings (based on \$387.40 /credit hour average among Texas schools)
 - \$1,064,575.00- AP
 - \$347,500- Dual Credit
 - \$525,000- OnRamps
 - \$1.937,075.00- Total Saving to Students
- 63% of students in the Class of 2024 graduated with college credit via AP, OnRamps, Dual Credit.
- 75% of the students in the Class of 2024 graduated with college credit and/or an industry-based certification.
- 1,795 AP Exams given to 1,048 students
- 66% 847 AP testers earned 3+ (college credit) on AP Exams
- 2,033 Students participated in AP/Pre-AP courses
- 492 Industry Certifications earned
- \$1.937 M Total savings to students from OnRamps, AP & Dual Credit course college credit
- 90% UT OnRamps eligible for college credit
- 98% Students taking Weatherford College dual credit earned college credit
- 1 National Merit Finalist
- 7 National Merit Commended Scholars
- 47 Student-athletes named Academic All-State team members in 13 sports
- 72 Students Recognized with 78 honors by the College Board National Recognition Program
- ALEDO HS EARNS PRESTIGIOUS COLLEGE BOARD AP DISTINCTIONS
 - Aledo High School earned a Silver Distinction on the 2023 Advanced Placement School Honor Roll for AP test pass rate of 63% during the 2022-2023 school year.
 - Aledo High School earned the AP Access Award due to the number of AP Exam takers who are underrepresented minority Class of 2024 Graduates classified as and/or low-income students.

STUDENTS: Student Wellness Survey

<u>Question</u>	<u>5th GRADE</u>					<u>Question</u>	<u>5th GRADE</u>					<u>Question</u>	<u>5th GRADE</u>				
POSITIVE FEELINGS						CHALLENGING FEELINGS						SOCIAL AWARENESS					
	Spring 2022 favorable responses N = 495	Spring 2023 favorable responses N = 576	Difference (S22 to S23)	Fall 2023 favorable responses N = 552	Difference (S23 to F23)		Spring 2022 favorable responses N = 495	Spring 2023 favorable responses N = 576	Difference (S22 to S23)	Fall 2023 favorable responses N = 552	Difference (S23 to F23)		Spring 2022 favorable responses N = 495	Spring 2023 favorable responses N = 576	Difference (S22 to S23)	Fall 2023 favorable responses N = 552	Difference (S23 to F23)
During the past week, how often did you feel excited?	82%	82%	NC	79%	(-3)	During the past week, how often did you feel mad?	57%	59%	(+2)	59%	NC	During the past 30 days, how carefully did you listen to other people's points of view?	68%	83%	(+15)	81%	(-2)
During the past week, how often did you feel happy?	68%	68%	NC	67%	(-1)	During the past week, how often did you feel lonely?	64%	60%	(-4)	64%	(+4)	During the past 30 days, how much did you care about other people's feelings?	86%	92%	(+6)	91%	(-1)
During the past week, how often did you feel loved?	67%	59%	(-8)	60%	(-1)	During the past week, how often did you feel sad?	62%	62%	NC	64%	(+2)	During the past 30 days, how well did you get along with students who are different from you?	62%	67%	(+5)	69%	(+2)
During the past week, how often did you feel safe?	54%	59%	(+5)	62%	(+3)	During the past week, how often did you feel worried?	52%	63%	(+11)	57%	(-6)	During the past 30 days, how clearly were you able to describe your feelings?	39%	48%	(+9)	48%	NC
<small>In the Fall of 2023, the average percentage of favorable responses by Aledo ISD 5th graders for all questions falling under the heading of Positive Feelings was 67%. Compared to other schools across the country, this score is in the 50th percentile for the topic of Positive Feelings.</small>						<small>In the Fall of 2023, the average percentage of favorable responses by Aledo ISD 5th graders for all questions falling under the heading of Challenging Feelings was 61%. Compared to other schools across the country, this score is in the 90th percentile for the topic of Challenging Feelings.</small>						<small>During the past 30 days, when others disagreed with you, how respectful were you of their views?</small>					
These questions were NOT surveyed in Spring 2021						***These questions were NOT surveyed in Spring 2021***						<small>During the past 30 days, when others disagreed with you, how respectful were you of their views?</small>					
												<small>During the past 30 days, to what extent were you able to stand up for yourself without putting others down?</small>					
												<small>During the past 30 days, to what extent were you able to disagree with others without starting an argument?</small>					
												<small>During the past 30 days, how often did you compliment others' accomplishments?</small>					
												<small>In the Fall of 2023, the average percentage of favorable responses by Aledo ISD 5th graders for all questions falling under the heading of Social Awareness was 61%. Compared to other non-urban, low FRLP schools across the country, this score is in the 50th percentile for the topic of Social Awareness.</small>					
												These questions were NOT surveyed in Spring 2021					



Aledo ISD

Grades 3-5
Fall 2023



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
<p>Challenging Feelings</p> <p>How frequently students feel challenging emotions, with higher scores indicating less frequent challenging emotions.</p>	61%	 <p>80th - 99th percentile compared to others nationally</p>
<p>Positive Feelings</p> <p>How frequently students feel positive emotions.</p>	67%	 <p>40th - 59th percentile compared to others nationally</p>
<p>Social Awareness</p> <p>How well students consider the perspectives of others and empathize with them.</p>	69%	 <p>60th - 79th percentile compared to others nationally</p>

552 responses



Challenging Feelings

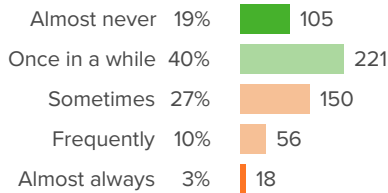
Your average

61%

552 responses

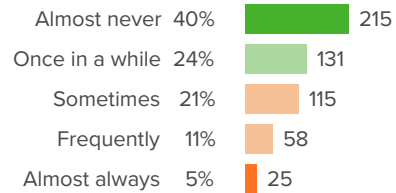
How did people respond?

Q.1: During the past week, how often did you feel mad?



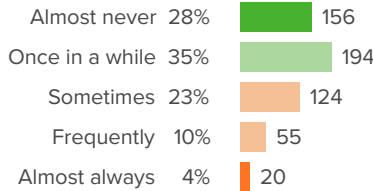
Favorable: **59%**

Q.2: During the past week, how often did you feel lonely?



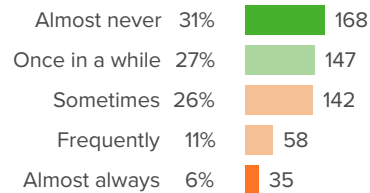
Favorable: **64%**

Q.3: During the past week, how often did you feel sad?



Favorable: **64%**

Q.4: During the past week, how often did you feel worried?



Favorable: **57%**



Positive Feelings

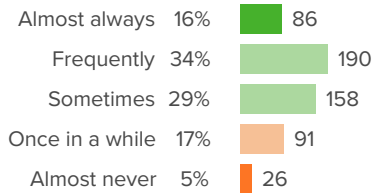
Your average

67%

552 responses

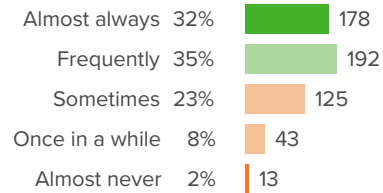
How did people respond?

Q.1: During the past week, how often did you feel excited?



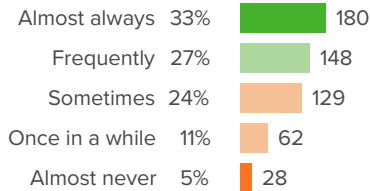
Favorable: **79%**

Q.2: During the past week, how often did you feel happy?



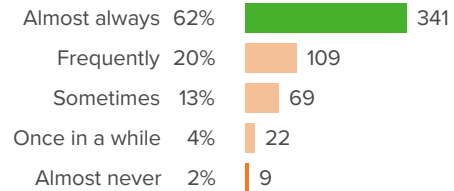
Favorable: **67%**

Q.3: During the past week, how often did you feel loved?



Favorable: **60%**

Q.4: During the past week, how often did you feel safe?



Favorable: **62%**



Social Awareness

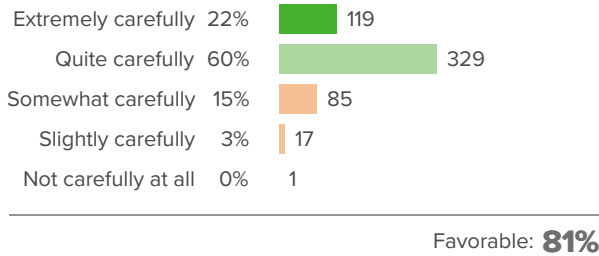
Your average

69%

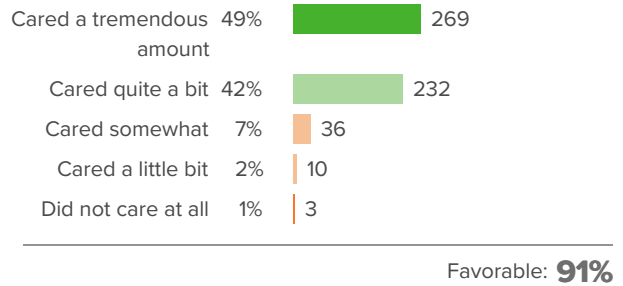
552 responses

How did people respond?

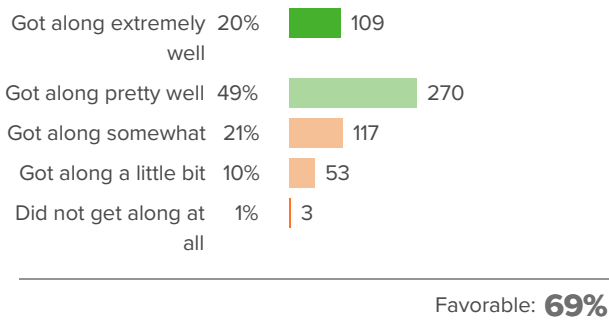
Q.1: During the past 30 days...How carefully did you listen to other people's points of view?



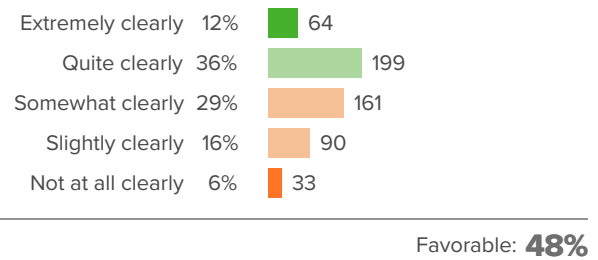
Q.2: During the past 30 days...How much did you care about other people's feelings?



Q.3: During the past 30 days...How well did you get along with students who are different from you?

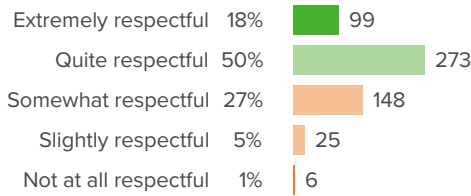


Q.4: During the past 30 days...How clearly were you able to describe your feelings?



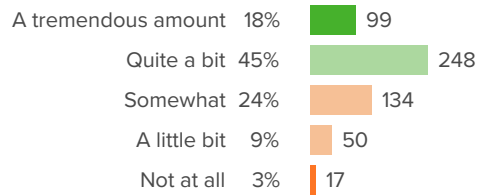


Q.5: During the past 30 days...When others disagreed with you, how respectful were you of their views?



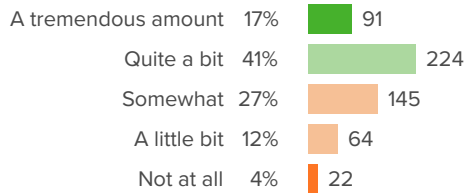
Favorable: **68%**

Q.6: During the past 30 days...To what extent were you able to stand up for yourself without putting others down?



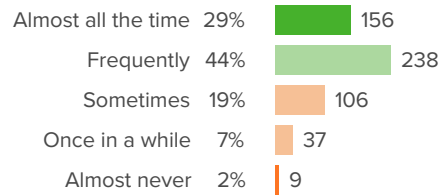
Favorable: **63%**

Q.7: During the past 30 days...To what extent were you able to disagree with others without starting an argument?



Favorable: **58%**

Q.8: During the past 30 days...How often did you compliment others' accomplishments?



Favorable: **72%**

STUDENTS: Student Supports & Environment Survey

Question

Sense of Belonging: 5th Grade

	Spring 2021 favorable responses N = 385	Spring 2022 favorable responses N = 362	Difference (S21 to S22)	Fall 2022 favorable responses N = 579	Difference (S22 to F22)	Fall 2023 favorable responses N = 547	Difference (F22 to F23)
How well do people at your school understand you as a person?	53%	57%	(+4)	66%	(+9)	67%	(+1)
How much support do the adults at your school give you?	78%	80%	(+2)	75%	(-5)	78%	(+3)
How much respect do students in your school show you?	42%	51%	(+9)	47%	(-4)	53%	(+6)
Overall, how much do you feel like you belong at your school?	67%	65%	(-2)	71%	(+6)	78%	(+7)
<p>In the Fall of 2023, the average percentage of favorable responses by Aledo ISD 5th graders for all questions falling under the heading of Sense of Belonging was 69%. Compared to national norms of other non-urban, low free-lunch population (defined as less than 30%), 5th grade students completing this survey, this AISD average of 69% favorable responses falls in the 50th percentile.</p>							



Aledo ISD


Grades 3-5
Fall 2023



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
<p>Sense of Belonging</p> <p>How much students feel that they are valued members of the school community.</p>	<p>69%</p> <p>▲7</p> <p>since last survey</p>	 <p>80th - 99th percentile compared to others nationally</p>

547 responses



Sense of Belonging

Your average

69%

547 responses

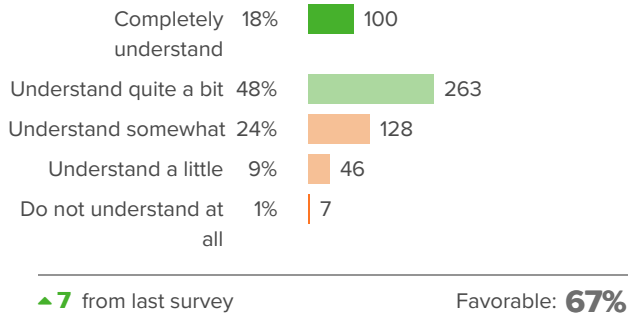
Change

▲ 7

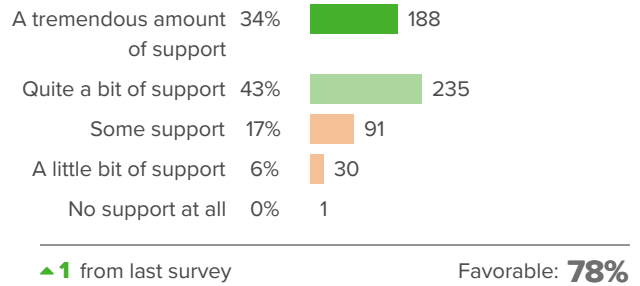
since last survey

How did people respond?

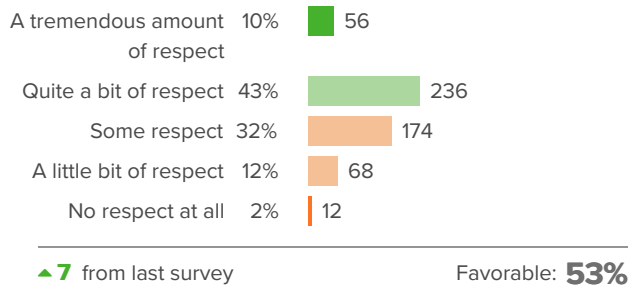
Q.1: How well do people at your school understand you as a person?



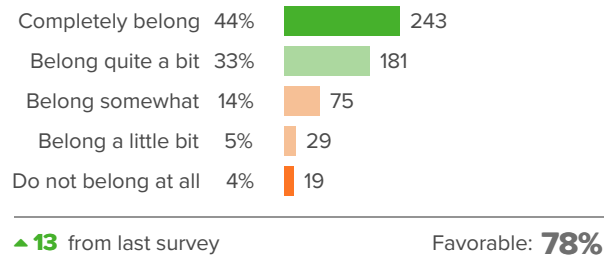
Q.2: How much support do the adults at your school give you?



Q.3: How much respect do students at your school show you?



Q.4: Overall, how much do you feel like you belong at your school?



STUDENTS: Student Wellness Survey

<u>Question</u>	<u>6th-12th Grade</u>					<u>Question</u>	<u>6th-12th Grade</u>					<u>Question</u>	<u>6th-12th Grade</u>				
STUDENTS: POSITIVE FEELINGS						STUDENTS: CHALLENGING FEELINGS						STUDENTS: SOCIAL AWARENESS					
	Spring 2022 favorable responses N = 2,623	Spring 2023 favorable responses N = 3,140	Difference (S22 to S23)	Fall 2023 favorable responses N = 3,002	Difference (S23 to F23)		Spring 2022 favorable responses N = 2,623	Spring 2023 favorable responses N = 3,140	Difference (S22 to S23)	Fall 2023 favorable responses N = 3,002	Difference (S23 to F23)		Spring 2022 favorable responses N = 2,623	Spring 2023 favorable responses N = 3,140	Difference (S22 to S23)	Fall 2023 favorable responses N = 3,002	Difference (S23 to F23)
During the past week, how often did you feel excited?	79%	76%	(-3)	78%	(+2)	During the past week, how often did you feel angry?	48%	47%	(-1)	47%	NC	During the past 30 days, how carefully did you listen to other people's points of view?	67%	74%	(+7)	77%	(+3)
During the past week, how often did you feel happy?	64%	60%	(-4)	62%	(+2)	During the past week, how often did you feel lonely?	58%	59%	(+1)	61%	(+2)	During the past 30 days, how much did you care about other people's feelings?	74%	78%	(+4)	80%	(+2)
During the past week, how often did you feel loved?	67%	62%	(-5)	61%	(-1)	During the past week, how often did you feel sad?	57%	57%	NC	59%	(+2)	During the past 30 days, how well did you get along with students who are different from you?	59%	59%	NC	61%	(+2)
During the past week, how often did you feel safe?	47%	42%	(-5)	42%	NC	During the past week, how often did you feel worried?	48%	44%	(-4)	47%	(+3)	During the past 30 days, how often did you compliment others' accomplishments?	54%	59%	(+5)	62%	(+3)
During the past week, how often did you feel hopeful?	53%	52%	(-1)	52%	NC	During the past week, how often did you feel frustrated?	72%	70%	(-2)	71%	(+1)	During the past 30 days, how clearly were you able to describe your feelings?	31%	38%	(+7)	40%	(+2)
<small>In the Fall of 2023, the average percentage of favorable responses by Aledo ISD 6th-12th graders for all questions falling under the heading of Positive Feelings was 59%. Compared to other schools across the country, this score is in the 70th percentile for the topic of Positive Feelings.</small>						<small>In the Fall of 2023, the average percentage of favorable responses by Aledo ISD 6th-12th graders for all questions falling under the heading of Challenging Feelings was 57%. Compared to other schools across the country, this score is in the 80th percentile for the topic of Challenging Feelings.</small>						During the past 30 days, when others disagreed with you, how disrespectful were you of their views?					
These questions were NOT surveyed in Spring 2021						***These questions were NOT surveyed in Spring 2021***						During the past 30 days, to what extent were you able to stand up for yourself without putting others down?					
												During the past 30 days, to what extent were you able to disagree with others without starting an argument?					
												<small>In the Fall of 2023, the average percentage of favorable responses by Aledo ISD 6th-12th graders for all questions falling under the heading of Social Awareness was 61%. Compared to other non-urban, low FRLP schools across the country, this score is in the 20th percentile for the topic of Social Awareness.</small>					
												These questions were NOT surveyed in Spring 2021					



Aledo ISD


Grades 6-12
Fall 2023



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
<p>Challenging Feelings</p> <p>How frequently students feel challenging emotions, with higher scores indicating less frequent challenging emotions.</p>	<p>57%</p>	 <p>60th - 79th percentile compared to others nationally</p>
<p>Positive Feelings</p> <p>How frequently students feel positive emotions.</p>	<p>59%</p>	 <p>60th - 79th percentile compared to others nationally</p>
<p>Social Awareness</p> <p>How well students consider the perspectives of others and empathize with them.</p>	<p>62%</p>	 <p>20th - 39th percentile compared to others nationally</p>

3,002 responses



Challenging Feelings

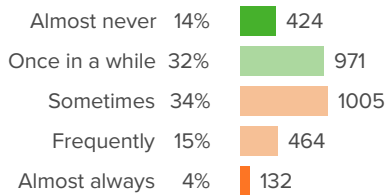
Your average

57%

3,002 responses

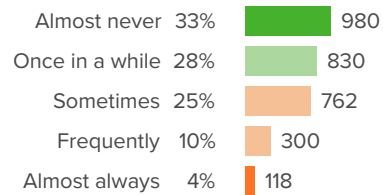
How did people respond?

Q.1: During the past week, how often did you feel angry?



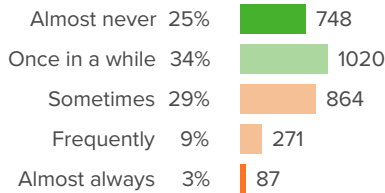
Favorable: **47%**

Q.2: During the past week, how often did you feel lonely?



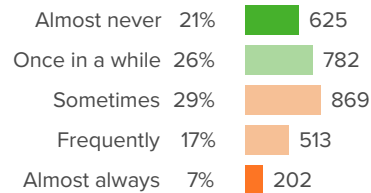
Favorable: **61%**

Q.3: During the past week, how often did you feel sad?



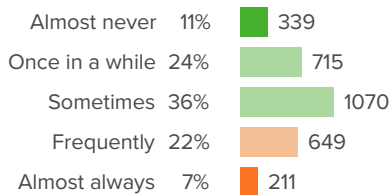
Favorable: **59%**

Q.4: During the past week, how often did you feel worried?



Favorable: **47%**

Q.5: During the past week, how often did you feel frustrated?



Favorable: **71%**



Positive Feelings

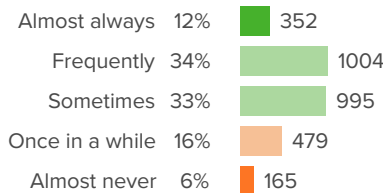
Your average

59%

3,002 responses

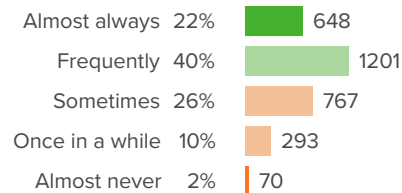
How did people respond?

Q.1: During the past week, how often did you feel excited?



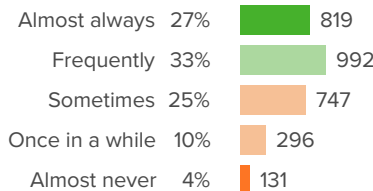
Favorable: **78%**

Q.2: During the past week, how often did you feel happy?



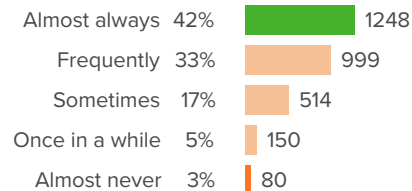
Favorable: **62%**

Q.3: During the past week, how often did you feel loved?



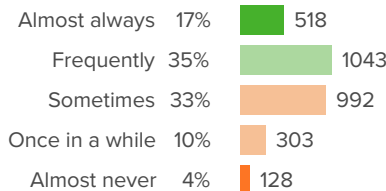
Favorable: **61%**

Q.4: During the past week, how often did you feel safe?



Favorable: **42%**

Q.5: During the past week, how often did you feel hopeful?



Favorable: **52%**



Social Awareness

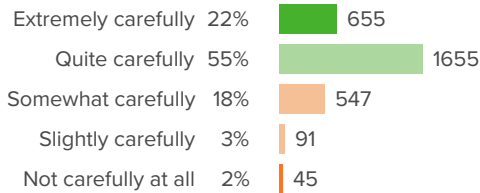
Your average

62%

3,002 responses

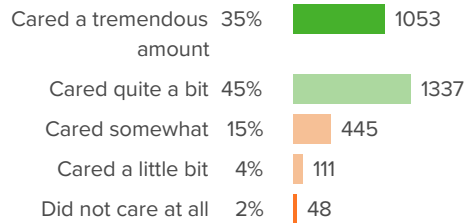
How did people respond?

Q.1: During the past 30 days...How carefully did you listen to other people's points of view?



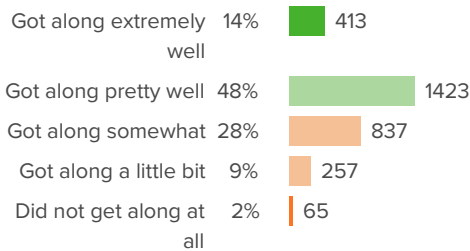
Favorable: **77%**

Q.2: During the past 30 days...How much did you care about other people's feelings?



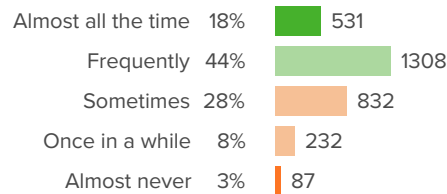
Favorable: **80%**

Q.3: During the past 30 days...How well did you get along with students who are different from you?



Favorable: **61%**

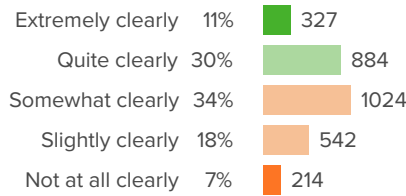
Q.4: During the past 30 days...How often did you compliment others' accomplishments?



Favorable: **62%**

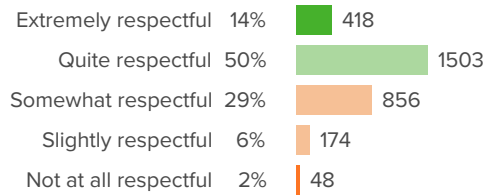


Q.5: During the past 30 days...How clearly were you able to describe your feelings?



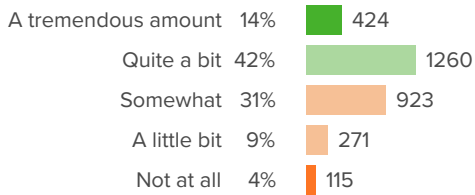
Favorable: **40%**

Q.6: During the past 30 days...When others disagreed with you, how respectful were you of their views?



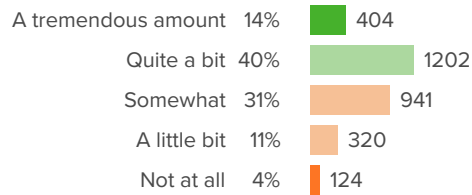
Favorable: **64%**

Q.7: During the past 30 days...To what extent were you able to stand up for yourself without putting others down?



Favorable: **56%**

Q.8: During the past 30 days...To what extent were you able to disagree with others without starting an argument?



Favorable: **54%**

STUDENTS: Student Supports & Environment Survey

Question

Sense of Belonging: 6th-12th Grade

	Spring 2021 favorable responses N = 2,191	Spring 2022 favorable responses N = 1,736	Difference (S21 to S22)	Fall 2022 favorable responses N = 3,032	Difference (S22 to F22)	Fall 2023 favorable responses N = 3,054	Difference (F22 to F23)
How well do people at your school understand you?	36%	42%	(+6)	54%	(+12)	56%	(+2)
How connected do you feel to the adults at your school?	27%	30%	(+3)	39%	(+9)	41%	(+2)
How much respect do students in your school show you?	38%	41%	(+3)	48%	(+7)	49%	(+1)
How much do you matter to others at your school?	39%	41%	(+2)	50%	(+9)	52%	(+2)
Overall, how much do you feel like you belong at your school?	48%	51%	(+3)	60%	(+9)	60%	NC
<p>In the Fall of 2023, the average percentage of favorable responses by Aledo ISD 6th-12th graders for all questions falling under the heading of Sense of Belonging was 52%. Compared to national norms of other non-urban, low free-lunch population (less than 30%), 6th - 12th grade students completing this survey, this average of 52% favorable responses falls in the 40th percentile.</p>							



Aledo ISD


Grades 6-12
Fall 2023



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
<p>Sense of Belonging</p> <p>How much students feel that they are valued members of the school community.</p>	<p>52%</p> <p>▲ 8</p> <p>since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>

3,054 responses



Sense of Belonging

Your average

52%

3,054 responses

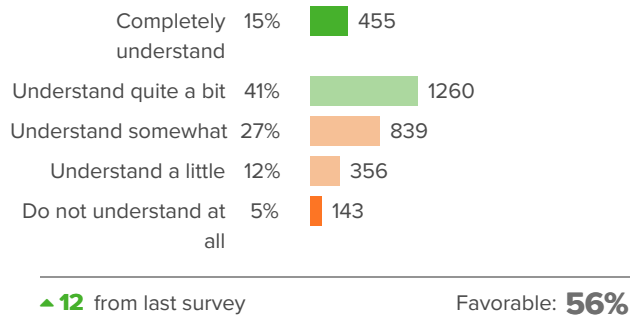
Change

▲ 8

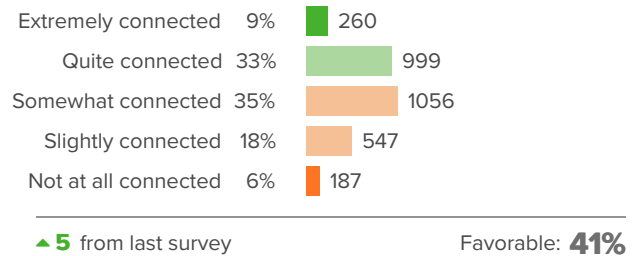
since last survey

How did people respond?

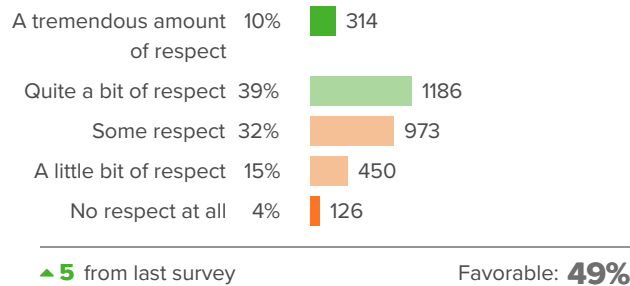
Q.1: How well do people at your school understand you as a person?



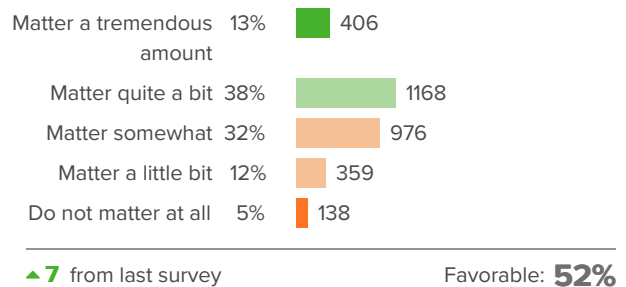
Q.2: How connected do you feel to the adults at your school?



Q.3: How much respect do students in your school show you?

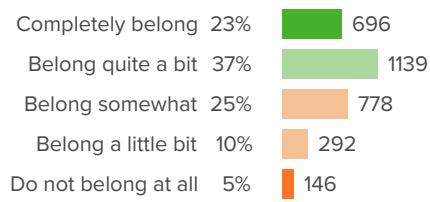


Q.4: How much do you matter to others at this school?





Q.5: Overall, how much do you feel like you belong at your school?



▲ 8 from last survey

Favorable: **60%**



Aledo ISD




Grades 3-5
Spring 2024 Student Survey



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
<p>Engagement</p> <p>How attentive and invested students are in class.</p>	<p>50%</p>	 <p>40th - 59th percentile compared to others nationally</p>
<p>Rigorous Expectations</p> <p>How much students feel that their teachers hold them to high expectations around effort, understanding, persistence, and performance in class.</p>	<p>78%</p>	 <p>60th - 79th percentile compared to others nationally</p>
<p>Teacher-Student Relationships</p> <p>How strong the social connection is between teachers and students within and beyond the classroom.</p>	<p>67%</p>	 <p>40th - 59th percentile compared to others nationally</p>

555 responses



Engagement

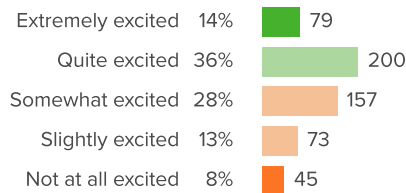
Your average

50%

555 responses

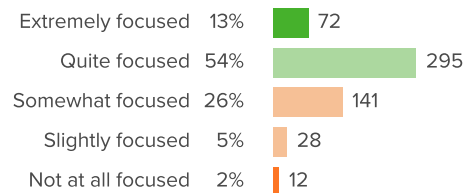
How did people respond?

Q.1: How excited are you about going to this class?



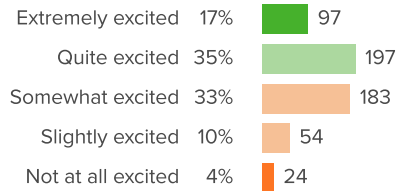
Favorable: **50%**

Q.2: How focused are you on the activities in this class?



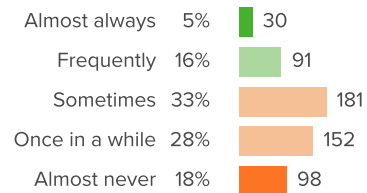
Favorable: **67%**

Q.3: In this class, how excited are you to participate?



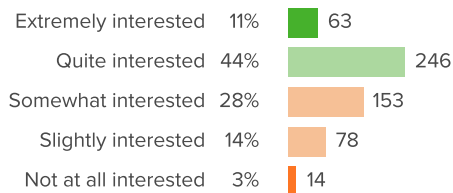
Favorable: **53%**

Q.4: When you are not in school, how often do you talk about ideas from this class?



Favorable: **22%**

Q.5: How interested are you in this class?



Favorable: **56%**



Rigorous Expectations

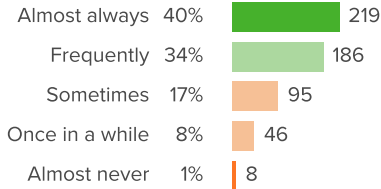
Your average

78%

555 responses

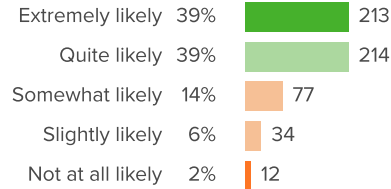
How did people respond?

Q.1: How often does your teacher make you explain your answers?



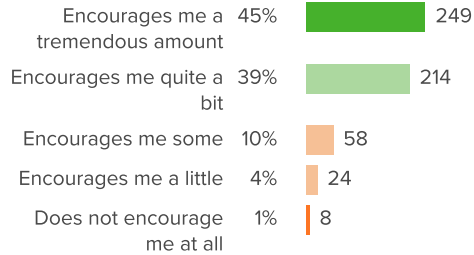
Favorable: **73%**

Q.2: When you feel like giving up, how likely is it that your teacher will make you keep trying?



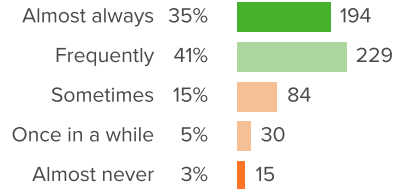
Favorable: **78%**

Q.3: How much does your teacher encourage you to do your best?



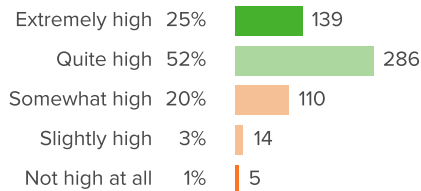
Favorable: **84%**

Q.4: How often does your teacher take time to make sure you understand the material?



Favorable: **77%**

Q.5: Overall, how high are your teacher's expectations of you?



Favorable: **77%**



Teacher-Student Relationships

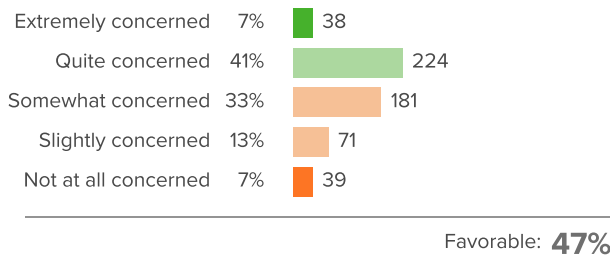
Your average

67%

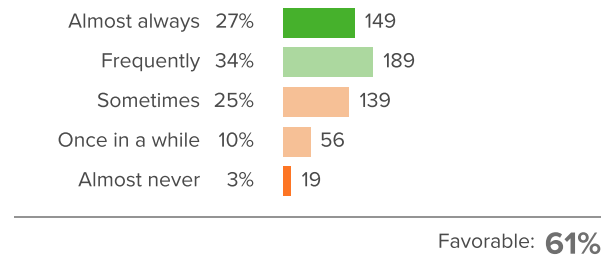
555 responses

How did people respond?

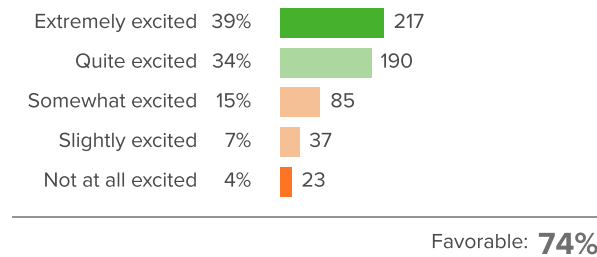
Q.1: If you walked into class upset, how concerned would your teacher be?



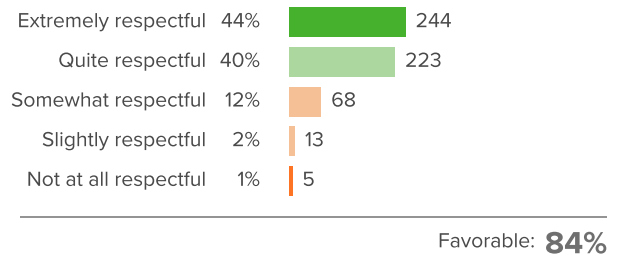
Q.2: When your teacher asks, "How are you?", how often do you feel that your teacher really wants to know your answer?



Q.3: How excited would you be to have your teacher again?



Q.4: How respectful is your teacher towards you?





Aledo ISD




Grades 6-12
Spring 2024 Student Survey



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
<p>Engagement</p> <p>How attentive and invested students are in class.</p>	<p>25%</p>	 <p>0th - 19th percentile compared to others nationally</p>
<p>Rigorous Expectations</p> <p>How much students feel that their teachers hold them to high expectations around effort, understanding, persistence, and performance in class.</p>	<p>62%</p>	 <p>0th - 19th percentile compared to others nationally</p>
<p>Teacher-Student Relationships</p> <p>How strong the social connection is between teachers and students within and beyond the classroom.</p>	<p>55%</p>	 <p>20th - 39th percentile compared to others nationally</p>

2,042 responses



Engagement

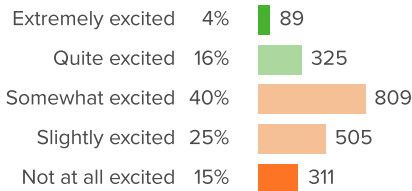
Your average

25%

2,042 responses

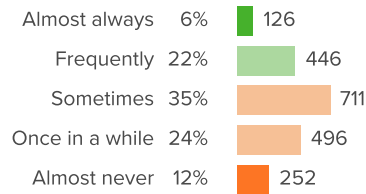
How did people respond?

Q.1: How excited are you about going to your classes?



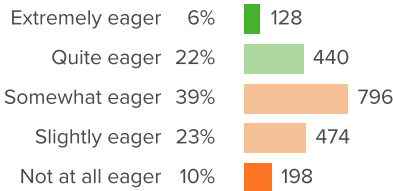
Favorable: **20%**

Q.2: How often do you get so focused on activities in your classes that you lose track of time?



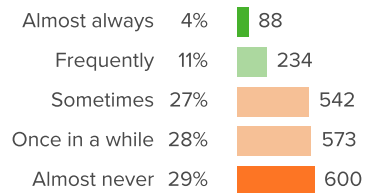
Favorable: **28%**

Q.3: In your classes, how eager are you to participate?



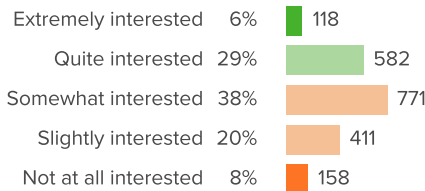
Favorable: **28%**

Q.4: When you are not in school, how often do you talk about ideas from your classes?



Favorable: **16%**

Q.5: Overall, how interested are you in your classes?



Favorable: **34%**



Rigorous Expectations

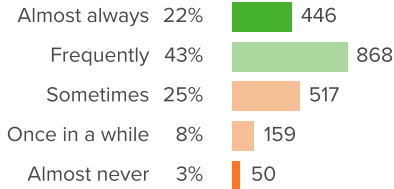
Your average

62%

2,042 responses

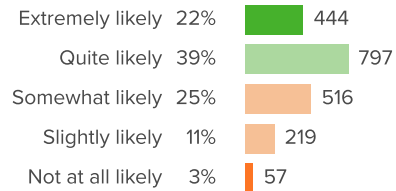
How did people respond?

Q.1: How often do your teachers make you explain your answers?



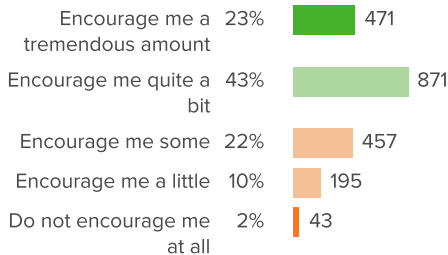
Favorable: **64%**

Q.2: When you feel like giving up on a difficult task, how likely is it that your teachers will make you keep trying?



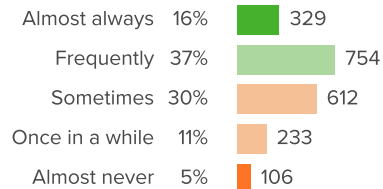
Favorable: **61%**

Q.3: How much do your teachers encourage you to do your best?



Favorable: **66%**

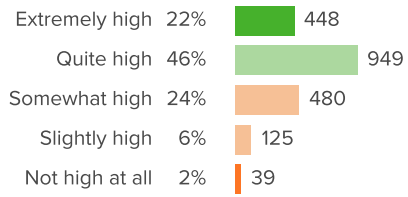
Q.4: How often do your teachers take time to make sure you understand the material?



Favorable: **53%**



Q.5: Overall, how high are your teachers' expectations of you?



Favorable: **68%**



Teacher-Student Relationships

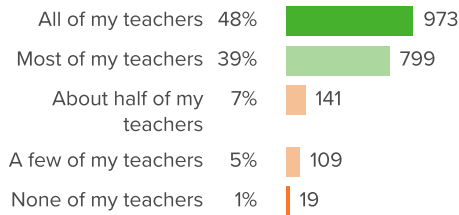
Your average

55%

2,042 responses

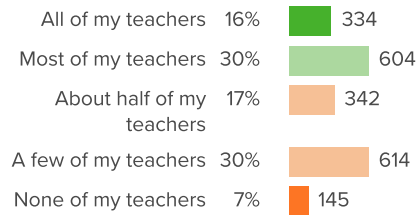
How did people respond?

Q.1: How many of your teachers are respectful towards you?



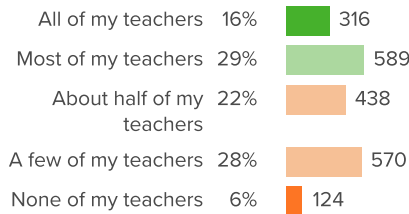
Favorable: **87%**

Q.2: If you walked into class upset, how many of your teachers would be concerned?



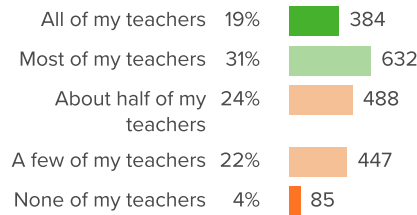
Favorable: **46%**

Q.3: If you came back to visit class three years from now, how many of your teachers would be excited to see you?



Favorable: **44%**

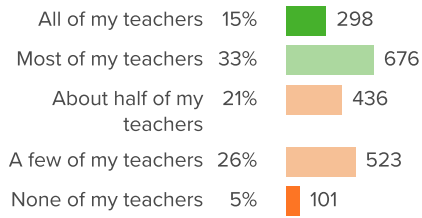
Q.4: When your teachers ask how you are doing, how many of them are really interested in your answer?



Favorable: **50%**



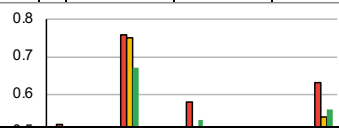
Q.5: How many of your teachers would you be excited to have again in the future?



Favorable: **48%**

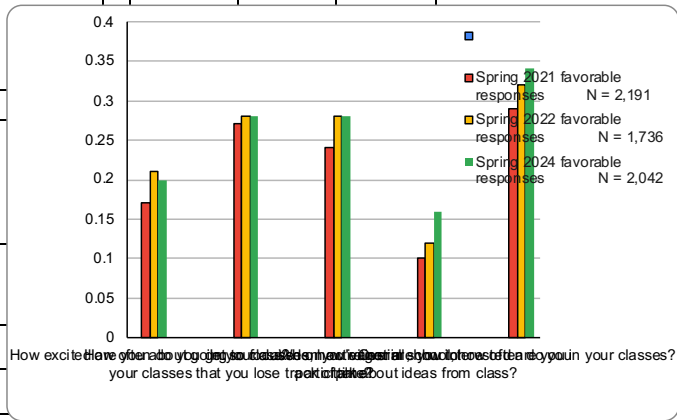
STUDENTS: Student School Survey

<u>Question</u>	<u>5th GRADE</u>			<u>Question</u>	<u>5th GRADE</u>			<u>Question</u>	<u>5th GRADE</u>		
ENGAGEMENT				RIGOROUS EXPECTATIONS				TEACHER-STUDENT RELATIONSHIPS			
	Spring 2021 favorable responses N = 385	Spring 2022 favorable responses N = 362	Spring 2024 favorable responses N = 555		Spring 2021 favorable responses N = 385	Spring 2022 favorable responses N = 362	Spring 2024 favorable responses N = 555		Spring 2021 favorable responses N = 385	Spring 2022 favorable responses N = 362	Spring 2024 favorable responses N = 555
How excited are you about going to class?	52%	43%	50%	How often does your teacher make you explain your answers?	80%	67%	73%	If you walked into class upset, how concerned would your teacher be?	65%	63%	47%
How focused are you on the activities in class?	76%	75%	67%	When you feel like giving up, how likely is it that your teacher will make you keep trying?	78%	71%	78%	When your teacher asks, "How are you?", how often do you feel that your teacher really wants to know your answer?	66%	66%	61%
How excited are you to participate in class?	58%	49%	53%	How much does your teacher encourage you to do your best?	88%	79%	84%	How excited would you be to have your teacher again?	79%	72%	74%
When you're not in school, how often do you talk about ideas from class?	22%	22%	22%	How often does your teacher take time to make sure you understand the material?	80%	75%	77%	How respectful is your teacher towards you?	91%	84%	84%
How interested are you in your classes at school?	63%	54%	56%	Overall, how high are your teachers expectations of you?	79%	70%	77%				



STUDENTS: Student School Survey

Question	6th-12th GRADE			Question	6th-12th GRADE			Question	6th-12th GRADE		
ENGAGEMENT				RIGOROUS EXPECTATIONS				TEACHER-STUDENT RELATIONSHIPS			
	Spring 2021 favorable responses N = 2,191	Spring 2022 favorable responses N = 1,736	Spring 2024 favorable responses N = 2,042		Spring 2021 favorable responses N = 2,191	Spring 2022 favorable responses N = 1,736	Spring 2024 favorable responses N = 2,042		Spring 2021 favorable responses N = 2,191	Spring 2022 favorable responses N = 1,736	Spring 2024 favorable responses N = 2,042
How excited are you about going to class?	17%	21%	20%	How often does your teacher make you explain your answers?	50%	60%	64%	How many of your teachers are respectful towards you?	81%	79%	87%
How often do you get so focused on activities in your classes that you lose track of time?	27%	28%	28%	When you feel like giving up, how likely is it that your teachers will make you keep trying?	52%	53%	61%	If you walked into class upset, how many of your teachers would be concerned?	40%	40%	46%
In your classes, how eager are you to participate?	24%	28%	28%	How much does your teacher encourage you to do your best?	62%	65%	66%	If you came back to visit class three years from now, how many of your teachers would be excited to see you?	36%	39%	44%
When you're not in school, how often do you talk about ideas from class?	10%	12%	16%	How often does your teacher take time to make sure you understand the material?	47%	52%	53%	When your teachers ask how you are doing, how many of them are really interested in your answer?	36%	40%	50%
Overall, how interested are you in your classes?	29%	32%	34%	Overall, how high are your teachers expectations of you?	59%	64%	68%	How many of your teachers would you be excited to have again in the future?	36%	41%	48%





Aledo ISD





Family Survey
Spring 2024 Parent Survey



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
<p>Barriers to Engagement</p> <p>Factors that can create challenges for families to interact with or become involved with their child's school. Survey-takers responded to the question, "How big of a problem are the following issues for becoming involved with your child's current school?"</p>	<p>82%</p> <p>0 since last survey</p>	 <p>20th - 39th percentile compared to others nationally</p>
<p>School Climate</p> <p>Perceptions of the overall social and learning climate of the school.</p>	<p>64%</p> <p>▲ 1 since last survey</p>	 <p>20th - 39th percentile compared to others nationally</p>
<p>School Fit</p> <p>Families' perceptions of how well a school matches their child's developmental needs.</p>	<p>67%</p> <p>▲ 2 since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>
<p>School Safety</p> <p>Perceptions of student physical and psychological safety at school.</p>	<p>78%</p> <p>▲ 4 since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>

1,024 responses



Barriers to Engagement

Your average

82%

1,024 responses

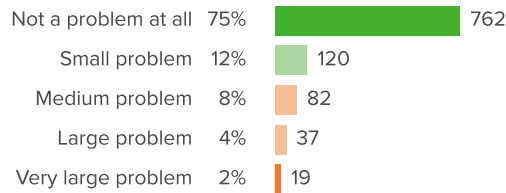
Change

0

since last survey

How did people respond?

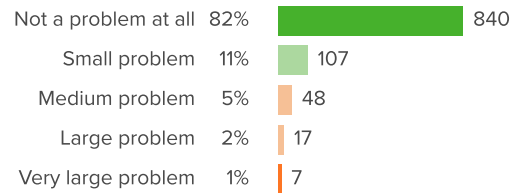
Q.1: How big of a problem is the following issue for becoming involved with your child's current school: Childcare needs?



▼ 1 from last survey

Favorable: **86%**

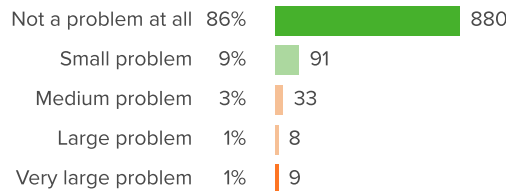
Q.2: How big of a problem is the following issue for becoming involved with your child's current school: Transportation-related challenges?



▲ 2 from last survey

Favorable: **93%**

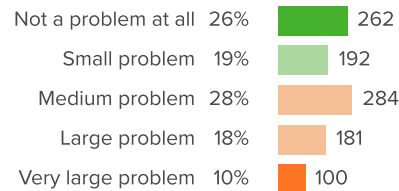
Q.3: How big of a problem is the following issue for becoming involved with your child's current school: Concerns about getting to the school safely?



▲ 2 from last survey

Favorable: **95%**

Q.4: How big of a problem is the following issue for becoming involved with your child's current school: How busy your schedule is?

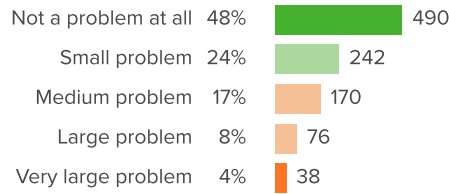


▼ 3 from last survey

Favorable: **45%**

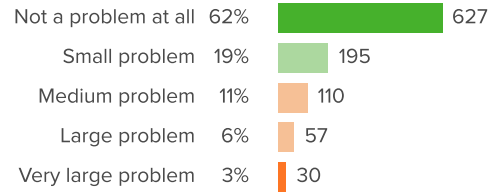


Q.5: How big of a problem is the following issue for becoming involved with your child's current school: School staff seem too busy?



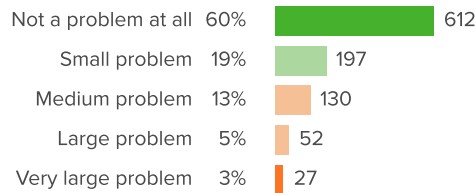
▼ 1 from last survey Favorable: **72%**

Q.6: How big of a problem is the following issue for becoming involved with your child's current school: You feel unsure about how to communicate with the school?



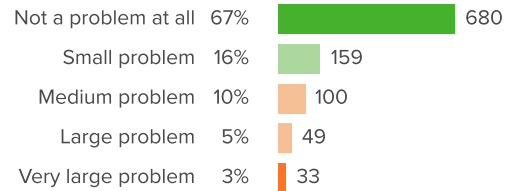
▲ 1 from last survey Favorable: **81%**

Q.7: How big of a problem is the following issue for becoming involved with your child's current school: The school provides little information about involvement opportunities?



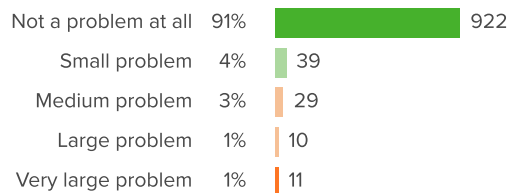
▲ 1 from last survey Favorable: **79%**

Q.8: How big of a problem is the following issue for becoming involved with your child's current school: The school is not welcoming to parents?



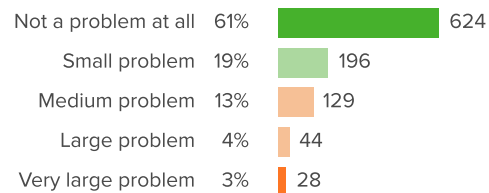
▲ 0 from last survey Favorable: **82%**

Q.9: How big of a problem is the following issue for becoming involved with your child's current school: The school does not communicate well with people from your culture?



▲ 1 from last survey Favorable: **95%**

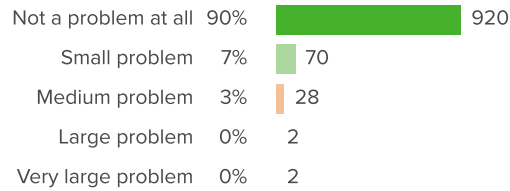
Q.10: How big of a problem is the following issue for becoming involved with your child's current school: You do not feel a sense of belonging with your child's school community?



▲ 1 from last survey Favorable: **80%**



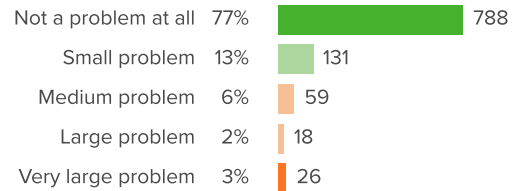
Q.11: How big of a problem is the following issue for becoming involved with your child's current school: Negative memories of your own school experience?



▲ 1 from last survey

Favorable: **97%**

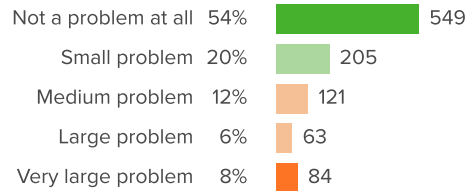
Q.12: How big of a problem is the following issue for becoming involved with your child's current school: Your child does not want you to contact the school?



▲ 1 from last survey

Favorable: **90%**

Q.13: How big of a problem is the following issue for becoming involved with your child's current school: You worry that adults at the school will treat your child differently if you raise a concern?



▲ 0 from last survey

Favorable: **74%**



School Climate

Your average

64%

1,024 responses

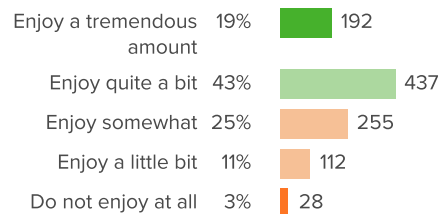
Change

▲ 1

since last survey

How did people respond?

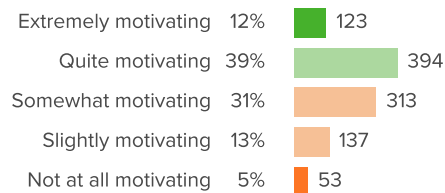
Q.1: To what extent do you think that children enjoy going to your child's school?



▲ 0 from last survey

Favorable: **61%**

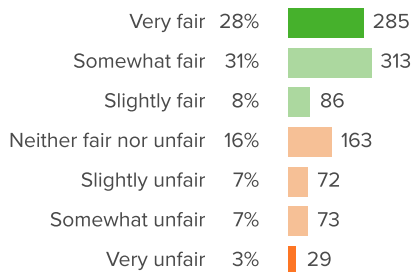
Q.2: How motivating are the classroom lessons at your child's school?



▲ 3 from last survey

Favorable: **51%**

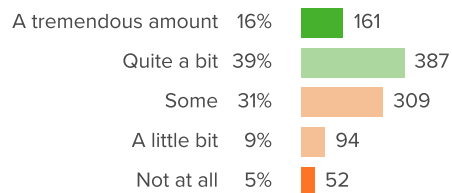
Q.3: How fair or unfair is the school's system of evaluating children?



▲ 0 from last survey

Favorable: **67%**

Q.4: How much does the school value the diversity of children's backgrounds?

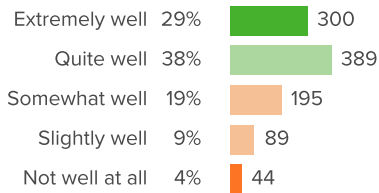


▼ 4 from last survey

Favorable: **55%**

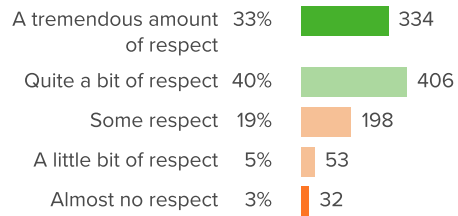


Q.5: How well do administrators at your child's school create a school environment that helps children learn?



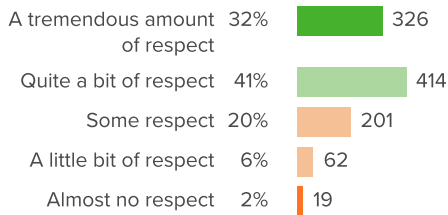
▲ 0 from last survey Favorable: **68%**

Q.6: Overall, how much respect do you think the children at your child's school have for the staff?



▲ 2 from last survey Favorable: **72%**

Q.7: Overall, how much respect do you think the teachers at your child's school have for the children?



▲ 2 from last survey Favorable: **72%**



School Fit

Your average

67%

1,024 responses

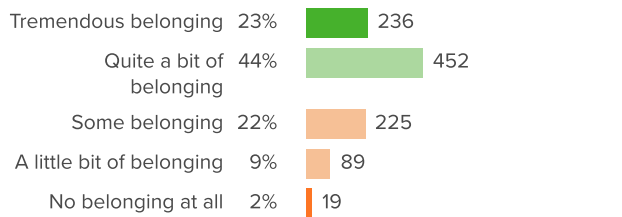
Change

▲ 2

since last survey

How did people respond?

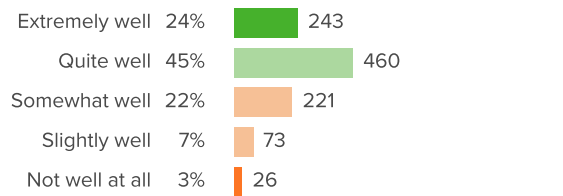
Q.1: How much of a sense of belonging does your child feel at his/her school?



▲ 3 from last survey

Favorable: **67%**

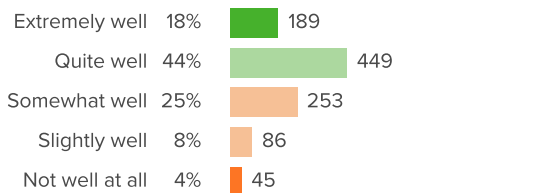
Q.2: How well do you feel your child's school is preparing him/her for his/her next academic year?



▲ 2 from last survey

Favorable: **69%**

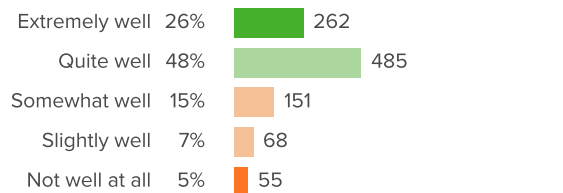
Q.3: How well do the activities offered at your child's school match his/her interests?



▲ 3 from last survey

Favorable: **62%**

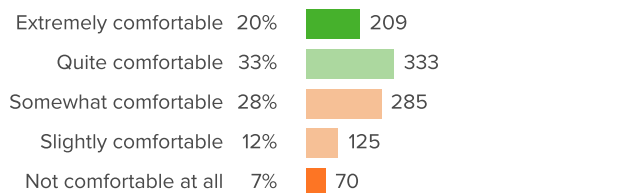
Q.4: At your child's school, how well does the overall approach to discipline work for your child?



▲ 3 from last survey

Favorable: **73%**

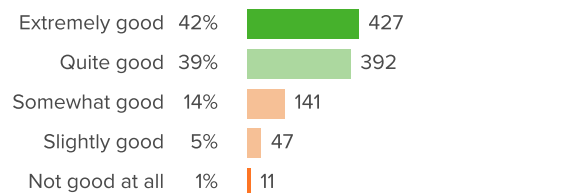
Q.5: How comfortable is your child in asking for help from school adults?



▲ 2 from last survey

Favorable: **53%**

Q.6: Given your child's cultural background, how good a fit is his/her school?

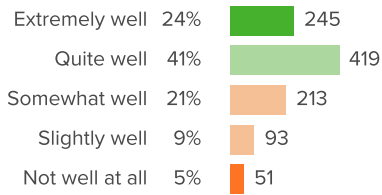


▼ 1 from last survey

Favorable: **80%**



Q.7: How well do the teaching styles of your child's teachers match your child's learning style?



▲ 4 from last survey

Favorable: **65%**



School Safety

Your average

78%

1,024 responses

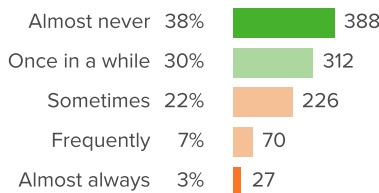
Change

▲ 4

since last survey

How did people respond?

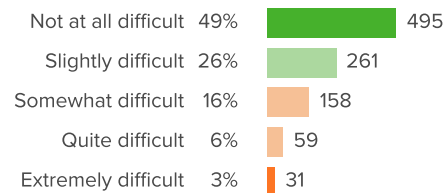
Q.1: How often do you worry about violence at your child's school?



▲ 3 from last survey

Favorable: **68%**

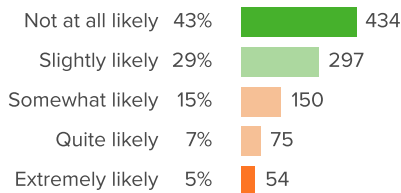
Q.2: If a student is bullied at your child's school, how difficult is it for him/her to get help from an adult?



▲ 5 from last survey

Favorable: **75%**

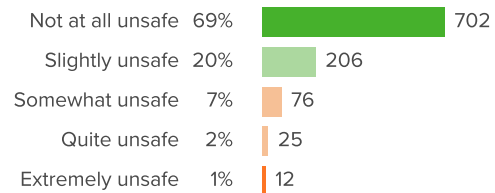
Q.3: How likely is it that someone from your child's school will bully him/her online?



▲ 4 from last survey

Favorable: **72%**

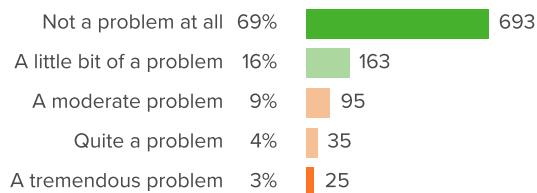
Q.4: Overall, how unsafe does your child feel at school?



▲ 3 from last survey

Favorable: **89%**

Q.5: To what extent are drugs a problem at your child's school?



▲ 6 from last survey

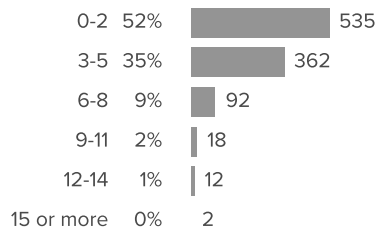
Favorable: **85%**



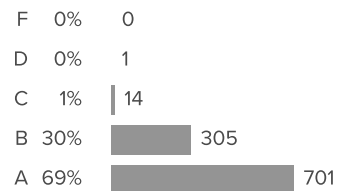
Background Questions

How did people respond?

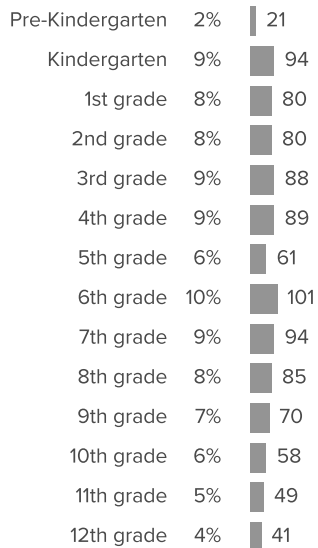
Q.1: In an average day, how many hours of "screen time" (time in front of computers, television, texting, video games, etc.) does your child spend?



Q.2: On average, what grades do you expect your child to earn in school?



Q.3: What grade is your child in?



Initial Key Themes:

1. **Support for Extracurricular Programs:** Words like "band" and "funding" appeared frequently, indicating a concern for equitable support and funding for extracurricular programs, especially the band program.
2. **Academic Offerings and Support:** Terms such as "dual credit," "AP classes," "academic," and "tutoring" suggest a focus on improving academic offerings and providing additional support for advanced learning opportunities.
3. **Technology and Learning Environment:** The mention of "technology" and "learning" reflects opinions on the current dependency on technology and its impact on the learning environment.
4. **Discipline and School Environment:** Words related to "discipline," "consequences," and "behavior" hint at a desire for better discipline and management of student behavior.
5. **Communication and Transparency:** Frequent mention of "communication" and "information" indicates a desire for improved communication between the district and parents, especially regarding academic programs and resources.
6. **Standardized Test Preparation:** References to "SAT," "ACT," and "college" suggest concerns about the preparation and resources provided for standardized tests and college readiness.

Possible Goals Based on Themes:

1. **Increase Funding and Support for Extracurricular Activities:** Enhance funding and community support for programs like the band to ensure equitable opportunities for all students.
2. **Expand Academic and Advanced Learning Opportunities:** Introduce more AP classes, improve dual credit program offerings, and ensure tutoring is readily available and accessible.
3. **Optimize Use of Technology in Education:** Balance the use of technology with traditional learning methods to cater to diverse learning preferences.
4. **Strengthen Discipline Policies:** Review and reinforce school discipline policies to create a safe and conducive learning environment.
5. **Enhance Communication Channels:** Develop clearer and more consistent communication strategies to keep parents well-informed about their children's education and school resources.
6. **Improve College Readiness Programs:** Offer more resources and guidance on standardized tests and college preparation from earlier grades.



Aledo ISD

Teacher Survey
Spring 2024 Staff Survey



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
<p>Faculty Growth Mindset</p> <p>Perceptions of whether teaching can improve over time.</p>	<p>52%</p> <p>▲ 1 since last survey</p>	<p>20th - 39th percentile compared to others nationally</p>
<p>Professional Learning</p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>	<p>57%</p> <p>▲ 1 since last survey</p>	<p>60th - 79th percentile compared to others nationally</p>
<p>School Climate</p> <p>Perceptions of the overall social and learning climate of the school.</p>	<p>61%</p> <p>0 since last survey</p>	<p>40th - 59th percentile compared to others nationally</p>
<p>Staff-Leadership Relationships</p> <p>Perceptions of faculty and staff relationships with school leaders.</p>	<p>68%</p> <p>▼ 7 since last survey</p>	<p>20th - 39th percentile compared to others nationally</p>

346 responses



Faculty Growth Mindset

Your average

52%

346 responses

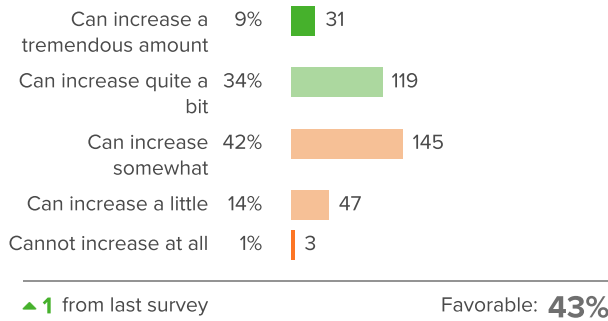
Change

▲ 1

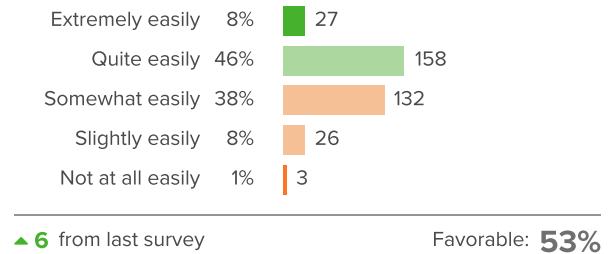
since last survey

How did people respond?

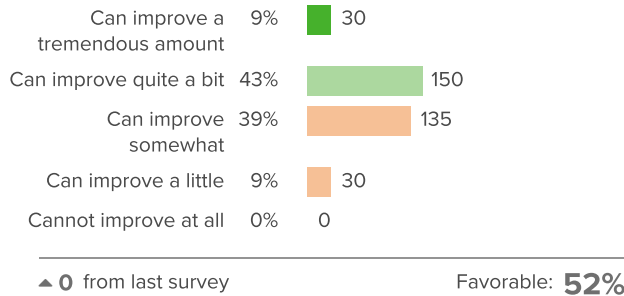
Q.1: To what extent can teachers increase how much their most difficult students learn from them?



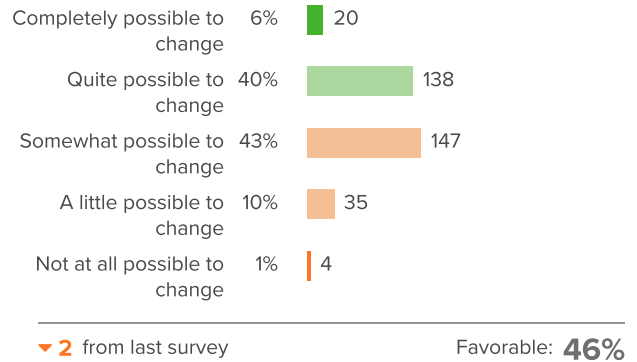
Q.2: How easily can teachers change their teaching style to match the needs of a particular class?



Q.3: To what extent can teachers improve their implementation of different teaching strategies?

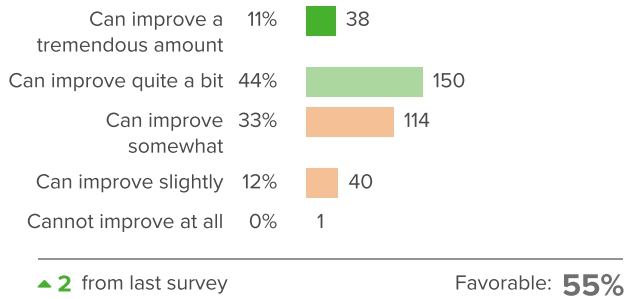


Q.4: How possible is it for teachers to change their ability to work with dissatisfied parents?

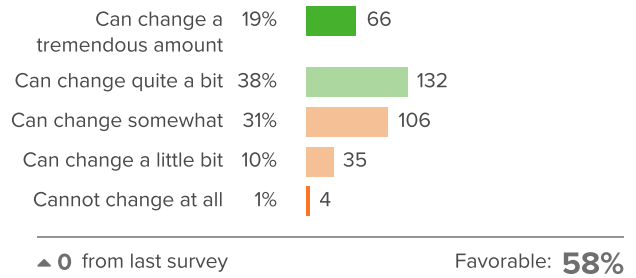




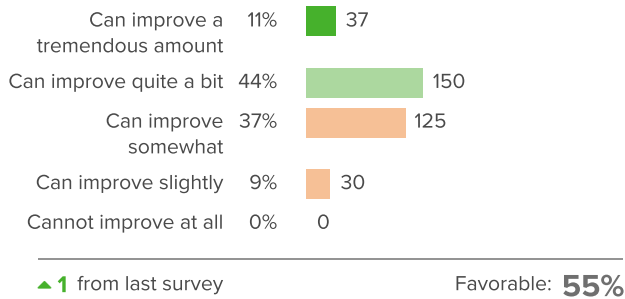
Q.5: How much can teachers improve their classroom management approaches?



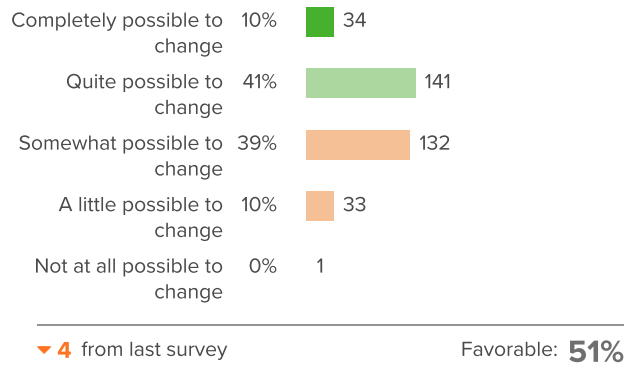
Q.6: To what extent can teachers change their intelligence about the subjects that they teach?



Q.7: Over the course of a school year, to what extent can teachers improve the clarity of their explanations of challenging concepts?



Q.8: How possible is it for teachers to change how well they relate to their most difficult students?





Professional Learning

Your average

57%

346 responses

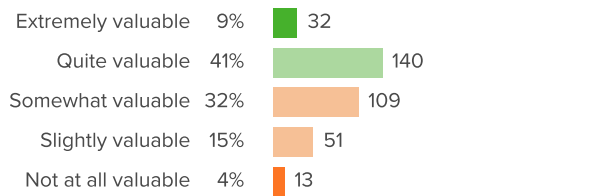
Change

▲ 1

since last survey

How did people respond?

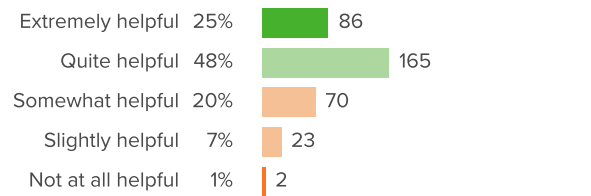
Q.1: At your school, how valuable are the available professional development opportunities?



▲ 3 from last survey

Favorable: **50%**

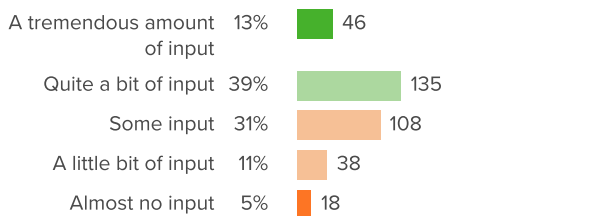
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ 5 from last survey

Favorable: **73%**

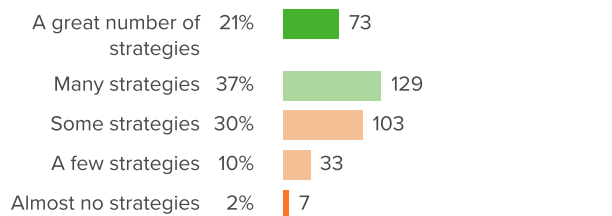
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 2 from last survey

Favorable: **52%**

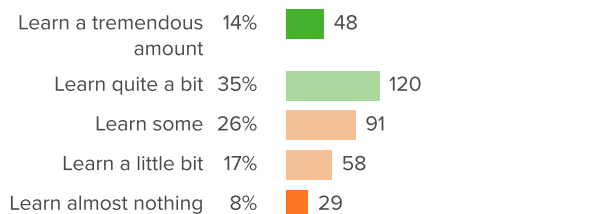
Q.4: Through working at your school, how many new teaching strategies have you learned?



▼ 3 from last survey

Favorable: **59%**

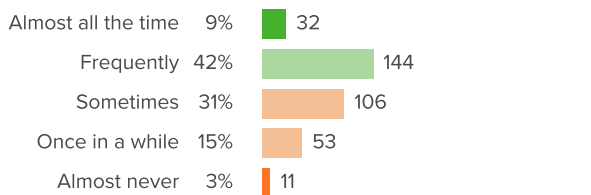
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▲ 2 from last survey

Favorable: **49%**

Q.6: How often do your professional development opportunities help you explore new ideas?

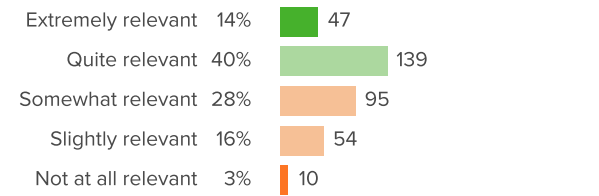


▲ 3 from last survey

Favorable: **51%**



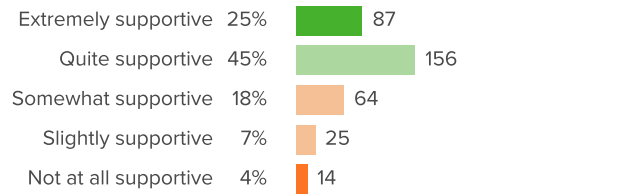
Q.7: How relevant have your professional development opportunities been to the content that you teach?



▲ 5 from last survey

Favorable: **54%**

Q.8: Overall, how supportive has the school been of your growth as a teacher?



▲ 0 from last survey

Favorable: **70%**



School Climate

Your average

61%

346 responses

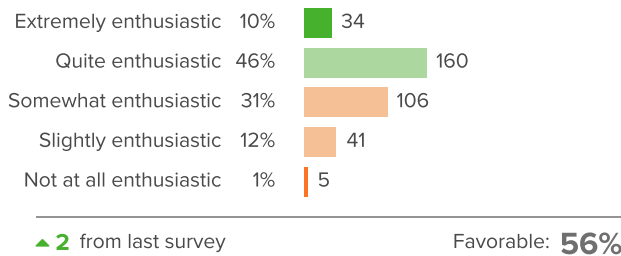
Change

0

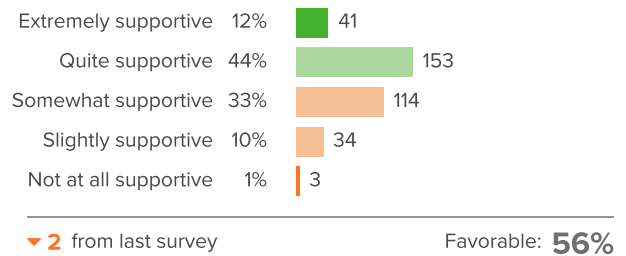
since last survey

How did people respond?

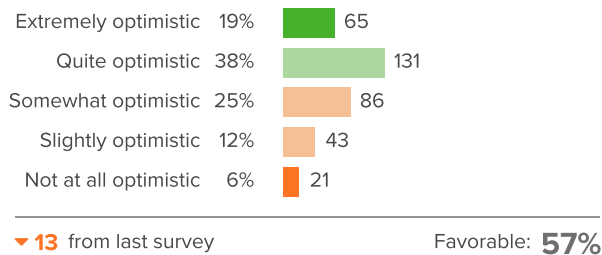
Q.1: On most days, how enthusiastic are the students about being at school?



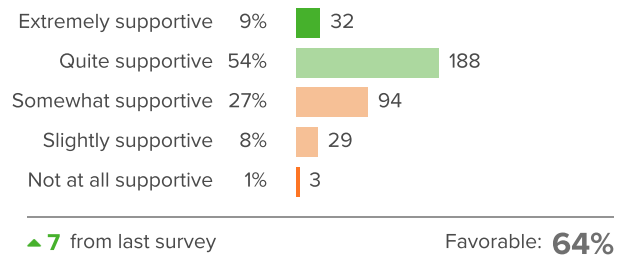
Q.2: When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?



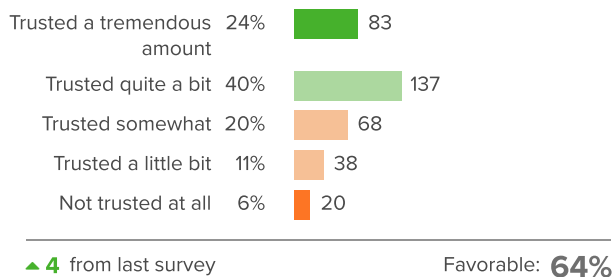
Q.3: How optimistic are you that your school will improve in the future?



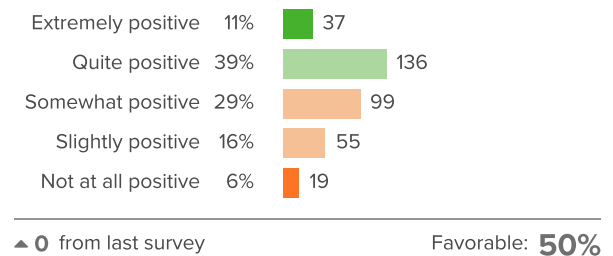
Q.4: How supportive are students in their interactions with each other?



Q.5: To what extent are teachers trusted to teach in the way they think is best?

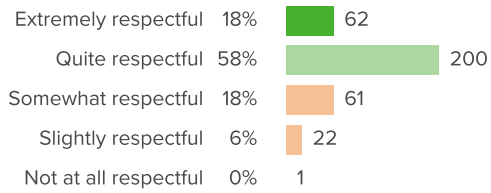


Q.6: How positive are the attitudes of your colleagues?





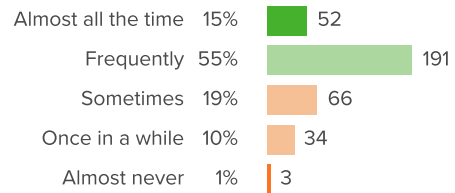
Q.7: How respectful are the relationships between teachers and students?



▲ 5 from last survey

Favorable: **76%**

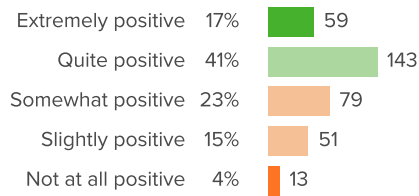
Q.8: How often do you see students helping each other without being prompted?



▲ 3 from last survey

Favorable: **70%**

Q.9: Overall, how positive is the working environment at your school?



▼ 3 from last survey

Favorable: **59%**



Staff-Leadership Relationships

Your average

68%

346 responses

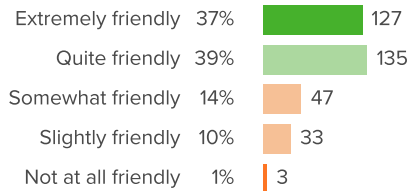
Change

▼ 7

since last survey

How did people respond?

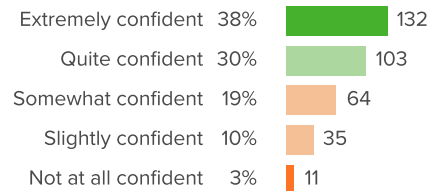
Q.1: How friendly are your school leaders toward you?



▼ 6 from last survey

Favorable: **76%**

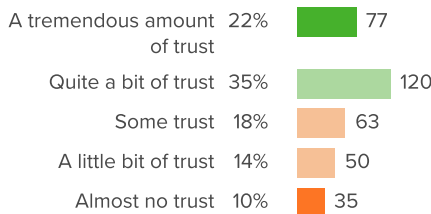
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 11 from last survey

Favorable: **68%**

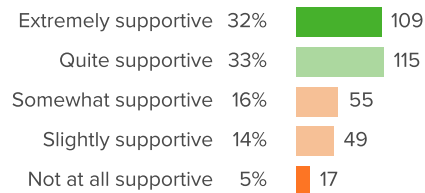
Q.3: How much trust exists between school leaders and faculty?



▼ 7 from last survey

Favorable: **57%**

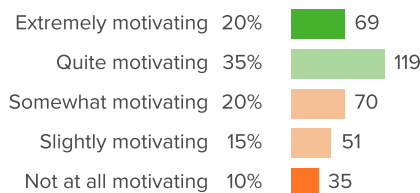
Q.4: When you face challenges at work, how supportive are your school leaders?



▼ 4 from last survey

Favorable: **65%**

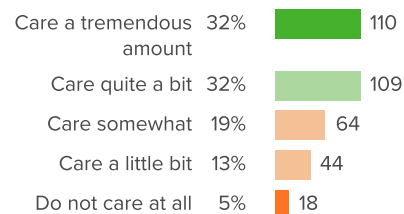
Q.5: At your school, how motivating do you find working with the leadership team?



▼ 6 from last survey

Favorable: **55%**

Q.6: How much do your school leaders care about you as an individual?

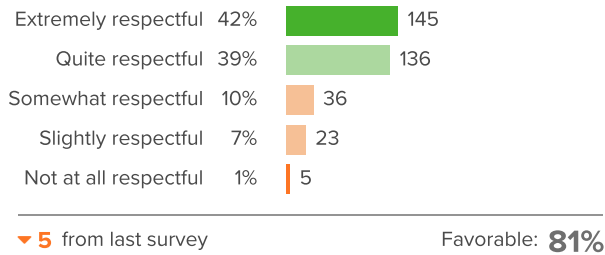


▼ 9 from last survey

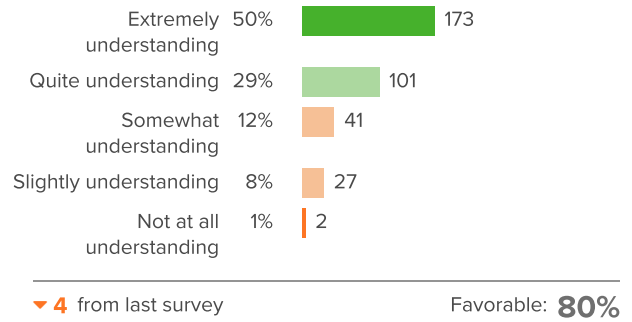
Favorable: **63%**



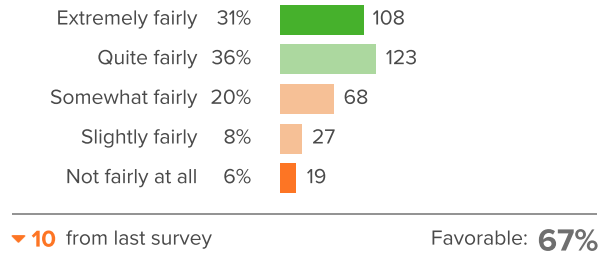
Q.7: How respectful are your school leaders towards you?



Q.8: When challenges arise in your personal life, how understanding are your school leaders?



Q.9: How fairly does the school leadership treat the faculty?



TEACHERS: School Survey

FACULTY GROWTH MINDSET					PROFESSIONAL LEARNING				SCHOOL CLIMATE				STAFF-LEADERSHIP RELATIONSHIPS						
	Spring 2021 favorable responses N = 274	Spring 2022 favorable responses N = 200	Spring 2023 favorable responses N = 419	Spring 2024 favorable responses N = 346		Spring 2021 favorable responses N = 274	Spring 2022 favorable responses N = 200	Spring 2023 favorable responses N = 419	Spring 2024 favorable responses N = 346		Spring 2021 favorable responses N = 274	Spring 2022 favorable responses N = 200	Spring 2023 favorable responses N = 419	Spring 2024 favorable responses N = 346		Spring 2021 favorable responses N = 274	Spring 2022 favorable responses N = 200	Spring 2023 favorable responses N = 419	Spring 2024 favorable responses N = 346
To what extent can teachers increase how much their most difficult students learn from them?	55%	42%	42%	43%	At your school, how valuable are the available professional development opportunities?	40%	38%	47%	50%	On most days, how enthusiastic are the students about being at school?	51%	53%	54%	56%	How friendly are your school leaders toward you?	74%	76%	82%	76%
How easily can teachers change their teaching style to match the needs of a particular class?	48%	43%	47%	53%	How helpful are your colleagues' ideas for improving your teaching?	69%	72%	78%	73%	When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?	47%	40%	58%	56%	How confident are you that your school leaders have the best interests of the school in mind?	73%	72%	79%	68%
To what extent can teachers improve their implementation of different teaching strategies?	54%	51%	52%	52%	How much input do you have into individualizing your own professional development opportunities?	41%	42%	50%	52%	How optimistic are you that your school will improve in the future?	65%	55%	70%	57%	How much trust exists between school leaders and faculty?	57%	57%	64%	57%
How possible is it for teachers to change their ability to work with dissatisfied parents?	55%	50%	48%	46%	Through working at your school, how many new teaching strategies have you learned?	57%	54%	62%	59%	How supportive are students in their interactions with each other?	55%	52%	57%	64%	When you face challenges at work, how supportive are your school leaders?	65%	66%	69%	65%
How much can teachers improve their classroom management approaches?	57%	51%	53%	55%	Overall, how much do you learn about teaching from the leaders at your school?	39%	41%	47%	49%	To what extent are teachers trusted to teach in the way they think is best?	52%	53%	60%	64%	At your school, how motivating do you find working with the leadership team?	55%	55%	61%	55%
To what extent can teachers change their intelligence about the subjects that they teach?	63%	58%	58%	58%	How often do your professional development opportunities help you explore new ideas?	45%	42%	48%	51%	How positive are the attitudes of your colleagues?	44%	42%	50%	50%	How much do your school leaders care about you as an individual?	66%	66%	72%	63%
Over the course of a school year, to what extent can teachers improve the clarity of their explanations of challenging concepts?	56%	52%	54%	55%	How relevant have your professional development opportunities been to the content that you teach?	38%	44%	49%	54%	How respectful are the relationships between teachers and students?	72%	56%	71%	76%	How respectful are your school leaders towards you?	79%	81%	86%	81%
How possible is it for teachers to change how well they relate to their most difficult students?	62%	51%	55%	51%	Overall, how supportive has the school been of your growth as a teacher?	64%	60%	70%	70%	How often do you see students helping each other without being prompted?	63%	52%	67%	70%	When challenges arise in your personal life, how understanding are your school leaders?	79%	82%	84%	80%
										Overall, how positive is the working environment at your school?	57%	60%	62%	59%	How fairly does the school leadership treat the faculty?	70%	69%	77%	67%



Aledo ISD




Staff Survey
Spring 2024 Staff Survey



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
<p>Professional Learning</p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>	<p>59%</p> <p>▲ 1 since last survey</p>	 <p>60th - 79th percentile compared to others nationally</p>
<p>School Climate</p> <p>Perceptions of the overall social and learning climate of the school.</p>	<p>66%</p> <p>▼ 5 since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>
<p>Staff-Leadership Relationships</p> <p>Perceptions of faculty and staff relationships with school leaders.</p>	<p>77%</p> <p>▼ 5 since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>

267 responses



Professional Learning

Your average

59%

267 responses

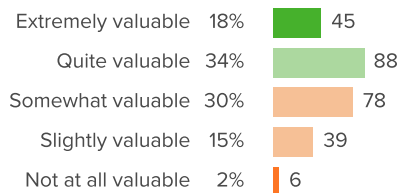
Change

▲ 1

since last survey

How did people respond?

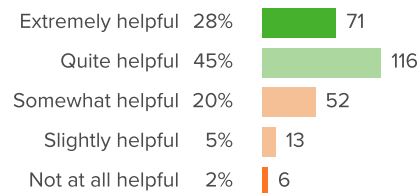
Q.1: At your school, how valuable are the available professional development opportunities?



▲ 2 from last survey

Favorable: **52%**

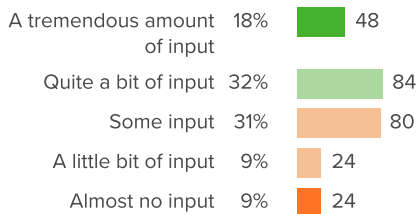
Q.2: How helpful are your colleagues' ideas for improving your work?



▼ 9 from last survey

Favorable: **72%**

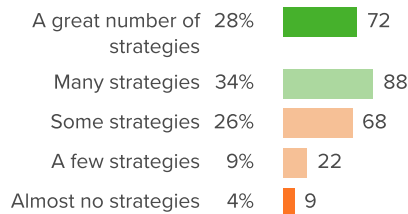
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 5 from last survey

Favorable: **51%**

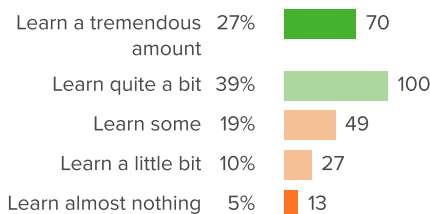
Q.4: Through working at your school, how many new strategies for your job have you learned?



▲ 1 from last survey

Favorable: **62%**

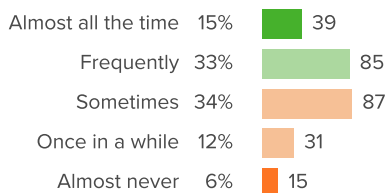
Q.5: Overall, how much do you learn from the leaders at your school?



▼ 4 from last survey

Favorable: **66%**

Q.6: How often do your professional development opportunities help you explore new ideas?

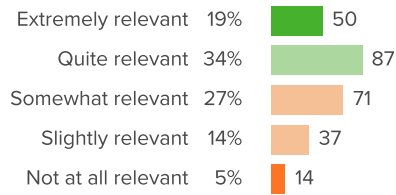


▲ 5 from last survey

Favorable: **48%**



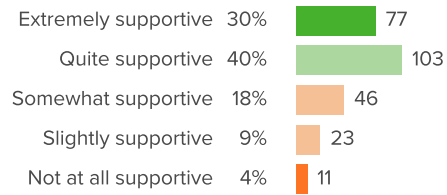
Q.7: How relevant have your professional development opportunities been to your work?



▲ 9 from last survey

Favorable: **53%**

Q.8: Overall, how supportive has the school been of your professional growth?



▼ 2 from last survey

Favorable: **69%**



School Climate

Your average

66%

267 responses

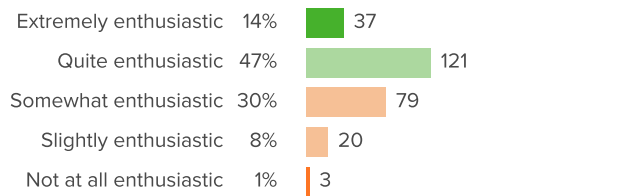
Change

▼ 5

since last survey

How did people respond?

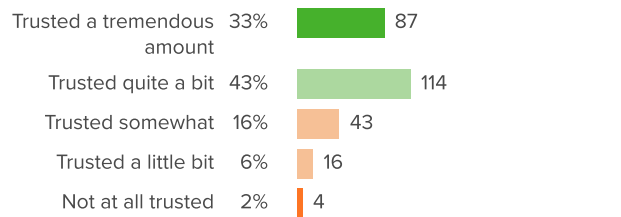
Q.1: On most days, how enthusiastic are the students about being at school?



▼ 1 from last survey

Favorable: **61%**

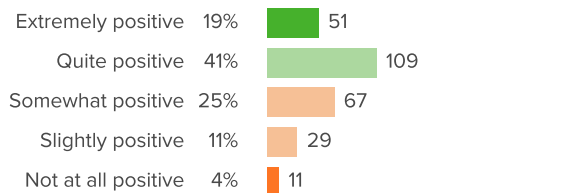
Q.2: To what extent are staff trusted to work in the way they think is best?



▼ 5 from last survey

Favorable: **76%**

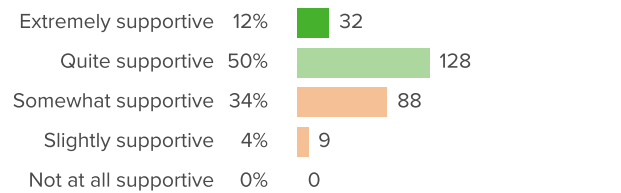
Q.3: How positive are the attitudes of your colleagues?



▼ 11 from last survey

Favorable: **60%**

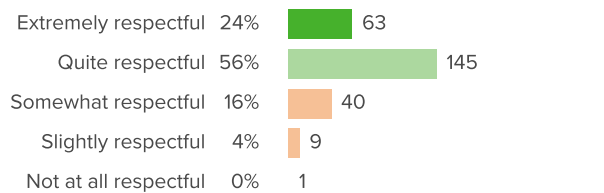
Q.4: How supportive are students in their interactions with each other?



▲ 4 from last survey

Favorable: **62%**

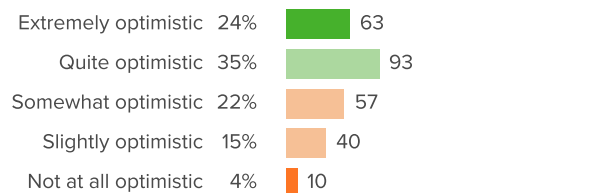
Q.5: How respectful are the relationships between staff and students?



▲ 6 from last survey

Favorable: **81%**

Q.6: How optimistic are you that your school will improve in the future?

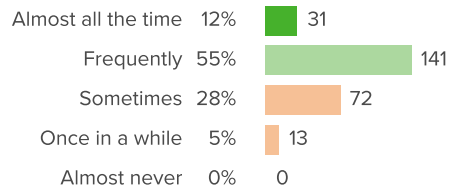


▼ 16 from last survey

Favorable: **59%**



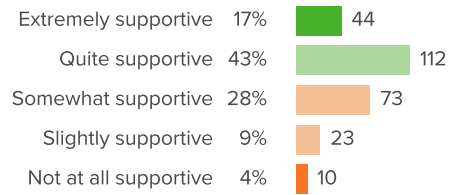
Q.7: How often do you see students helping each other without being prompted?



▼ 3 from last survey

Favorable: **67%**

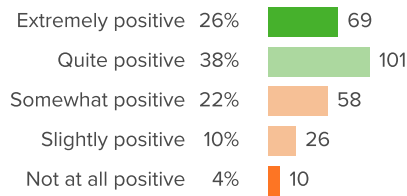
Q.8: When new initiatives are presented at your school, how supportive are your colleagues?



▼ 7 from last survey

Favorable: **60%**

Q.9: Overall, how positive is the working environment at your school?



▼ 14 from last survey

Favorable: **64%**



Staff-Leadership Relationships

Your average

77%

267 responses

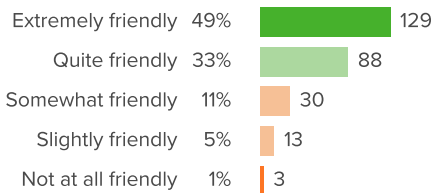
Change

▼ 5

since last survey

How did people respond?

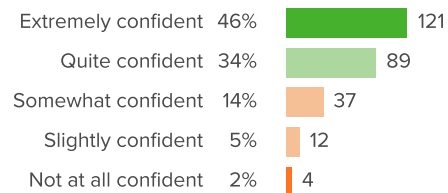
Q.1: How friendly are your school leaders toward you?



▼ 7 from last survey

Favorable: **83%**

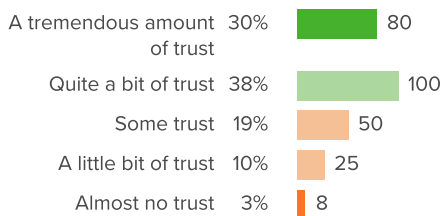
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 3 from last survey

Favorable: **80%**

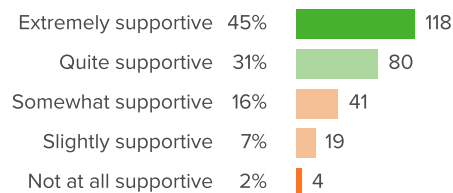
Q.3: How much trust exists between school leaders and staff?



▼ 5 from last survey

Favorable: **68%**

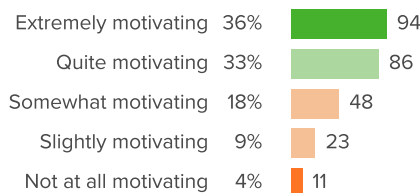
Q.4: When you face challenges at work, how supportive are your school leaders?



▼ 2 from last survey

Favorable: **76%**

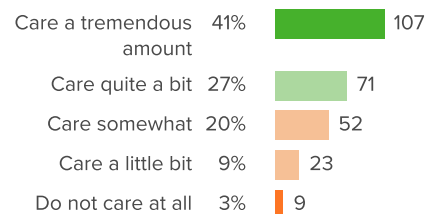
Q.5: At your school, how motivating do you find working with the leadership team?



▼ 3 from last survey

Favorable: **69%**

Q.6: How much do your school leaders care about you as an individual?

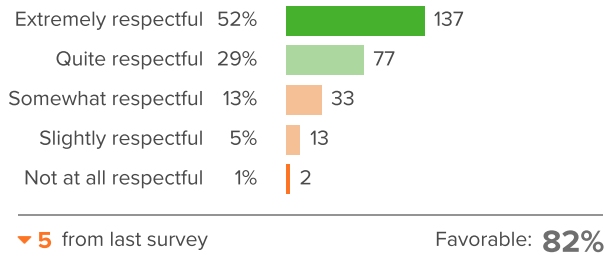


▼ 8 from last survey

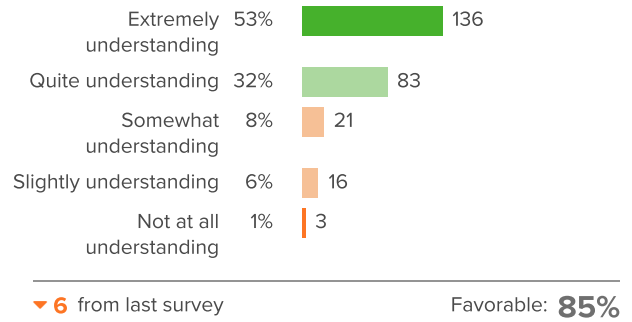
Favorable: **68%**



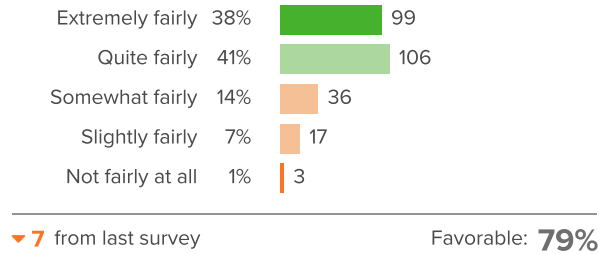
Q.7: How respectful are your school leaders towards you?



Q.8: When challenges arise in your personal life, how understanding are your school leaders?



Q.9: How fairly does the school leadership treat the staff?



STAFF: School Survey														
PROFESSIONAL LEARNING					SCHOOL CLIMATE				STAFF-LEADERSHIP RELATIONSHIPS					
	Spring 2021 favorable responses N = 62	Spring 2022 favorable responses N = 70	Spring 2023 favorable responses N = 127	Spring 2024 favorable responses N = 267		Spring 2021 favorable responses N = 62	Spring 2022 favorable responses N = 70	Spring 2023 favorable responses N = 127	Spring 2024 favorable responses N = 267		Spring 2021 favorable responses N = 62	Spring 2022 favorable responses N = 70	Spring 2023 favorable responses N = 127	Spring 2024 favorable responses N = 267
At your school, how valuable are the available professional development opportunities?	49%	49%	50%	52%	On most days, how enthusiastic are the students about being at school?	56%	59%	62%	61%	How friendly are your school leaders toward you?	85%	84%	90%	83%
How helpful are your colleagues' ideas for improving your work?	77%	72%	81%	72%	To what extent are teachers trusted to teach in the way they think is best?	77%	73%	81%	76%	How confident are you that your school leaders have the best interests of the school in mind?	84%	81%	83%	80%
How much input do you have into individualizing your own professional development opportunities?	57%	50%	46%	51%	How positive are the attitudes of your colleagues?	65%	59%	71%	60%	How much trust exists between school leaders and staff?	71%	73%	73%	68%
Through working at your school, how many strategies for your job have you learned?	62%	61%	61%	62%	How supportive are students in their interactions with each other?	52%	61%	58%	62%	When you face challenges at work, how supportive are your school leaders?	74%	77%	78%	76%
Overall, how much do you learn from the leaders at your school?	71%	62%	70%	66%	How respectful are the relationships between teachers and students?	70%	67%	75%	81%	At your school, how motivating do you find working with the leadership team?	74%	70%	72%	69%
How often do your professional development opportunities help you explore new ideas?	51%	42%	43%	48%	How optimistic are you that your school will improve in the future?	77%	73%	75%	59%	How much do your school leaders care about you as an individual?	77%	77%	76%	68%
How relevant have your professional development opportunities been to your work?	54%	48%	44%	53%	How often do you see students helping each other without being prompted?	70%	69%	70%	67%	How respectful are your school leaders towards you?	85%	83%	87%	82%
Overall, how supportive has the school been of your growth as a teacher?	68%	60%	71%	69%	When new initiatives are presented at your school, how supportive are your colleagues?	53%	57%	67%	60%	When challenges arise in your personal life, how understanding are your school leaders?	87%	83%	91%	85%
					Overall, how positive is the working environment at your school?	65%	70%	78%	64%	How fairly does the school leadership treat the staff?	84%	81%	86%	79%

Bearcats of Character:

During the 2023-2024 school year, Aledo ISD continued to honor Bearcats of Character at every regular board meeting. A total of 99 students were honored for 9 different character strengths, including Curiosity, Perspective, Creativity, Gratitude, Kindness, Perseverance, Humility, Fairness, and Enthusiasm.



Bearcat Ambassadors:

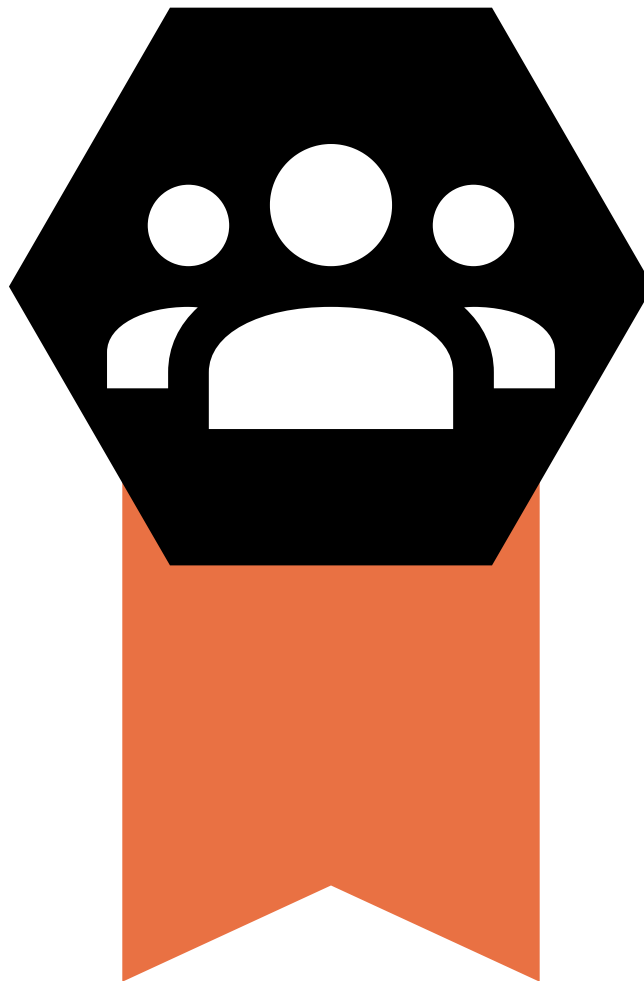
Aledo ISD continued to build on the Bearcat Ambassador program that promotes leadership among students and helps new students feel connected to their campus and the district. Each campus has several ambassadors who work at special events, represent the school at district functions, and plan and participate in different on-campus activities to help all students get connected and feel a sense of belonging on campus.



Safety and Security

With safety being Aledo ISD's No. 1 priority, the district works daily to implement safety and security measures and to improve and build on existing safety and security initiatives.

- The District Safety Committee, made up of staff, parents, community members, and law enforcement, meets 3-4 times per year to discuss safety and security issues, review the EOP, make recommendations to the district for safety and security, and more.
- The district's internal district safety team meets weekly or more frequently as necessary.
- Aledo ISD police officers conduct regular door checks, including each morning and throughout the day. Each police officer conducts these checks daily, confirming that doors that are to remain locked are locked and functioning appropriately.
- Aledo ISD conducts, at minimum, the following drills as required by Texas state law:
 - Secure Drill: 1 per school year
 - Lockdown Drill: 2 per school year (one per semester).
 - Evacuation Drill: 1 per school year
 - Shelter-in-Place for Hazmat Drill: 1 per school year
 - Shelter for Severe Weather Drill: 1 per school year
 - Fire Evacuation Drill: School districts and open-enrollment charter schools should consult with their local fire marshal and comply with their local fire marshal's requirements and recommendations. If a district does not have a local fire marshal, it shall conduct four per school year (two per semester).
 - Please note that "Hold" is not a mandated drill per Texas Education Code 37.114 and the Texas Education Agency Commissioner's rules. However, "Hold" is considered an "I Love U Guys" best practice drill.
- Aledo ISD includes a Bearcat SAFE update in the Bearcat Blast newsletter every other month.
- You can find more safety information on the Aledo ISD website:
<https://www.aledoisd.org/departments/student-services-and-safety/safety>



EXCEPTIONAL EXPERIENCES

Staff



Aledo ISD

Teacher Survey
Spring 2024 Staff Survey



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
<p>Faculty Growth Mindset</p> <p>Perceptions of whether teaching can improve over time.</p>	<p>52%</p> <p>▲ 1 since last survey</p>	<p>20th - 39th percentile compared to others nationally</p>
<p>Professional Learning</p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>	<p>57%</p> <p>▲ 1 since last survey</p>	<p>60th - 79th percentile compared to others nationally</p>
<p>School Climate</p> <p>Perceptions of the overall social and learning climate of the school.</p>	<p>61%</p> <p>0 since last survey</p>	<p>40th - 59th percentile compared to others nationally</p>
<p>Staff-Leadership Relationships</p> <p>Perceptions of faculty and staff relationships with school leaders.</p>	<p>68%</p> <p>▼ 7 since last survey</p>	<p>20th - 39th percentile compared to others nationally</p>

346 responses



Faculty Growth Mindset

Your average

52%

346 responses

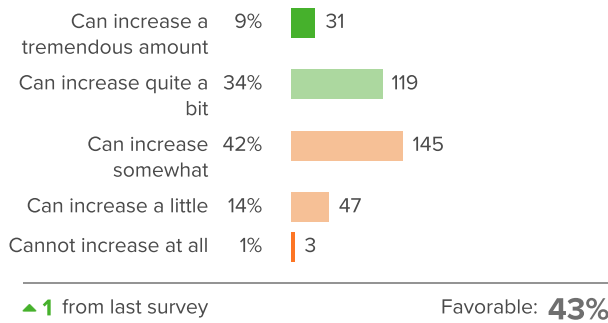
Change

▲ 1

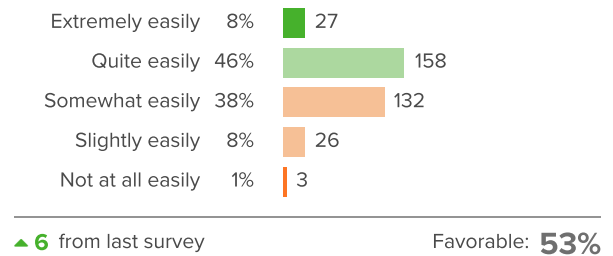
since last survey

How did people respond?

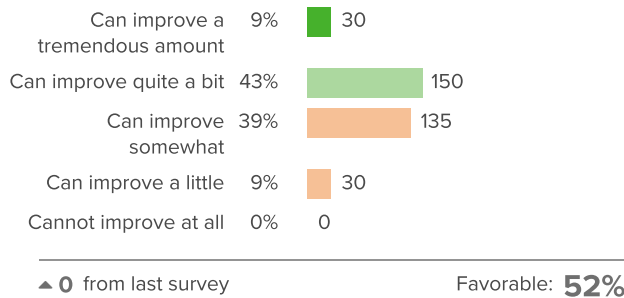
Q.1: To what extent can teachers increase how much their most difficult students learn from them?



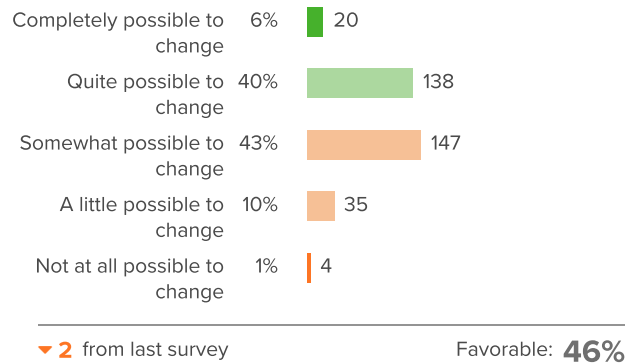
Q.2: How easily can teachers change their teaching style to match the needs of a particular class?



Q.3: To what extent can teachers improve their implementation of different teaching strategies?

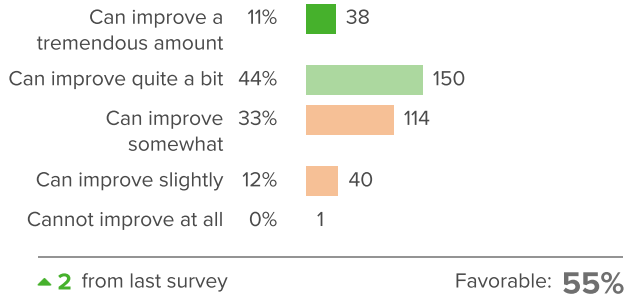


Q.4: How possible is it for teachers to change their ability to work with dissatisfied parents?

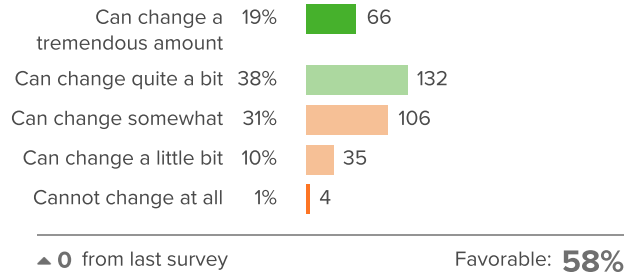




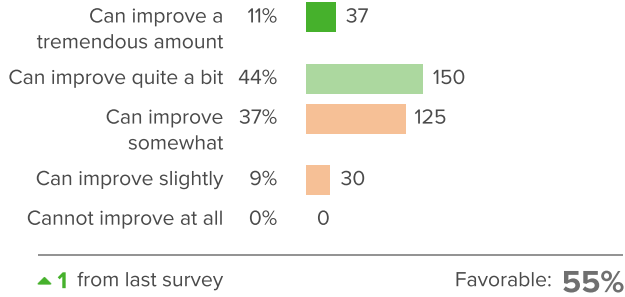
Q.5: How much can teachers improve their classroom management approaches?



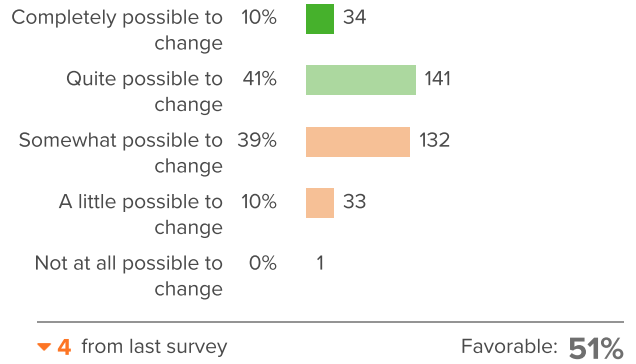
Q.6: To what extent can teachers change their intelligence about the subjects that they teach?



Q.7: Over the course of a school year, to what extent can teachers improve the clarity of their explanations of challenging concepts?



Q.8: How possible is it for teachers to change how well they relate to their most difficult students?





Professional Learning

Your average

57%

346 responses

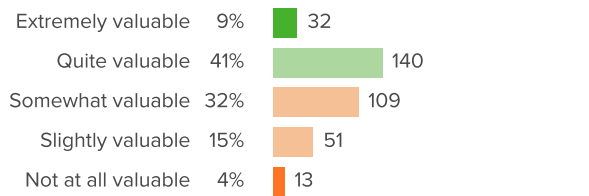
Change

▲ 1

since last survey

How did people respond?

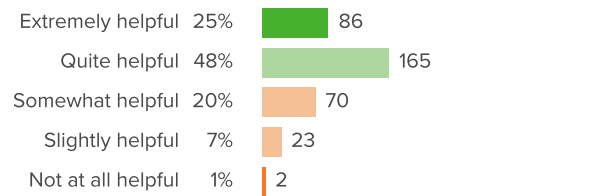
Q.1: At your school, how valuable are the available professional development opportunities?



▲ 3 from last survey

Favorable: **50%**

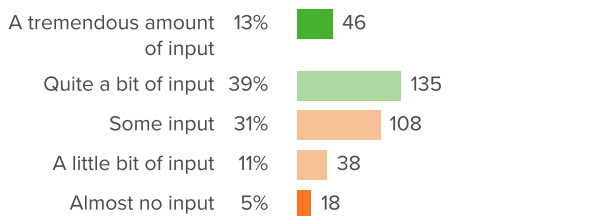
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ 5 from last survey

Favorable: **73%**

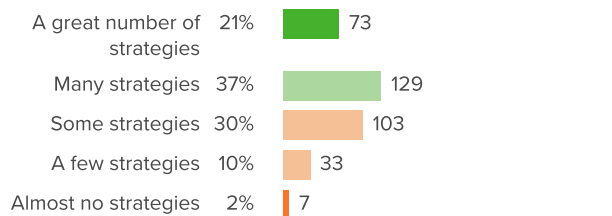
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 2 from last survey

Favorable: **52%**

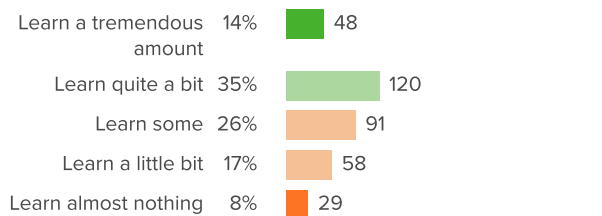
Q.4: Through working at your school, how many new teaching strategies have you learned?



▼ 3 from last survey

Favorable: **59%**

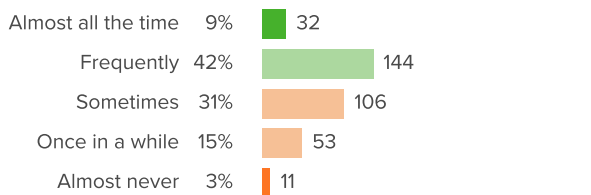
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▲ 2 from last survey

Favorable: **49%**

Q.6: How often do your professional development opportunities help you explore new ideas?

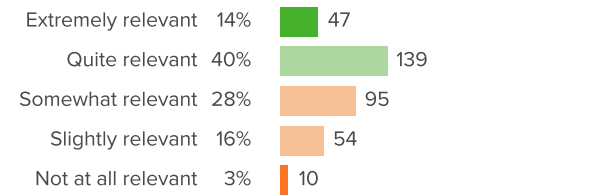


▲ 3 from last survey

Favorable: **51%**



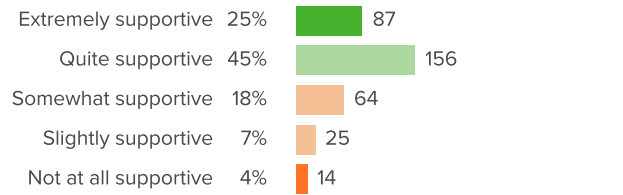
Q.7: How relevant have your professional development opportunities been to the content that you teach?



▲ 5 from last survey

Favorable: **54%**

Q.8: Overall, how supportive has the school been of your growth as a teacher?



▲ 0 from last survey

Favorable: **70%**



School Climate

Your average

61%

346 responses

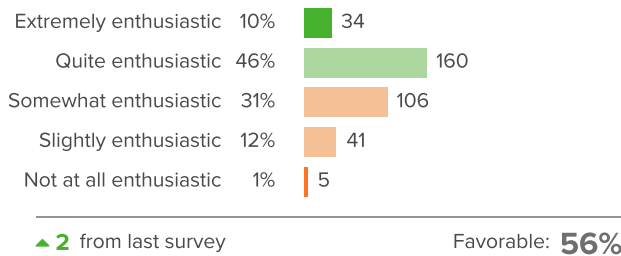
Change

0

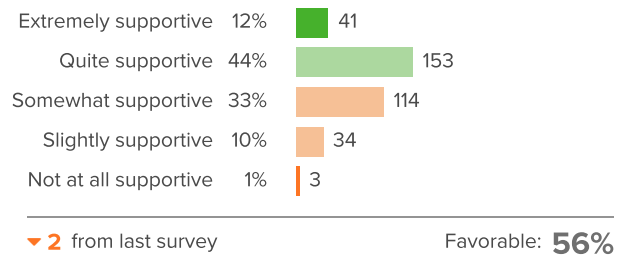
since last survey

How did people respond?

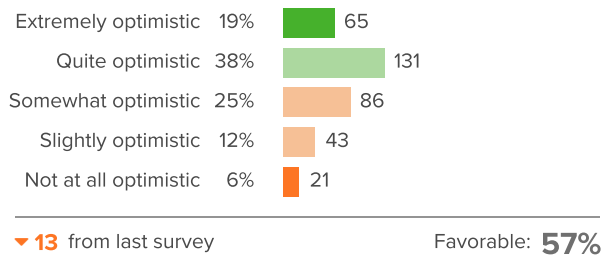
Q.1: On most days, how enthusiastic are the students about being at school?



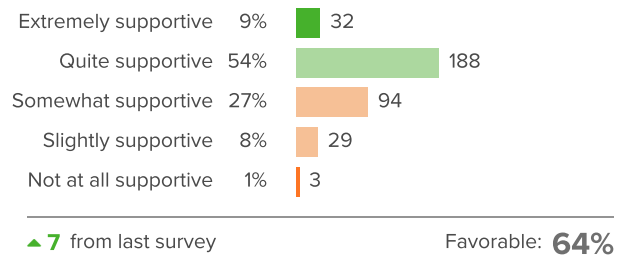
Q.2: When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?



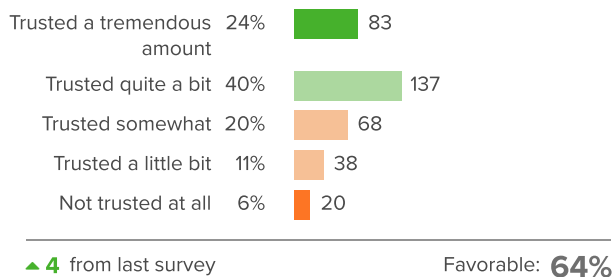
Q.3: How optimistic are you that your school will improve in the future?



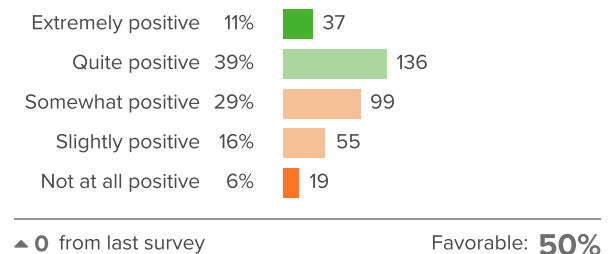
Q.4: How supportive are students in their interactions with each other?



Q.5: To what extent are teachers trusted to teach in the way they think is best?

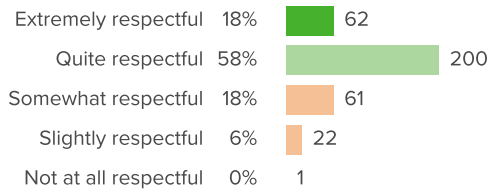


Q.6: How positive are the attitudes of your colleagues?





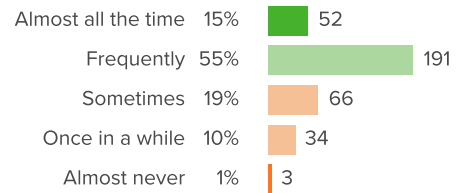
Q.7: How respectful are the relationships between teachers and students?



▲ 5 from last survey

Favorable: **76%**

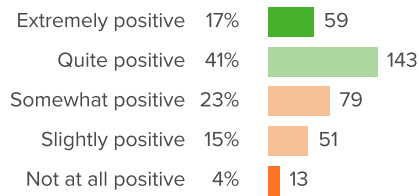
Q.8: How often do you see students helping each other without being prompted?



▲ 3 from last survey

Favorable: **70%**

Q.9: Overall, how positive is the working environment at your school?



▼ 3 from last survey

Favorable: **59%**



Staff-Leadership Relationships

Your average

68%

346 responses

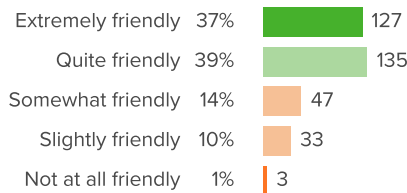
Change

▼ 7

since last survey

How did people respond?

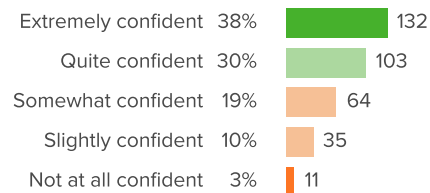
Q.1: How friendly are your school leaders toward you?



▼ 6 from last survey

Favorable: **76%**

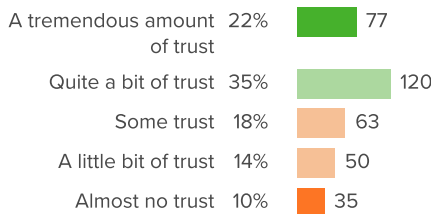
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 11 from last survey

Favorable: **68%**

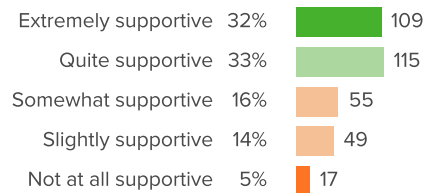
Q.3: How much trust exists between school leaders and faculty?



▼ 7 from last survey

Favorable: **57%**

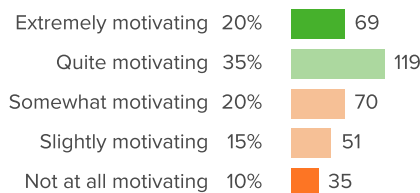
Q.4: When you face challenges at work, how supportive are your school leaders?



▼ 4 from last survey

Favorable: **65%**

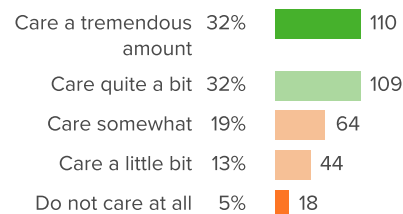
Q.5: At your school, how motivating do you find working with the leadership team?



▼ 6 from last survey

Favorable: **55%**

Q.6: How much do your school leaders care about you as an individual?

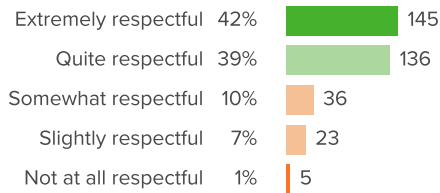


▼ 9 from last survey

Favorable: **63%**



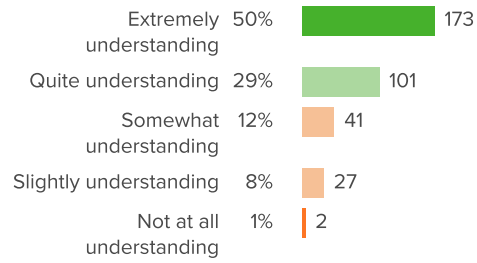
Q.7: How respectful are your school leaders towards you?



▼ 5 from last survey

Favorable: **81%**

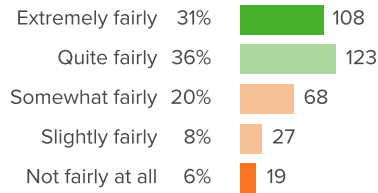
Q.8: When challenges arise in your personal life, how understanding are your school leaders?



▼ 4 from last survey

Favorable: **80%**

Q.9: How fairly does the school leadership treat the faculty?



▼ 10 from last survey

Favorable: **67%**

TEACHERS: School Survey

FACULTY GROWTH MINDSET					PROFESSIONAL LEARNING				SCHOOL CLIMATE				STAFF-LEADERSHIP RELATIONSHIPS						
	Spring 2021 favorable responses N = 274	Spring 2022 favorable responses N = 200	Spring 2023 favorable responses N = 419	Spring 2024 favorable responses N = 346		Spring 2021 favorable responses N = 274	Spring 2022 favorable responses N = 200	Spring 2023 favorable responses N = 419	Spring 2024 favorable responses N = 346		Spring 2021 favorable responses N = 274	Spring 2022 favorable responses N = 200	Spring 2023 favorable responses N = 419	Spring 2024 favorable responses N = 346		Spring 2021 favorable responses N = 274	Spring 2022 favorable responses N = 200	Spring 2023 favorable responses N = 419	Spring 2024 favorable responses N = 346
To what extent can teachers increase how much their most difficult students learn from them?	55%	42%	42%	43%	At your school, how valuable are the available professional development opportunities?	40%	38%	47%	50%	On most days, how enthusiastic are the students about being at school?	51%	53%	54%	56%	How friendly are your school leaders toward you?	74%	76%	82%	76%
How easily can teachers change their teaching style to match the needs of a particular class?	48%	43%	47%	53%	How helpful are your colleagues' ideas for improving your teaching?	69%	72%	78%	73%	When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?	47%	40%	58%	56%	How confident are you that your school leaders have the best interests of the school in mind?	73%	72%	79%	68%
To what extent can teachers improve their implementation of different teaching strategies?	54%	51%	52%	52%	How much input do you have into individualizing your own professional development opportunities?	41%	42%	50%	52%	How optimistic are you that your school will improve in the future?	65%	55%	70%	57%	How much trust exists between school leaders and faculty?	57%	57%	64%	57%
How possible is it for teachers to change their ability to work with dissatisfied parents?	55%	50%	48%	46%	Through working at your school, how many new teaching strategies have you learned?	57%	54%	62%	59%	How supportive are students in their interactions with each other?	55%	52%	57%	64%	When you face challenges at work, how supportive are your school leaders?	65%	66%	69%	65%
How much can teachers improve their classroom management approaches?	57%	51%	53%	55%	Overall, how much do you learn about teaching from the leaders at your school?	39%	41%	47%	49%	To what extent are teachers trusted to teach in the way they think is best?	52%	53%	60%	64%	At your school, how motivating do you find working with the leadership team?	55%	55%	61%	55%
To what extent can teachers change their intelligence about the subjects that they teach?	63%	58%	58%	58%	How often do your professional development opportunities help you explore new ideas?	45%	42%	48%	51%	How positive are the attitudes of your colleagues?	44%	42%	50%	50%	How much do your school leaders care about you as an individual?	66%	66%	72%	63%
Over the course of a school year, to what extent can teachers improve the clarity of their explanations of challenging concepts?	56%	52%	54%	55%	How relevant have your professional development opportunities been to the content that you teach?	38%	44%	49%	54%	How respectful are the relationships between teachers and students?	72%	56%	71%	76%	How respectful are your school leaders towards you?	79%	81%	86%	81%
How possible is it for teachers to change how well they relate to their most difficult students?	62%	51%	55%	51%	Overall, how supportive has the school been of your growth as a teacher?	64%	60%	70%	70%	How often do you see students helping each other without being prompted?	63%	52%	67%	70%	When challenges arise in your personal life, how understanding are your school leaders?	79%	82%	84%	80%
										Overall, how positive is the working environment at your school?	57%	60%	62%	59%	How fairly does the school leadership treat the faculty?	70%	69%	77%	67%



Aledo ISD




Staff Survey
Spring 2024 Staff Survey



Report created by
Panorama Education



Summary

Topic Description	Results	Benchmark
<p>Professional Learning</p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>	<p>59%</p> <p>▲ 1 since last survey</p>	 <p>60th - 79th percentile compared to others nationally</p>
<p>School Climate</p> <p>Perceptions of the overall social and learning climate of the school.</p>	<p>66%</p> <p>▼ 5 since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>
<p>Staff-Leadership Relationships</p> <p>Perceptions of faculty and staff relationships with school leaders.</p>	<p>77%</p> <p>▼ 5 since last survey</p>	 <p>40th - 59th percentile compared to others nationally</p>

267 responses



Professional Learning

Your average

59%

267 responses

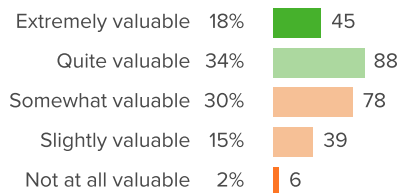
Change

▲ 1

since last survey

How did people respond?

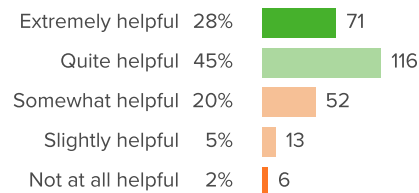
Q.1: At your school, how valuable are the available professional development opportunities?



▲ 2 from last survey

Favorable: **52%**

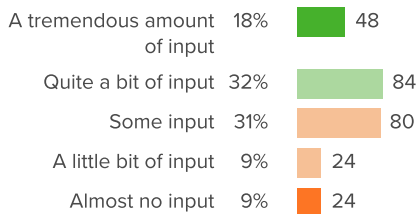
Q.2: How helpful are your colleagues' ideas for improving your work?



▼ 9 from last survey

Favorable: **72%**

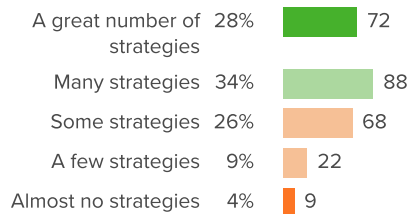
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 5 from last survey

Favorable: **51%**

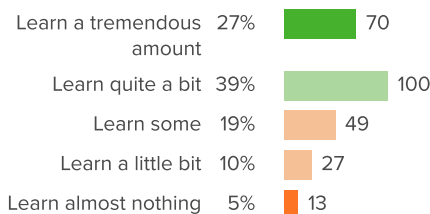
Q.4: Through working at your school, how many new strategies for your job have you learned?



▲ 1 from last survey

Favorable: **62%**

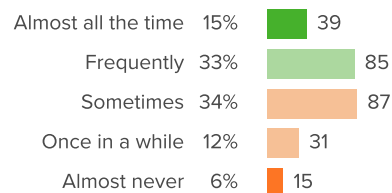
Q.5: Overall, how much do you learn from the leaders at your school?



▼ 4 from last survey

Favorable: **66%**

Q.6: How often do your professional development opportunities help you explore new ideas?

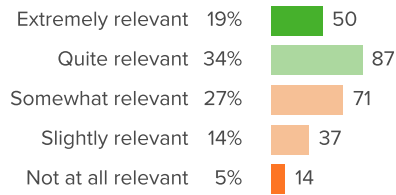


▲ 5 from last survey

Favorable: **48%**



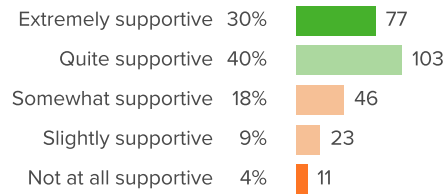
Q.7: How relevant have your professional development opportunities been to your work?



▲ 9 from last survey

Favorable: **53%**

Q.8: Overall, how supportive has the school been of your professional growth?



▼ 2 from last survey

Favorable: **69%**



School Climate

Your average

66%

267 responses

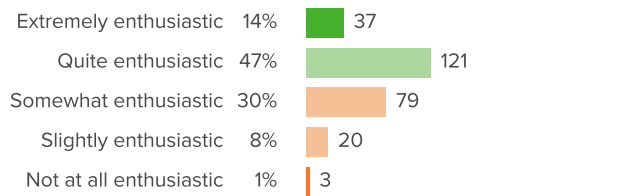
Change

▼ 5

since last survey

How did people respond?

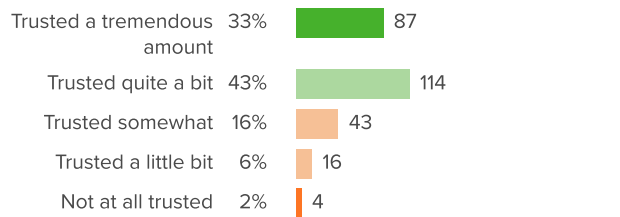
Q.1: On most days, how enthusiastic are the students about being at school?



▼ 1 from last survey

Favorable: **61%**

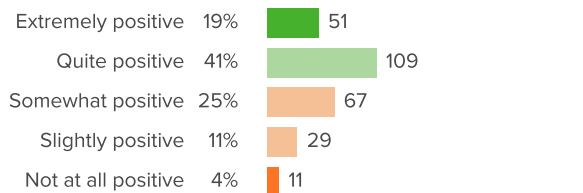
Q.2: To what extent are staff trusted to work in the way they think is best?



▼ 5 from last survey

Favorable: **76%**

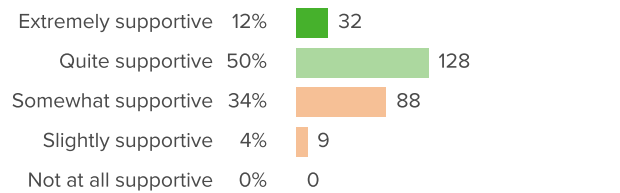
Q.3: How positive are the attitudes of your colleagues?



▼ 11 from last survey

Favorable: **60%**

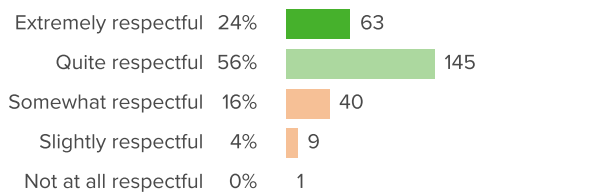
Q.4: How supportive are students in their interactions with each other?



▲ 4 from last survey

Favorable: **62%**

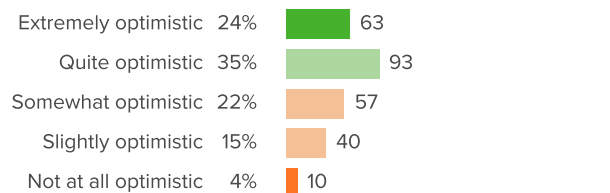
Q.5: How respectful are the relationships between staff and students?



▲ 6 from last survey

Favorable: **81%**

Q.6: How optimistic are you that your school will improve in the future?

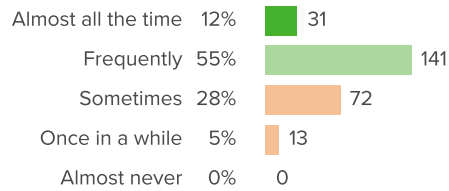


▼ 16 from last survey

Favorable: **59%**



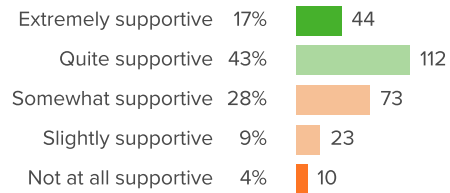
Q.7: How often do you see students helping each other without being prompted?



▼ 3 from last survey

Favorable: **67%**

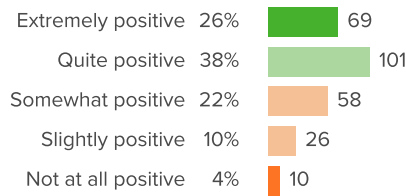
Q.8: When new initiatives are presented at your school, how supportive are your colleagues?



▼ 7 from last survey

Favorable: **60%**

Q.9: Overall, how positive is the working environment at your school?



▼ 14 from last survey

Favorable: **64%**



Staff-Leadership Relationships

Your average

77%

267 responses

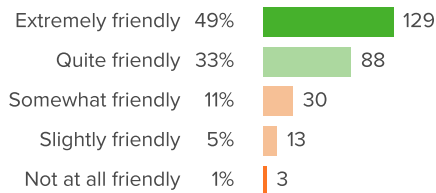
Change

▼ 5

since last survey

How did people respond?

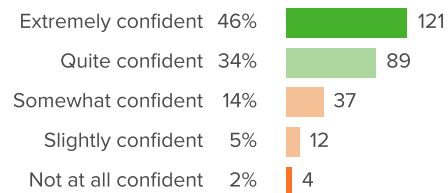
Q.1: How friendly are your school leaders toward you?



▼ 7 from last survey

Favorable: **83%**

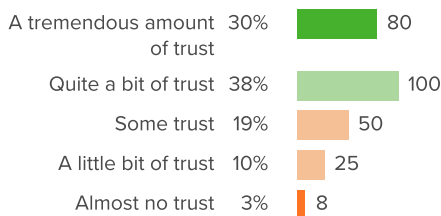
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 3 from last survey

Favorable: **80%**

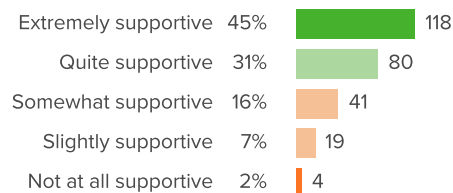
Q.3: How much trust exists between school leaders and staff?



▼ 5 from last survey

Favorable: **68%**

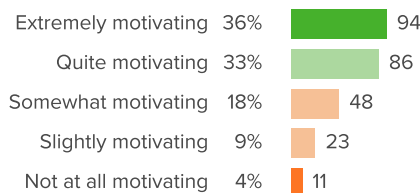
Q.4: When you face challenges at work, how supportive are your school leaders?



▼ 2 from last survey

Favorable: **76%**

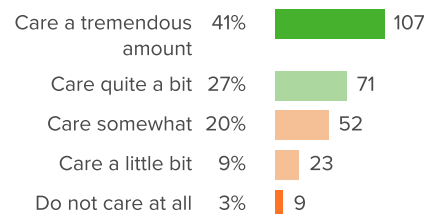
Q.5: At your school, how motivating do you find working with the leadership team?



▼ 3 from last survey

Favorable: **69%**

Q.6: How much do your school leaders care about you as an individual?

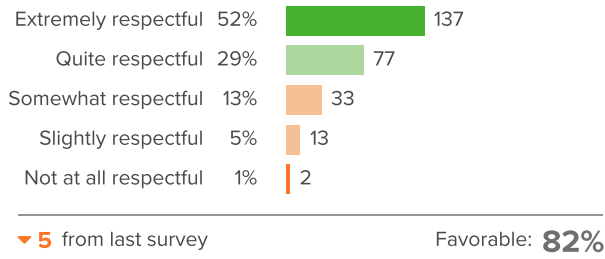


▼ 8 from last survey

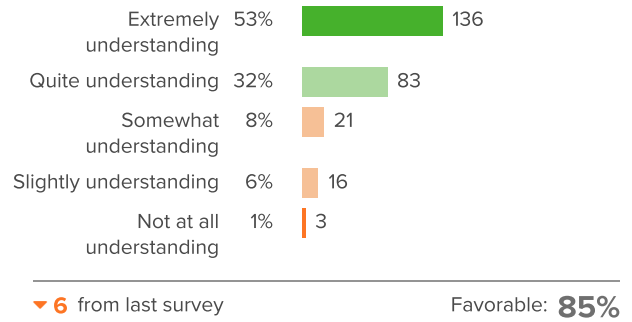
Favorable: **68%**



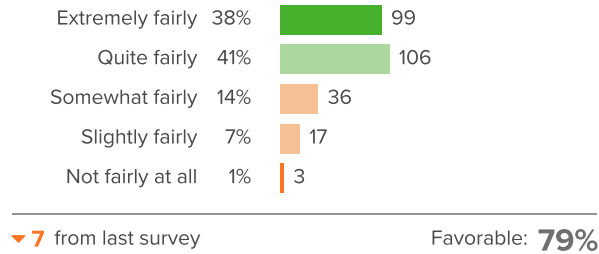
Q.7: How respectful are your school leaders towards you?



Q.8: When challenges arise in your personal life, how understanding are your school leaders?



Q.9: How fairly does the school leadership treat the staff?

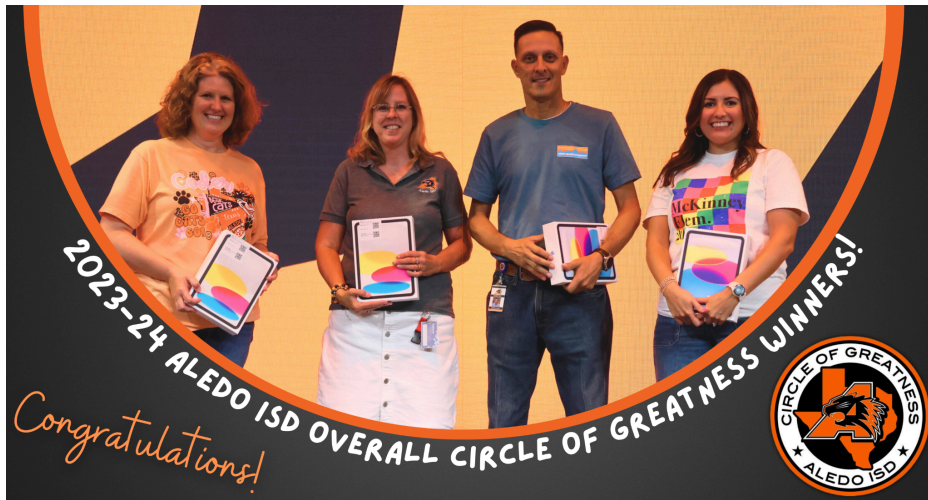


STAFF: School Survey														
PROFESSIONAL LEARNING				SCHOOL CLIMATE				STAFF-LEADERSHIP RELATIONSHIPS						
	Spring 2021 favorable responses N = 62	Spring 2022 favorable responses N = 70	Spring 2023 favorable responses N = 127	Spring 2024 favorable responses N = 267		Spring 2021 favorable responses N = 62	Spring 2022 favorable responses N = 70	Spring 2023 favorable responses N = 127	Spring 2024 favorable responses N = 267		Spring 2021 favorable responses N = 62	Spring 2022 favorable responses N = 70	Spring 2023 favorable responses N = 127	Spring 2024 favorable responses N = 267
At your school, how valuable are the available professional development opportunities?	49%	49%	50%	52%	On most days, how enthusiastic are the students about being at school?	56%	59%	62%	61%	How friendly are your school leaders toward you?	85%	84%	90%	83%
How helpful are your colleagues' ideas for improving your work?	77%	72%	81%	72%	To what extent are teachers trusted to teach in the way they think is best?	77%	73%	81%	76%	How confident are you that your school leaders have the best interests of the school in mind?	84%	81%	83%	80%
How much input do you have into individualizing your own professional development opportunities?	57%	50%	46%	51%	How positive are the attitudes of your colleagues?	65%	59%	71%	60%	How much trust exists between school leaders and staff?	71%	73%	73%	68%
Through working at your school, how many strategies for your job have you learned?	62%	61%	61%	62%	How supportive are students in their interactions with each other?	52%	61%	58%	62%	When you face challenges at work, how supportive are your school leaders?	74%	77%	78%	76%
Overall, how much do you learn from the leaders at your school?	71%	62%	70%	66%	How respectful are the relationships between teachers and students?	70%	67%	75%	81%	At your school, how motivating do you find working with the leadership team?	74%	70%	72%	69%
How often do your professional development opportunities help you explore new ideas?	51%	42%	43%	48%	How optimistic are you that your school will improve in the future?	77%	73%	75%	59%	How much do your school leaders care about you as an individual?	77%	77%	76%	68%
How relevant have your professional development opportunities been to your work?	54%	48%	44%	53%	How often do you see students helping each other without being prompted?	70%	69%	70%	67%	How respectful are your school leaders towards you?	85%	83%	87%	82%
Overall, how supportive has the school been of your growth as a teacher?	68%	60%	71%	69%	When new initiatives are presented at your school, how supportive are your colleagues?	53%	57%	67%	60%	When challenges arise in your personal life, how understanding are your school leaders?	87%	83%	91%	85%
					Overall, how positive is the working environment at your school?	65%	70%	78%	64%	How fairly does the school leadership treat the staff?	84%	81%	86%	79%

Employee Recognition

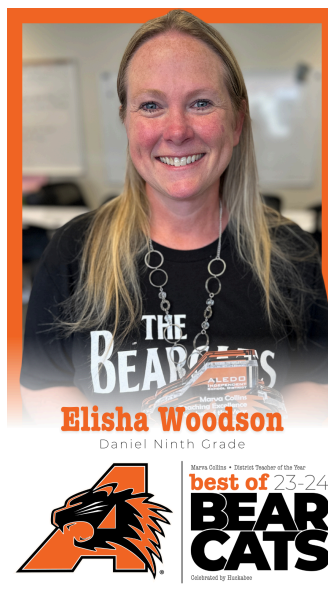
Circle of Greatness:

- 475 employees nominated
- 12 employees chosen as special honorees
- 4 employees chosen as overall winners: professional, paraprofessional, auxiliary, substitute



Marva Collins/Best of Bearcats:

- 125 employees celebrated/nominated
- 13 employees awarded/recognized
- \$31,000 generously donated by community partners and awarded to Best of Bearcat Honorees



All In Pins:

- 153 staff members were recognized throughout the school year for being “All in Aledo”



Also:

- Monthly campus and department recognitions

Multi-Year Teacher Resignation Elementary, Secondary and Totals

	Elementary Teachers	Secondary Teachers	Total
SY 2019-2020	34	26	60
SY 2020-2021	30	25	55
SY 2021-2022	36	41	77
SY 2022-2023	30	53	83
SY 2023-2024 Through 6/16/24	40	37	77

Mult-Year Turnover Comparison By Group Teacher, Paraprofessional and Auxiliary

	SY 2020-2021	SY 2021-2022	SY 2022-2023	SY 2023-2024 - through 6/16/24
Professional	12%	10%	16%	12%
Teacher/ Librarian	18%	16%	17%	15.5%
Paraprofessional	17%	34%	29.5%	30%
Auxiliary	17%	32%	28%	35%

2023-2024 Stay Interview Overview of Results

Positive Areas Referenced:

There were multiple references to the district's welcoming, inclusive, and friendly atmosphere. There were yes votes on the childcare benefit, they love the childcare center!

Focus on Growth Areas:

More Targeted Professional Learning

Employees have shared their requests for more targeted professional learning, emphasizing their desire to have more tailored training sessions aligning closely with job duties, such as Special Education/Co-Teacher training. They advocate for personalized training content and they stress the necessity of resources to support their roles. A similar request related to structured orientations for nurses as well as collaboration opportunities for Aides and ISS Aides were referenced. This collective feedback focuses on the request to develop more targeted professional learning initiatives to enhance employee effectiveness and satisfaction within the organization.

Workload/High Volume/Supports

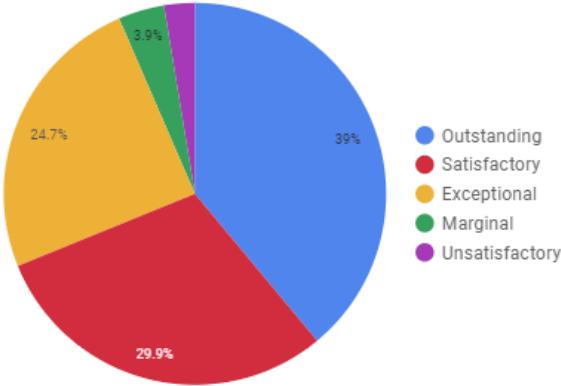
There were some Employees concerns expressed about workload and job expectations, advocating for a separation between ARD Manager and Diagnostician roles to ensure sustainability. There are references to special education programs ARDs and teachers needing more time to prepare. There is a reference to needing more time in the classroom to prepare during the first week back. A majority of the detail related to work volume is from the duties of our Diagnosticians, we did have a higher turnover in this group in the 22-23 school year. They emphasize the need for clearer communication, effective support, and proper training to fulfill their roles successfully.

Graphs Below on Response Percentages in Overall Experience, Experience with Supervisor and Experience with Human Resources.

From 105 Respondents
Rated their first 90 days of work with Aledo ISD:

- 24.7% rated Exceptional
- 39% rated Outstanding
- 29.9 rated Satisfactory
- 2% rated their experience as Unsatisfactory.

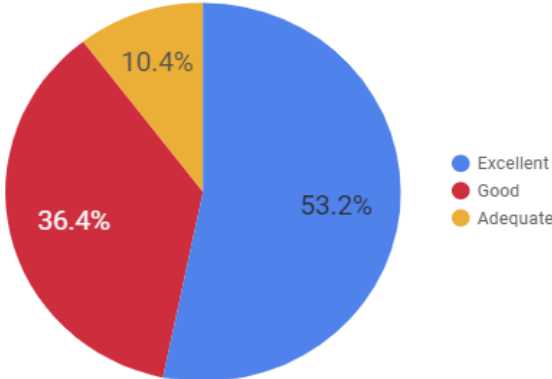
Overall Experience



The result when asked to rate your relationship with your immediate supervisor:

- 53.2% Excellent
- 36.4% Good
- 10.4% Adequate

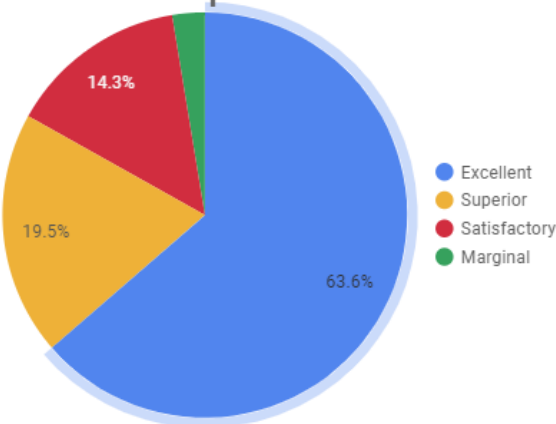
Supervisor Relationship



Rating their experience with Human Resources:

- 19.5% Superior
- 63.6% Excellent
- 24.3% Satisfactory
- 2% Marginal

HR Experience



Aledo ISD Professional Learning Opportunities

Aledo ISD is committed to ensuring that all educators have ongoing opportunities for professional learning and growth. Aledo ISD offers a variety of professional learning opportunities for staff to obtain their Continuing Professional Education (CPE) credit hours that are required for all Texas educators.

Aledo ISD designs relevant professional learning sessions throughout the school year to ensure that educators are equipped with current, research-based best instructional practices.

AISD Professional Learning Opportunities Offered During the 2023-24 School Year Include:

- **New Teacher Academy:** All new to Aledo ISD teachers are required to attend a three day new teacher academy that takes place prior to the start of the school year. During the New Teacher Academy, new educators have the opportunity to meet, collaborate and network with other AISD staff members while learning about AISD's instructional priorities and resources.
- **All Staff Professional Learning Days:** Professional learning opportunities are embedded throughout the school year in the district calendar. During the 2023-24 school year, 7 days were designated as professional learning days for staff.
- **Just In-Time Training Sessions:** Throughout the school year, Just In-Time Training opportunities are provided to staff based on current instructional needs. The district Just In-Time Trainings are short, timely, optional training sessions that are offered virtually, before or after school and are designed to provide in the moment professional learning to support teacher's current needs.
- **Virtual Summer Courses:** Virtual professional learning courses are offered in the Canvas Learning Management System throughout the summer for staff to complete at their own pace. Teachers were able to choose the sessions that were most meaningful and relevant for them based on their needs.
- **Empower Summer Professional Learning Academy:** Each school year, Aledo ISD offers professional learning opportunities during the summer for teachers so that teachers can continue growing in their practice year round. During the 2023-24 school year, Aledo ISD offered a two day professional learning academy that was open to Aledo ISD educators and educators from surrounding districts. 151 professional learning sessions were offered and teachers were able to choose the sessions that were most meaningful and relevant for them.

2023-2024 PL Hours for Community Report Card

Professional Learning Opportunities	Professional Learning Hours Offered
New Teacher Academy	18
All Staff Professional Learning	42
Just in Time Training Sessions	58
Virtual Summer Courses	72.5
Empower 2024	226.5
23-24 Total PL Hours Offered	417



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Comparison of Teacher Salaries in the **Western Metroplex** School Year 2023 - 2024 | BA / BS Degree

YEAR	0	YEAR	5	YEAR	10	YEAR	15	YEAR	20	YEAR	25	YEAR	30				
1	Mansfield	63000	1	Arlington	65000	1	Arlington	67500	1	Arlington	72500	1	Arlington	74700	1	Ft Worth	77689
2	Arlington	62500	2	Ft Worth	64457	2	HEB	66847	2	Ft Worth	71525	2	Ft Worth	73499	2	HEB	76889
3	Grand Prairie	62100	3	Mansfield	64225	3	Ft Worth	66686	3	HEB	68177	3	Grand Prairie	69940	3	Irving	72420
4	Castleberry	62025	4	Castleberry	63792	4	Irving	66631	4	Grand Prairie	68131	4	Mansfield	69873	4	Alvarado	72280
5	Ft Worth	62000	5	Everman	63514	5	Mansfield	65860	5	Castleberry	67792	5	HEB	69868	5	Everman	72170
6	Crowley	61810	6	HEB	63095	6	Castleberry	65792	6	Irving	67682	6	Castleberry	69792	6	HEB	72019
7	Everman	61500	7	Crowley	62810	7	Everman	65679	7	Mansfield	67645	7	Everman	69790	7	Grand Prairie	71916
7	HEB	61500	8	Grand Prairie	62725	8	Crowley	64592	8	Everman	67626	8	Irving	69382	8	Castleberry	71892
9	Birdville	61000	9	Birdville	62376	9	Kennedale	64000	9	Kennedale	66156	9	Kennedale	68612	9	Mansfield	71673
10	Irving	60794	10	Irving	62273	10	Cleburne	63886	10	Birdville	65756	10	Cleburne	67986	10	Kennedale	70486
11	Aledo	60200	11	Cleburne	62150	11	Birdville	63881	11	Cleburne	65686	11	Crowley	67974	11	Crowley	70352
11	EMS	60200	12	Aledo	61700	12	Joshua	63758	12	Crowley	65632	12	Birdville	67507	12	EMS	70022
13	Northwest	60100	13	Joshua	61532	13	Aledo	63700	13	Aledo	65500	13	Aledo	67400	13	White Sett	70000
14	Cleburne	60050	14	Lake Worth	61450	14	Grand Prairie	63622	14	Lake Worth	65400	14	EMS	67382	14	Birdville	69986
15	Joshua	60000	15	Azle	61050	15	Keller	63496	15	Joshua	65358	15	Alvarado	67380	15	Cleburne	69947
15	Lake Worth	60000	16	Northwest	60950	16	Grapevine	63350	16	Keller	65291	16	Keller	67330	16	Keller	69436
15	White Sett	60000	17	Keller	60915	17	Lake Worth	63200	17	Grapevine	65150	17	Lake Worth	67200	17	Aledo	69000
18	Azle	59500	18	EMS	60811	18	Azle	63118	18	Azle	65118	17	White Sett	67200	18	Burleson	68890
19	Grapevine	59250	19	Grapevine	60750	19	EMS	62561	19	EMS	64857	19	Grapevine	67150	19	Northwest	68750
20	Burleson	59000	20	Burleson	60743	20	Northwest	62350	20	Burleson	64745	20	Azle	67118	20	Lake Worth	68700
20	Keller	59000	21	White Sett	60650	21	Burleson	62204	21	Weatherford	64236	21	Joshua	66858	21	Grapevine	68650
20	Kennedale	59000	22	Kennedale	60400	22	White Sett	61900	22	Northwest	63800	22	Burleson	66579	22	Azle	68618
23	Duncanville	58500	23	Carroll	60057	23	Carroll	61563	23	Carroll	63661	23	Carroll	66219	23	Carroll	68555
24	Carroll	58400	24	Duncanville	59500	24	Weatherford	61136	24	White Sett	63450	24	Weatherford	65766	24	Joshua	68266
25	Weatherford	56700	25	Weatherford	58260	25	Duncanville	60700	25	Duncanville	62200	25	Northwest	65750	25	Weatherford	67886
26	Alvarado	54600	26	Godley	56586	26	Granbury	59834	26	Alvarado	61920	26	Duncanville	64200	26	Duncanville	67100
27	Godley	53100	27	Granbury	56100	27	Godley	58595	27	Granbury	61310	27	Godley	63940	27	Godley	65918
28	Glen Rose	52750	28	Glen Rose	55760	28	Glen Rose	57964	28	Godley	60910	28	Granbury	62624	28	Glen Rose	65387
29	Granbury	52000	29	Alvarado	55745	29	Alvarado	57575	29	Glen Rose	59553	29	Glen Rose	61777	29	Granbury	65071
30	Keene	50000	30	Keene	52000	30	Keene	54500	30	Keene	57000	30	Rio Vista	59830	30	Rio Vista	62330
31	Rio Vista	43000	31	Grandview	46210	31	Rio Vista	52600	31	Rio Vista	56720	31	Grandview	59610	31	Grandview	62160
32	Grandview	42090	32	Rio Vista	46000	32	Grandview	51960	32	Grandview	56320	32	Keene	59500	32	Keene	62000
32			32			32			32			32			32		

Note: This comparison is for base salaries only. It does not include stipends of any kind.



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Comparison of Teacher Salaries in the **Western Metroplex** School Year 2023 - 2024 | MA / MS Degree

YEAR	0	YEAR	5	YEAR	10	YEAR	15	YEAR	20	YEAR	25	YEAR	30							
1	Arlington	64000	1	Mansfield	66533	1	HEB	69665	1	Arlington	71500	1	Arlington	74000	1	Arlington	76200	1	Irving	79180
1	Mansfield	64000	2	Arlington	66500	2	Arlington	69000	2	HEB	70558	2	HEB	73140	2	HEB	75075	2	HEB	79102
3	HEB	63500	3	Ft Worth	65857	3	Mansfield	68218	3	Ft Worth	70425	3	Ft Worth	72925	3	Ft Worth	74899	3	Ft Worth	79089
4	Crowley	63410	4	HEB	65368	4	Irving	68188	4	Mansfield	70003	4	Mansfield	72231	4	Irving	74492	4	Arlington	78200
5	Ft Worth	63400	5	Castleberry	65042	5	Ft Worth	68086	5	Irving	69239	5	Irving	71453	5	Mansfield	74033	5	Mansfield	78121
6	Castleberry	63275	6	Everman	64514	6	Castleberry	67042	6	Grand Prairie	69131	6	Castleberry	71042	6	Alvarado	73280	6	Castleberry	77142
7	Grand Prairie	63100	7	Crowley	64410	7	Everman	66679	7	Castleberry	69042	7	Grand Prairie	70940	7	Everman	73170	7	EMS	76802
8	Birdville	62500	8	Birdville	63876	8	Crowley	66192	8	Everman	68626	8	Everman	70790	8	Castleberry	73142	8	Alvarado	76400
8	Everman	62500	9	Irving	63854	9	Cleburne	65386	9	Kennedale	67406	9	Kennedale	69862	9	Grand Prairie	72916	9	Everman	76092
10	Irving	62309	10	Grand Prairie	63725	10	Birdville	65381	10	Birdville	67256	10	Crowley	69574	10	White Sett	72000	10	Crowley	75915
11	Northwest	62100	11	Cleburne	63650	11	Kennedale	65250	11	Crowley	67232	11	Cleburne	69486	11	Crowley	71952	11	Azle	75439
12	White Sett	62000	12	Northwest	62950	12	Joshua	64758	12	Cleburne	67186	12	White Sett	69200	12	Kennedale	71736	12	Grand Prairie	75308
13	EMS	61700	13	Aledo	62700	13	Aledo	64700	13	Aledo	66500	13	Birdville	69007	13	EMS	71522	13	Birdville	75188
14	Cleburne	61550	14	White Sett	62650	14	Grand Prairie	64622	14	Lake Worth	66400	14	EMS	68882	14	Birdville	71486	14	Cleburne	75186
15	Aledo	61200	15	Joshua	62532	15	Keller	64496	15	Joshua	66358	15	Aledo	68400	15	Cleburne	71447	15	Kennedale	74751
16	Joshua	61000	16	Lake Worth	62450	16	Grapevine	64350	16	EMS	66357	16	Alvarado	68380	16	Northwest	70750	16	Northwest	74450
16	Lake Worth	61000	17	EMS	62311	16	Northwest	64350	17	Keller	66291	17	Keller	68330	17	Keller	70436	17	Keller	74024
18	Azle	60500	18	Burleson	62243	18	Lake Worth	64200	18	Burleson	66245	18	Lake Worth	68200	18	Burleson	70390	18	White Sett	73550
18	Burleson	60500	19	Azle	62050	19	Azle	64118	19	Grapevine	66150	19	Grapevine	68150	19	Aledo	70000	19	Burleson	73427
20	Grapevine	60250	20	Keller	61915	20	EMS	64061	20	Azle	66118	20	Azle	68118	20	Lake Worth	69700	20	Joshua	73187
20	Kennedale	60250	21	Grapevine	61750	21	White Sett	63900	21	Northwest	65800	21	Burleson	68079	21	Grapevine	69650	21	Aledo	72205
22	Keller	60000	22	Kennedale	61650	22	Burleson	63704	22	White Sett	65450	22	Joshua	67858	22	Azle	69618	22	Carroll	71896
23	Duncanville	59500	23	Carroll	61057	23	Carroll	62563	23	Weatherford	65236	23	Northwest	67750	23	Carroll	69555	23	Granbury	71477
24	Carroll	59400	24	Duncanville	60500	24	Weatherford	62136	24	Carroll	64661	24	Carroll	67219	24	Joshua	69266	24	Weatherford	71406
25	Weatherford	57700	25	Weatherford	59260	25	Granbury	61994	25	Granbury	63470	25	Weatherford	66766	25	Weatherford	68886	25	Lake Worth	71200
26	Alvarado	55600	26	Granbury	58260	26	Duncanville	61700	26	Duncanville	63200	26	Duncanville	65200	26	Duncanville	68100	26	Grapevine	71150
27	Granbury	54160	27	Godley	57586	27	Godley	59595	27	Alvarado	62920	27	Godley	64940	27	Granbury	67231	27	Duncanville	70700
28	Godley	54100	28	Glen Rose	56760	28	Glen Rose	58964	28	Godley	61910	28	Granbury	64784	28	Godley	66918	28	Glen Rose	69631
29	Glen Rose	53750	29	Alvarado	56745	29	Alvarado	58575	29	Glen Rose	60553	29	Glen Rose	62777	29	Glen Rose	66387	29	Godley	67918
30	Keene	51000	30	Keene	53000	30	Keene	55500	30	Keene	58000	30	Rio Vista	60830	30	Rio Vista	63330	30	Rio Vista	65830
31	Rio Vista	44000	31	Grandview	47210	31	Rio Vista	53600	31	Rio Vista	57720	31	Grandview	60610	31	Grandview	63160	31	Grandview	65660
32	Grandview	43090	32	Rio Vista	47000	32	Grandview	52960	32	Grandview	57320	32	Keene	60500	32	Keene	63000	32	Keene	65500

Why Does UEA Publish This Salary Comparison?

For the past 30 years, UEA has published a comparison of teachers' salaries from area school districts. It allows teachers the opportunity to see how their district compares to others. It also proves to be a valuable tool that superintendents, administrators, and school boards use in determining salaries. Just like our regular newsletter, this will be distributed to over 90,000 school employees.

Aledo ISD

Pay Systems Review

Christine Zenteno
April 15, 2024

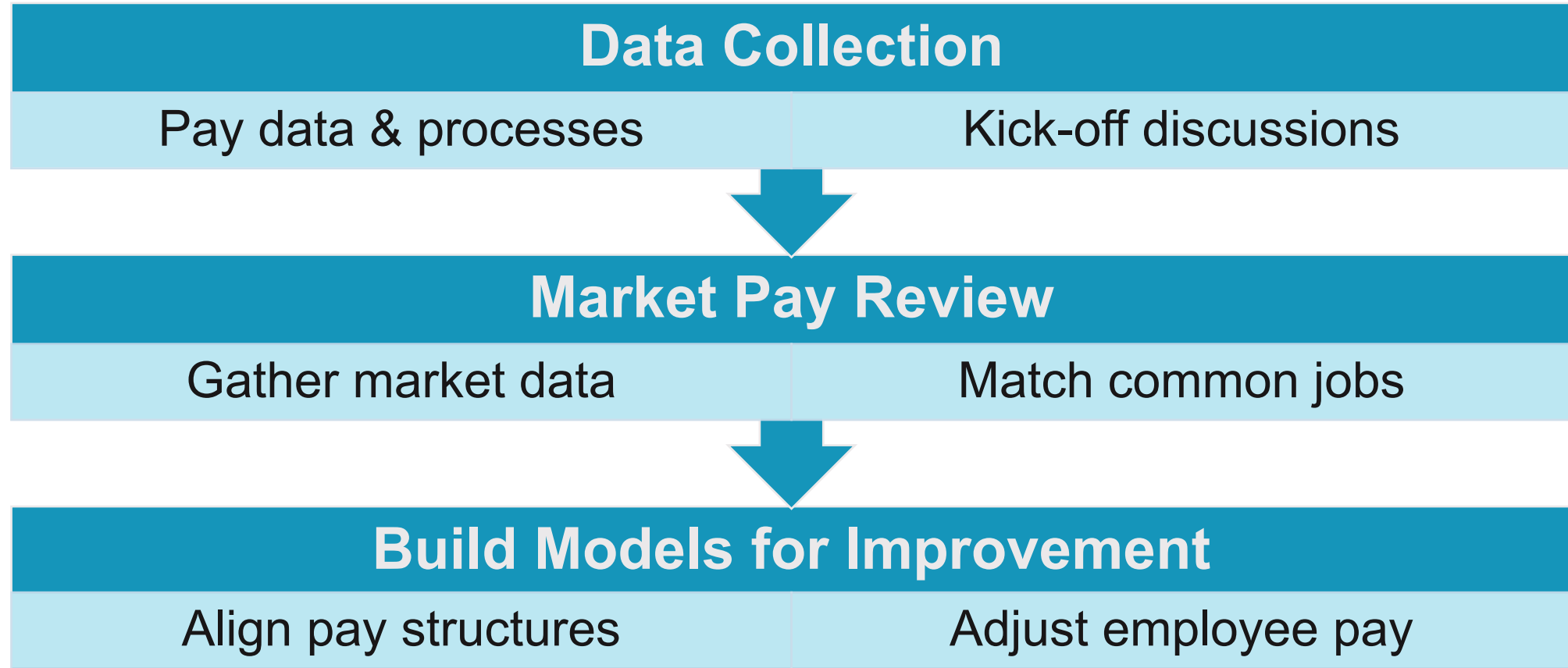


HR Services

This information is provided for educational purposes only to facilitate a general understanding of the law or other regulatory matter. This information is neither an exhaustive treatment on the subject nor is this intended to substitute for the advice of an attorney or other professional advisor. Consult with your attorney or professional advisor to apply these principles to specific fact situations

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TASB Pay Study Process



Pay System Objectives

- **Recruit Employees**

- Competitive entry rates
- Competitive pay for experienced new hires

- **Pay for Job Value**

- Prevent overpayment or underpayment

- **Retain Employees**

- Advance pay to market rates
- Market-competitive pay increases

- **Control Costs**

- Salary plan and increases driven by budget

Strategies for Pay System Control

- Assess job value accurately
- Keep pay ranges competitive
- Control pay spread between job incumbents
- Accelerate employees to market pay
- Budget sufficiently for pay increases

Market Pay Strategy

Midpoint rate is intentionally set:

- Market value
- District goals

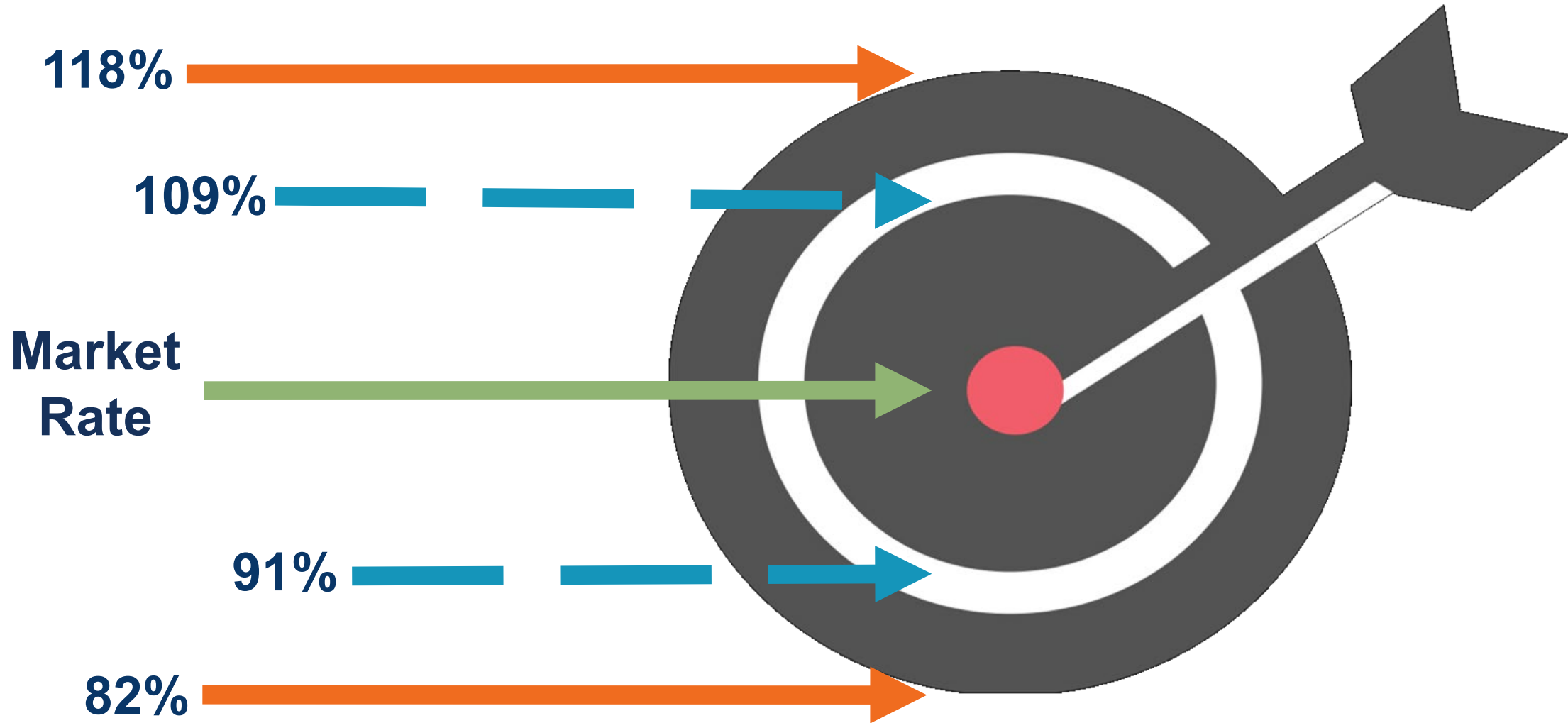
Range parameters are set to limit employee pay variance from the target rate.

Goal is to pay employees near target rate.

Target rate is adjusted regularly.



Market Pay Strategy



Market Districts

	District	ESC Region	Student Enrollment	Number of FTE	UIL Class	Teacher	Exempt & Nonexempt	Stipends
1	Azle ISD	11	7,221	1,059	5A	X	X	X
2	Burleson ISD	11	12,865	1,594	5A	**		
3	Carroll ISD	11	8,462	1,124	6A	**		X
4	Castleberry ISD	11	3,710	583	4A	X	X	X
5	Cleburne ISD	11	7,084	1,157	5A	X	X	X
6	Eagle Mountain-Saginaw ISD	11	23,328	3,024	6A	X	X	
7	Fort Worth ISD	11	72,783	9,964	4A	X	X	
8	Granbury ISD	11	7,954	1,192	5A	X	X	X
9	Joshua ISD	11	6,059	907	5A	X	X	X
10	Keller ISD	11	34,078	4,324	6A	X	X	X
11	Northwest ISD	11	30,100	3,600	6A	X	X	X
12	Weatherford ISD	11	8,211	1,183	6A	X	X	X
13	White Settlement ISD	11	6,817	887	5A	X	X	
	Aledo ISD	11	7,857	888	5A	13	11	9

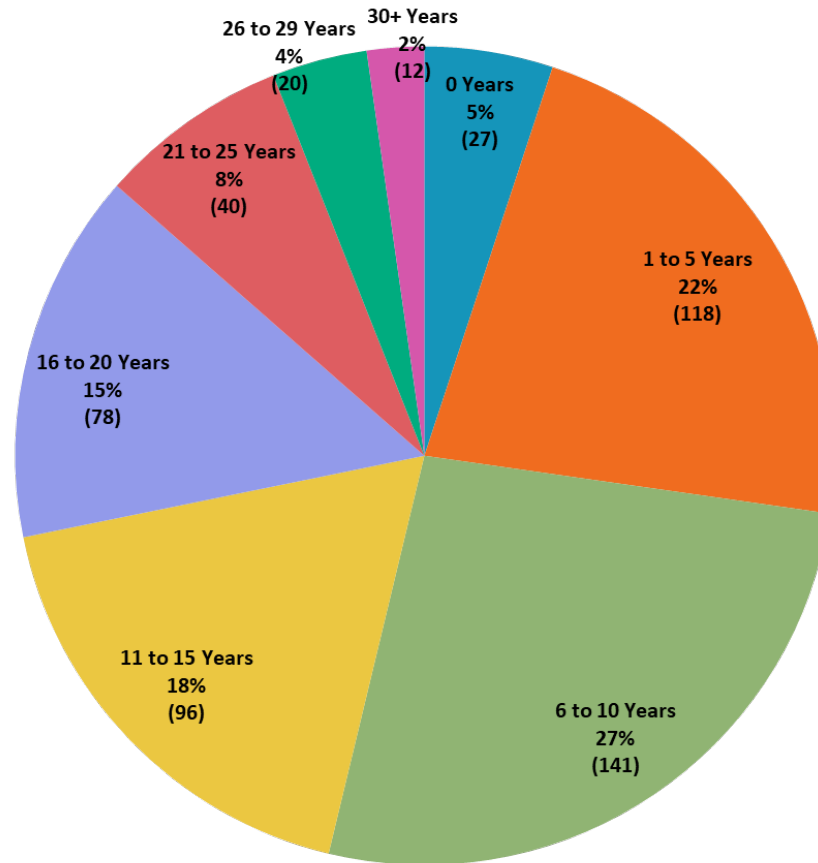
** District did not participate in survey. Teacher schedules collected from the district.

Other Ft. Worth Metro Area Market Sources

- Economic Research Institute
- CompAnalyst

Teachers – Demographics

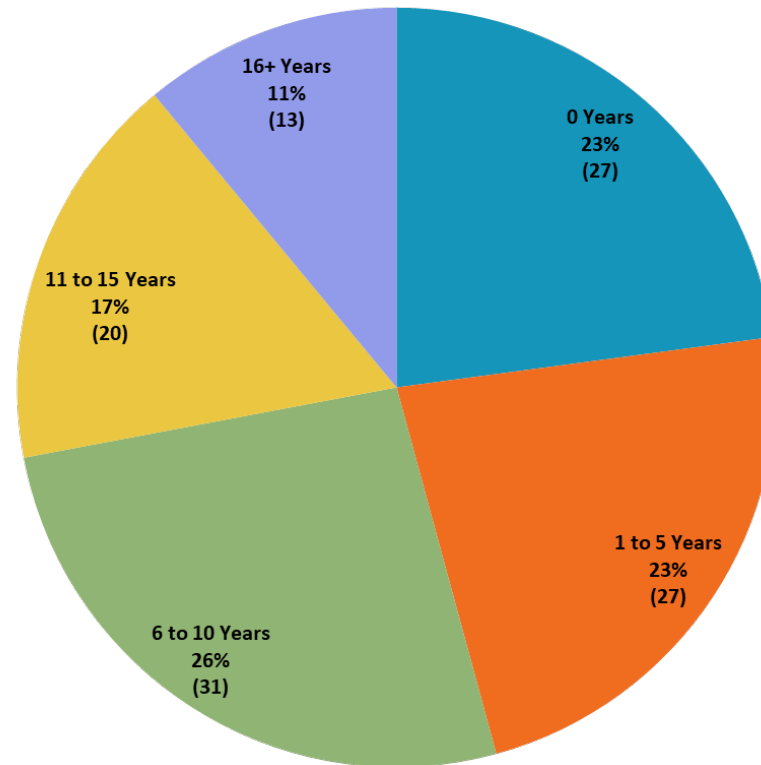
Experience of Current Teachers, and Librarians



532 Teachers and Librarians

Teachers – Demographics

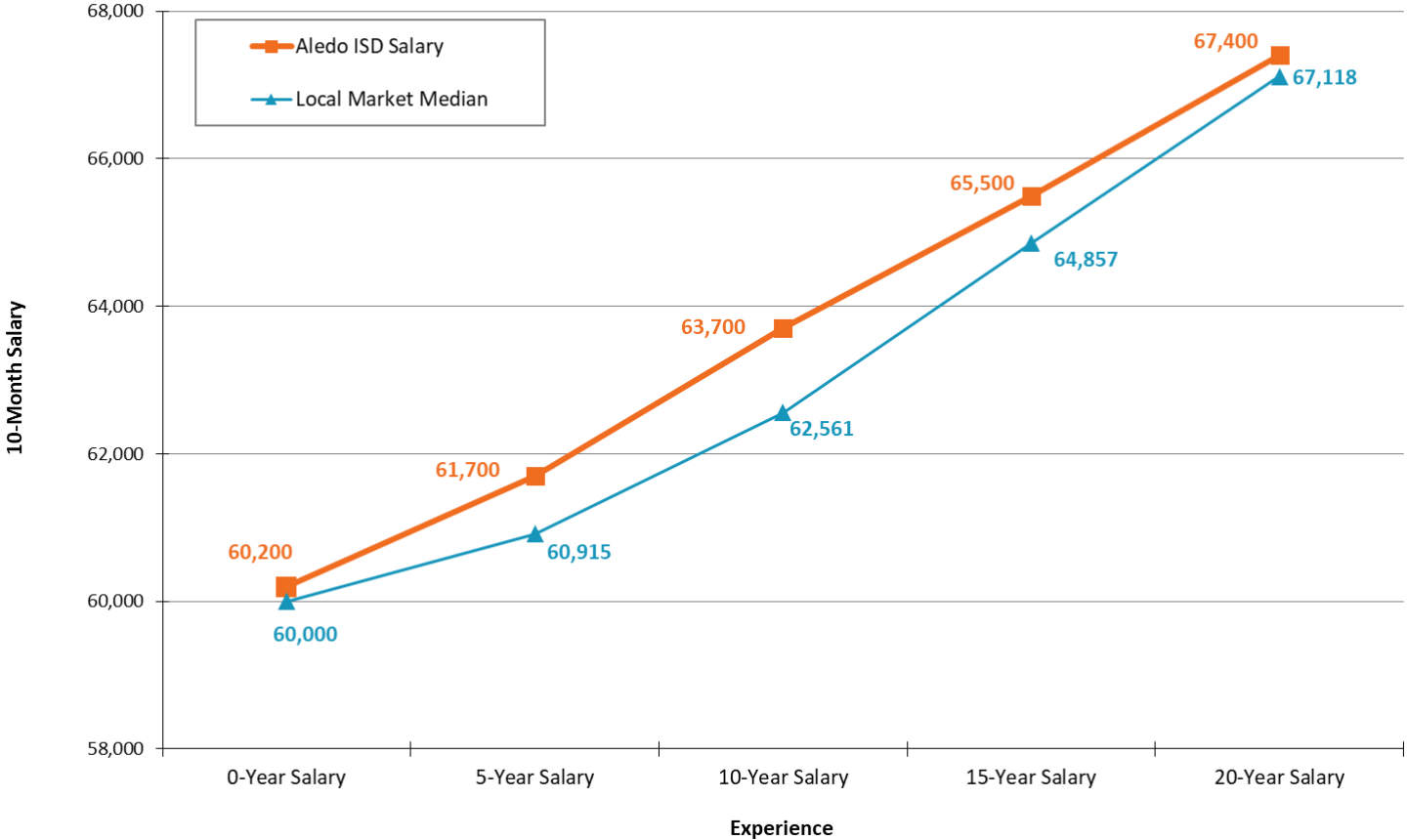
Experience of Newly Hired Teachers, and Librarians



118 Teachers and Librarians
with 0 years of local experience in 2023-2024

Teachers – Market Graph

Teacher Salary Plan, 2023-2024
Market Comparison



Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Aledo ISD Salary	\$60,200	\$61,700	\$63,700	\$65,500	\$67,400	\$64,147
Local Market Median	\$60,000	\$60,915	\$62,561	\$64,857	\$67,118	\$64,534
Percent of Market	100%	101%	102%	101%	100%	99%
Difference from Market	\$200	\$785	\$1,139	\$643	\$282	(\$387)

Teachers – Market Stipends

Stipend	Aledo ISD	Median Stipend	Districts Reporting
General Master's Degree	\$1,000	\$1,400	11 of 11
Secondary Math	--	\$3,000	1 of 11
Secondary Science	--	\$3,000	1 of 11
Bilingual	--	\$4,535	10 of 11
Special Education High Needs	--	\$3,000	5 of 11

Administrators – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Central Administration (Director and above)	99%	101%	--	16
Campus Administration (Principal/Assistant Principal)	100%	102%	--	7
Professional Support (Special Programs, Librarians, Counselor, etc.)	99%	100%	--	21

Clerical/Paraprofessional – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Clerical & Technical	98%	98%	102%	19
Campus Instructional Aides	104%	112%	105%	6

Auxiliary – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Auxiliary (Police, Child Development Center, Child Nutrition, Transportation, Maintenance)	98%	98%	102%	17

Extra Duty – Market Stipends

Stipend Group	Average Market Difference	Number of Benchmarks
Athletics	+ \$1,329	32
Performing Arts & Academics	+ \$462	25

Recommendation 1

Implement pay structure adjustments to align with market

- Strong starting salaries
- Midpoints aligned with market

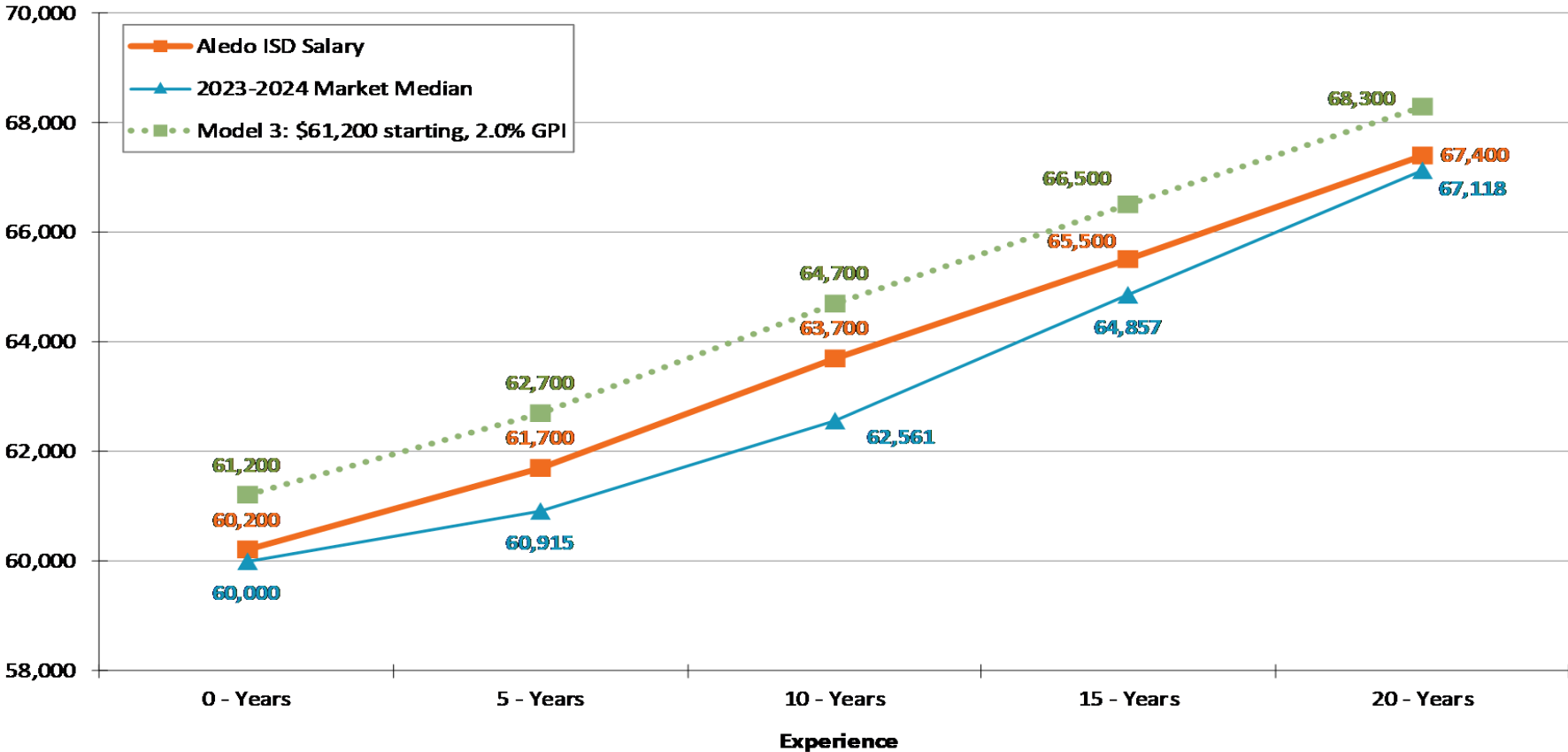
Recommendation 2

Adopt a general pay increase (GPI) to maintain market position

- Model 1: 2 percent GPI, which includes a \$1,300 increase for all continuing teachers. All other groups receive a 2% GPI
- Model 2: 3 percent GPI, which includes a \$1,950 increase for all continuing teachers. All other groups receive a 3% GPI
- For teacher structure, GPI calculated as a percentage of market median salary
- For other pay groups, GPI calculated as a percentage of employee's pay grade midpoint

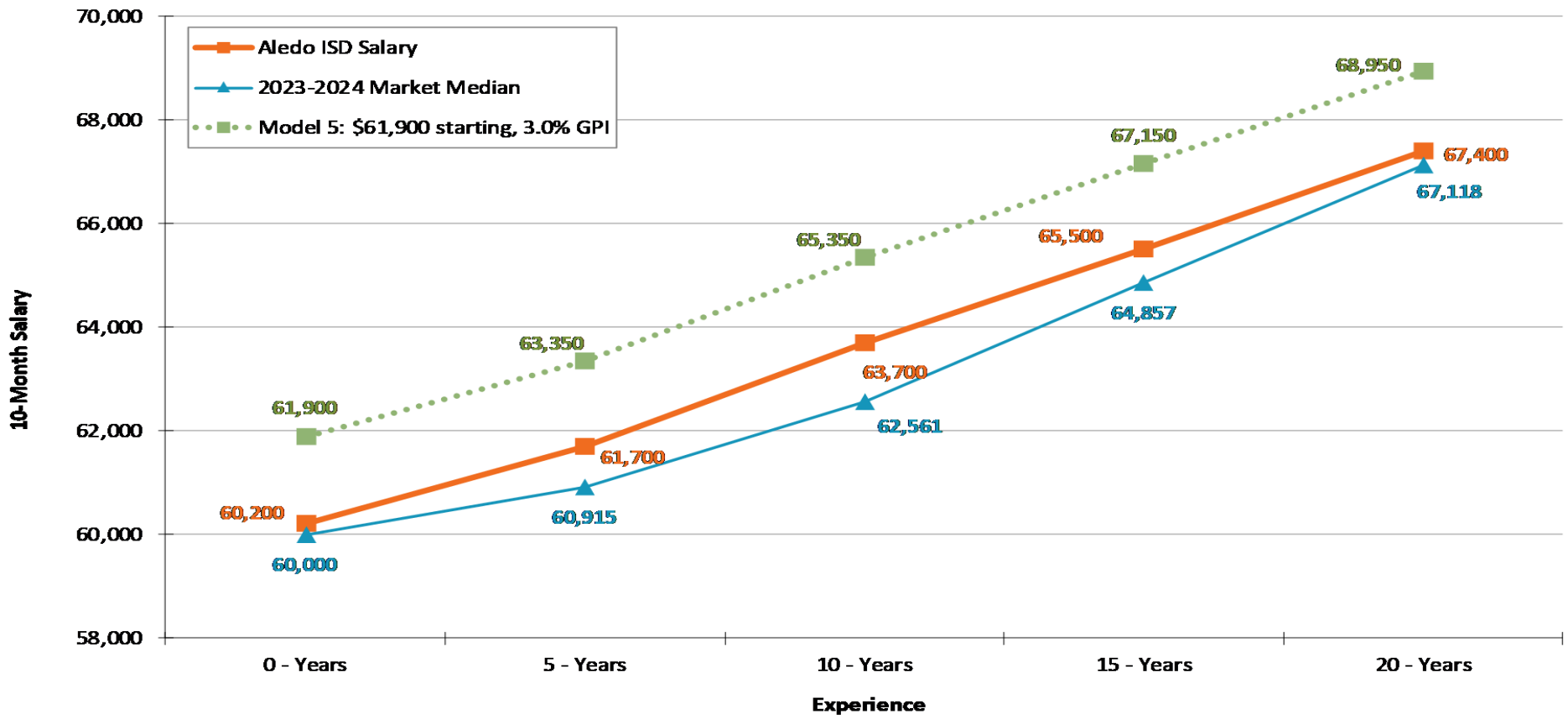
Recommendation 2

Teacher Salary Plan 2023-2024 Market Comparison
Model 1: \$61,200 starting, 2.0% GPI



Recommendation 2

Teacher Salary Plan 2023-2024 Market Comparison
Model 2: \$61,900 starting, 3.0% GPI



Recommendation 3

Provide adjustments to address market differences and maintain equity

- Increase to 1 percent above minimum
- Strategic adjustments
- Teacher pay equity adjustments
- Placement scale adjustments

Recommendation 4

Stipend Adjustments

- Adopt proposed extracurricular stipend schedule
- Increase identified stipend amounts to the recommended levels to improve competitiveness with the market

Cost – Model 1 (2.0%)

Model 1			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$691,168	\$0	\$691,168
Administrative/Professional	\$271,945	\$55,295	\$327,240
Clerical/Paraprofessional	\$86,639	\$4,664	\$91,303
Auxiliary	\$97,311	\$31,186	\$128,497
Extra Duty Stipends		\$5,125	\$5,125
Total	\$1,147,063	\$96,270	\$1,243,333
% of Current Costs	2.0%	0.2%	2.2%

Cost – Model 2 (3.0%)

Model 2			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$1,036,757	\$0	\$1,036,757
Administrative/Professional	\$407,921	\$26,610	\$434,531
Clerical/Paraprofessional	\$129,711	\$2,109	\$131,820
Auxiliary	\$146,506	\$19,128	\$165,634
Extra Duty Stipends		\$5,125	\$5,125
Total	\$1,720,895	\$52,972	\$1,773,867
% of Current Costs	3.0%	0.1%	3.1%

Christine Zenteno, HR & Compensation Consultant

800.580.7782

hrservices@tasb.org

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HR Services

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Staff Wellness Initiatives

Aledo ISD kicked off the 2023-2024 school year with a Day of Wellness instead of a traditional convocation. We asked employees to choose sessions about wellness that they'd like to attend (cooking, yoga, financial wellness, etc.) and rate them. Here were the average responses (1-5):

Please rate your overall satisfaction with the content and structure of this session:	How relevant was this learning session to support your wellness?	How relevant was this learning session to support your work?
---	--	--

4.720812183	4.747038917	4.703891709
--------------------	--------------------	--------------------

From this came Thrive Thursday weekly newsletters; from multiple contests, 55 staff members earned 55 prizes!

30558	total views
	35 weeks published
873.0857143	average viewership
975	total employees
89.54725275	%employees viewed

	Theme	Activity outside of Individual
August	Communication /Connecting	
September	Safety / Personal Safety	
October	Drug Awareness / Healthy Living	
November	Thankful / Mindfulness	Staff kickball
December	Giving / Kindness	
January	Goal Setting / Growth Mindset	

February	Heart Health	
March	Stress reduction / coping	advocats run
April	All In Aledo	Staff volleyball
May	Step Challenge	step challenge



EXCEPTIONAL EXPERIENCES

Community

Aledo ISD Fiscal Responsibility

School FIRST Rating

- Senate Bill 218 of the 77th Legislature (2001) directed the Commissioner of Education, in consultation with the Comptroller of Public Accounts, to develop and implement a financial accountability rating system for school districts in Texas. This financial accountability rating system is officially referred to as School FIRST (Financial Integrity Rating System of Texas).
- The primary goal of School FIRST is to achieve quality performance in the management of school districts' financial resources, a goal made more significant due to the complexity of accounting associated with Texas' school finance system.
- School FIRST holds school districts accountable for the quality of their financial management practices. The rating system also discloses the quality of local management and decision-making processes that impact the allocation of financial resources in Texas public schools.
- The 2022-2023 School FIRST accountability rating system assigns one of four financial accountability ratings to Texas school districts, with the highest being A - Superior Achievement, followed by B - Above Standard Achievement, C - Meets Standard Achievement, and F - Substandard Achievement.
- The 2022-2023 School FIRST rating is based on an analysis of staff and student data reported for the 2021-2022 school year and audited budgetary and actual financial data for the 2022 fiscal year ending August 31, 2022.
- After receiving official notification of the District's School FIRST rating from TEA, each school district is required to announce and hold a public meeting to explain the District's rating and the District's performance under each of the twenty (20) indicators. The following pages provide this information for the Aledo ISD. Also included is a detailed explanation of the twenty (20) indicators.
- During this public meeting, the District is also required to review certain disclosures that must be included in the financial management report. The required disclosures pertain to reimbursements to the Superintendent and Board of Trustees for the 2021-2022 fiscal year and the Superintendent's employment contract at the time of the School FIRST hearing. These required disclosures are included in the following pages and on the District's website.
- The Aledo ISD received the highest School FIRST rating of A - Superior Achievement for 2022-2023.
- The District has received the highest rating for the prior twenty years as well.
- For 2022-2023, the District received a score of 94. A score of 70 must be received to pass, with a score of 100 being the maximum that may be obtained.

Annual Financial Audit

- Pursuant to Education Code 44.008(a), (b), the District's fiscal accounts are required to be audited annually at District expense by a Texas certified or public accountant holding a permit from the State Board of Public Accountancy.
- The annual audit shall be completed following the close of each fiscal year and shall meet at least the minimum requirements and be in the format prescribed by the State Board of Education, subject to review and comment by the State Auditor.
- A copy of the annual audit report must be filed with the Texas Education Agency not later than the 150th day after the end of the fiscal year for which the audit was made.
- The District's annual financial audit for the year ended August 31, 2023 has been completed by the District's auditing firm, Pattillo, Brown & Hill, LLP.
- The Administration is pleased to note the annual financial audit report contains an unqualified or "clean" opinion.
- A representative of Pattillo, Brown & Hill, LLP is available to discuss the audit with the Board of Trustees. A short presentation will be made noting the highlights of the audit report.

Budget Year-End Results

- As noted in the District's 2022-2023 audit report, the General Fund ended the year with a fund balance of \$26,153,588, a decrease of \$3,040,699 from prior year.
- The resources available for appropriation were \$1,579,156 more than budgeted for the General Fund, largely due to the changes in local and state revenues estimated to be allocated to the district.
- The total cost of the District's programs in governmental activities was \$109,136,254, compared to the previous year's cost of \$99,039,906, an increase of \$10,096,348.

Bond Ratings

- The District has received an AA bond credit rating from both S&P Global Ratings and FitchRatings.
- These bond credit ratings are very good for a district with the budget and student enrollment of the Aledo ISD.
- FitchRatings stated in their December 15, 2020 rating report "the AA rating reflects the district's sound economic underpinnings supported by its location near the Dallas-Fort Worth metroplex and the highest gap-closing capacity from a combination of adequate spending flexibility and robust reserves."

Comptroller Transparency Star

- Since October 2019, the District has maintained the Comptroller's Transparency Star for Traditional Finances.
- This designation signifies the District's efforts to provide robust information regarding the District's financial operation on the District's web site.

General Fund Revenues

By Source



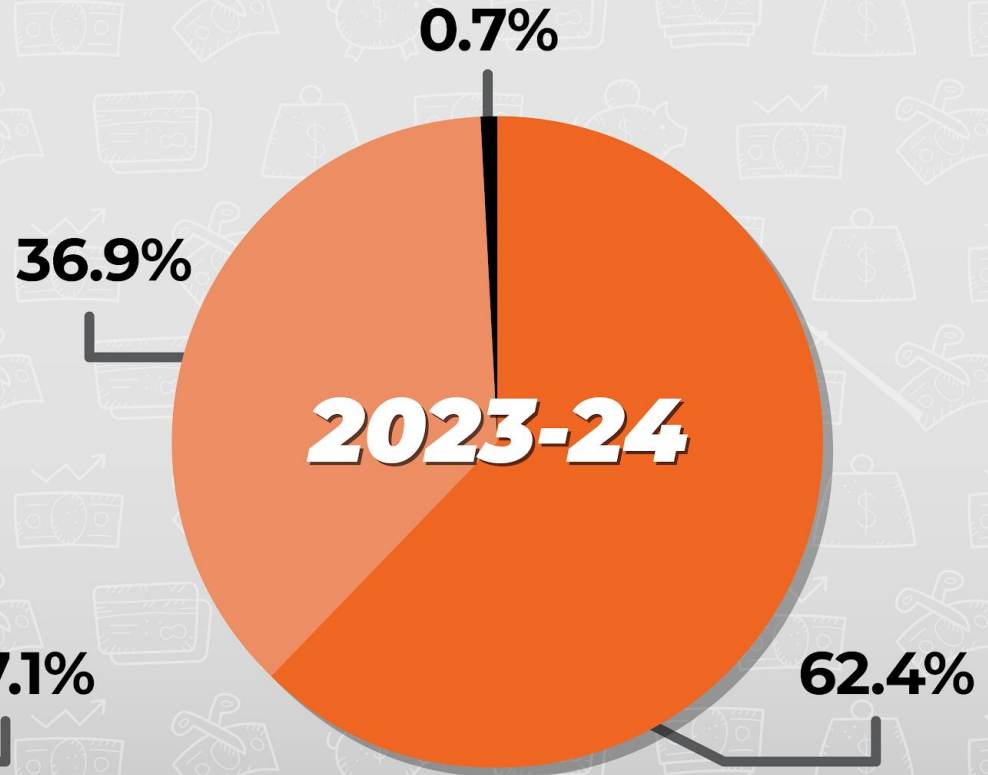
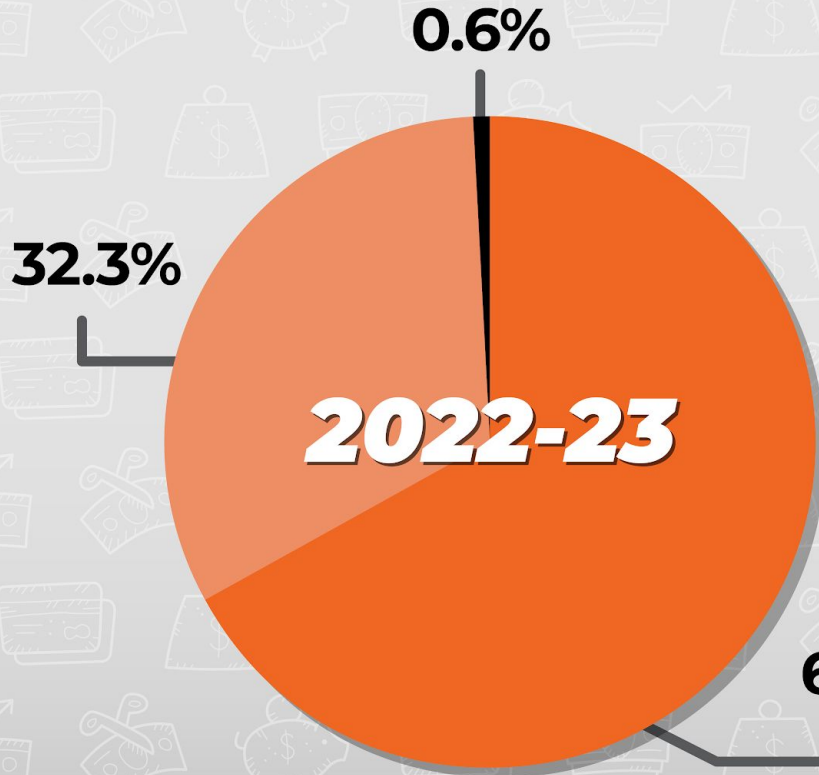
Local Revenue



State Revenue

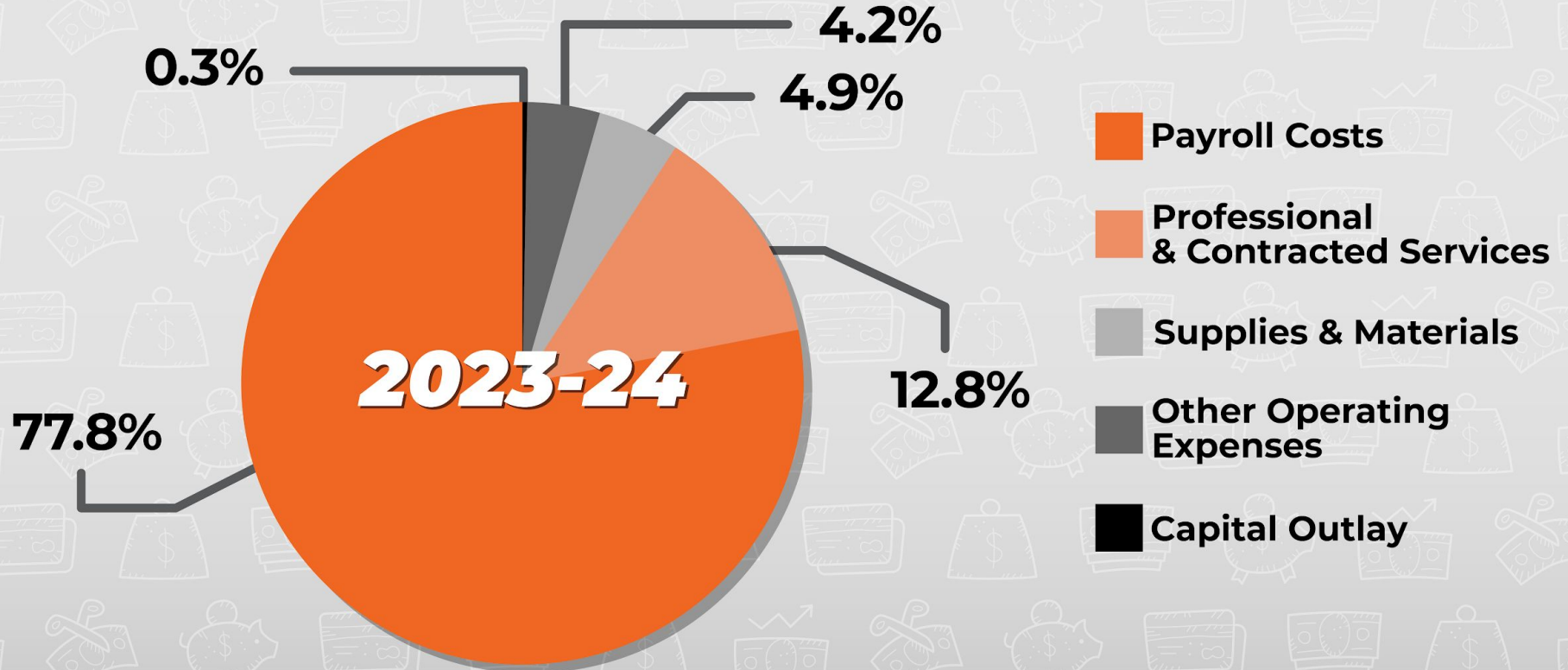


Federal + Other



Total Budget Appropriations

By Object



Aledo ISD

5-Year Overall Tax Rate Decrease

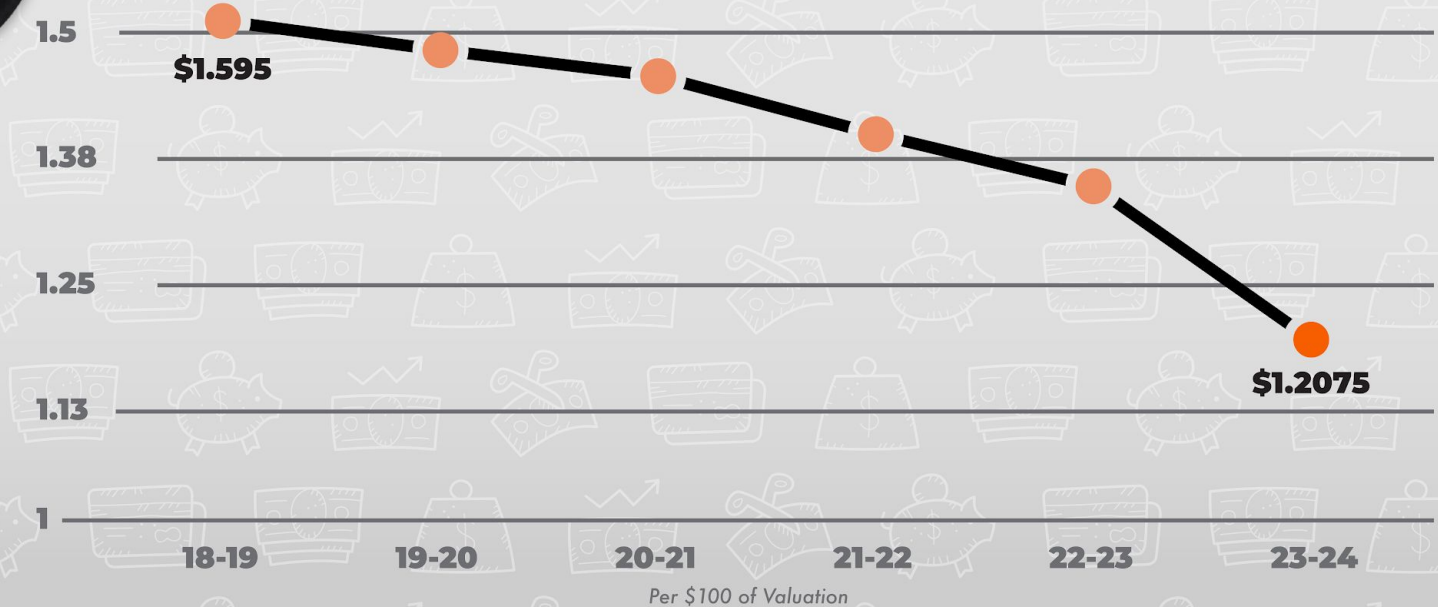
more than
22¢
Decrease
Last 4 Years



more than
16¢
Decrease
2023-2024



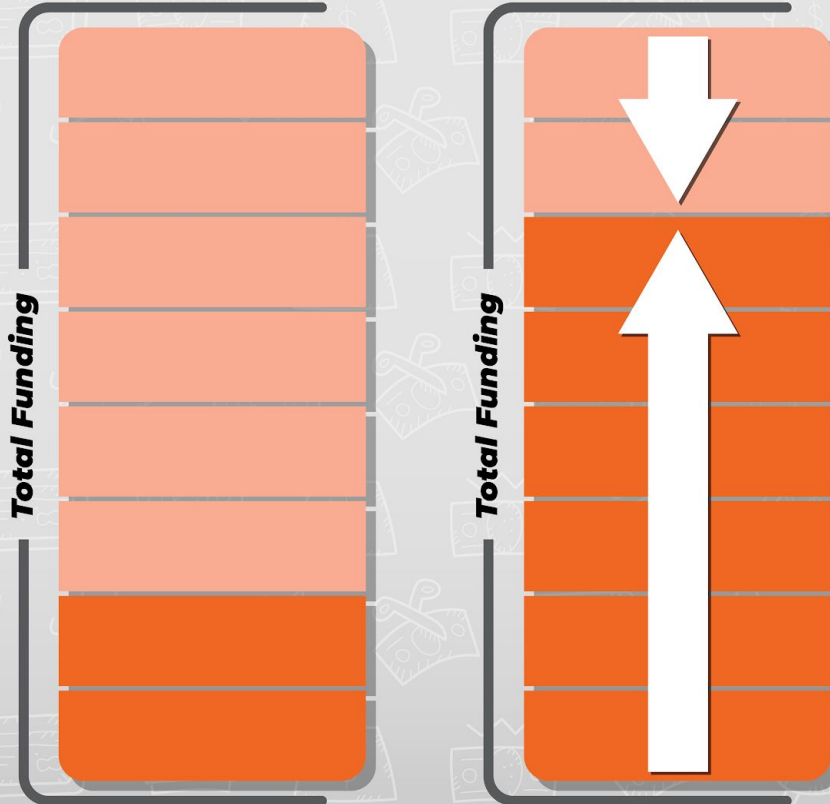
more than
38¢
Decrease
5-Year Total



Maintenance & Operations Revenue

Local Tax Revenues vs. State Revenues

- Local Share
- State Share



As local values increase, the state share decreases.

The Impact of Inflation

The Cost of Running Aledo ISD



Total Square Miles in the District

130 mi.²



Annual Miles Driven (22-23)

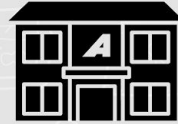
573,169

188.9%*
\$315K



Annual Gas
Cost (22-23)

\$481,670



Total Square Footage in the District

1,600,000+ ft.²

329.4%
\$1.2M



Annual Property
Insurance Cost
(23-24)

\$1,570,177

55.5%*
\$855K



Annual Utilities
Cost (22-23)

\$2,394,460

*Increase from 2019-2020 to 2022-2023

Annual State Funding vs. Actual Expenditures

The Cost of Running Aledo ISD

**Aledo ISD Safety & Security Budget
Including Police Officers (23-24)**

\$1,039,185

Annual Funding Provided by the State (23-24)

\$241,631

Remaining Necessary Cost

\$797,554



Annual State Funding vs. Budgeted Expenditures

The Cost of Running Aledo ISD



Aledo ISD Transportation Budget (22-23)

\$4,057,212

Annual Funding Provided by the State (22-23)

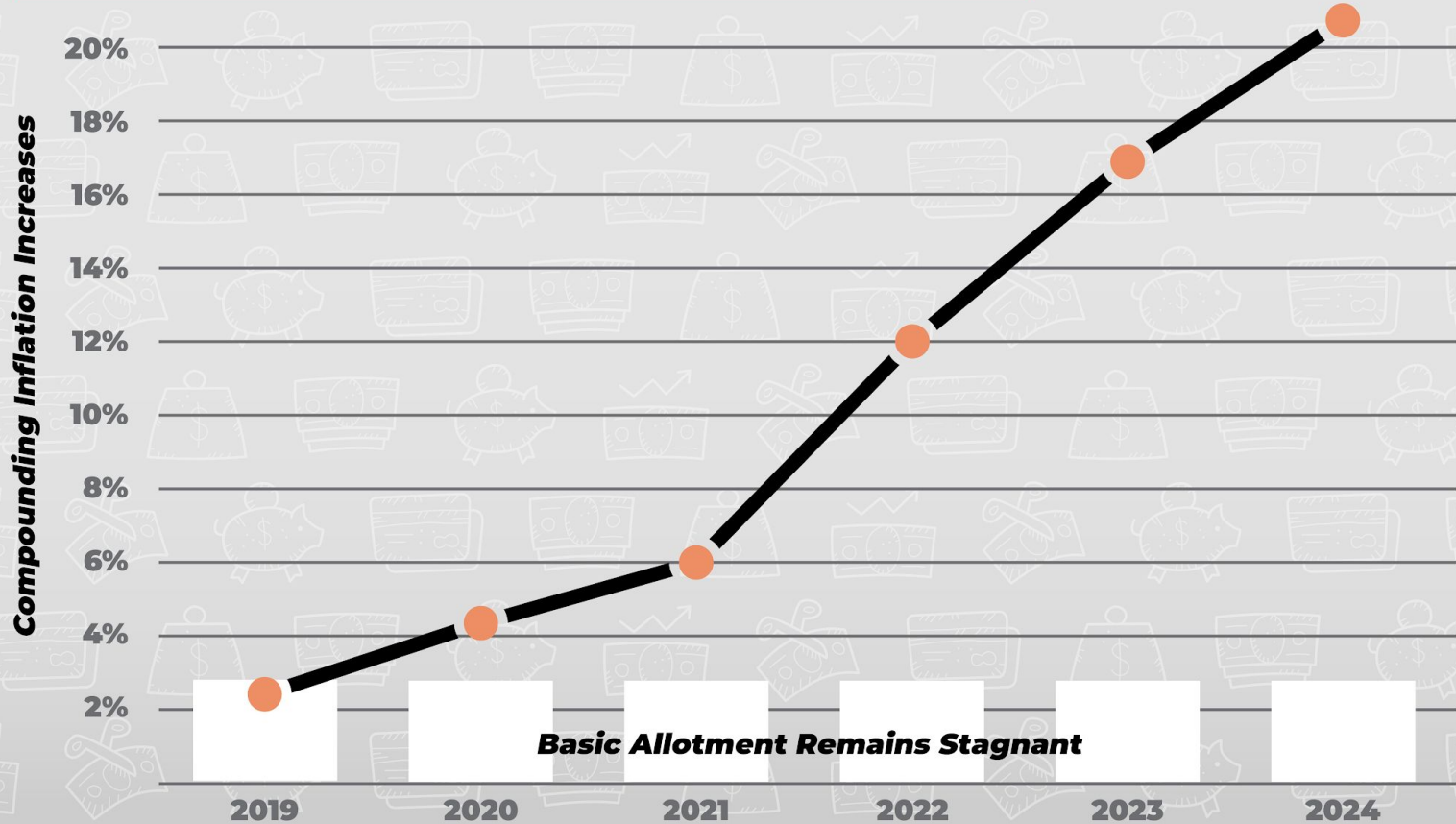
\$625,200

Remaining Necessary Cost

\$3,432,012

Inflation Increases

Basic Allotment vs. Compounding Inflation Increases



6/1/2021-6/1/2022		6/2/2022-5/31/2023		6/1/23-5/31/24															
Facebook Page Reach	372,522	952,459	927,144																
Facebook Page Visits	69,053	55,499	314,400 (+65.3%)																
New Facebook Page Likes	1,384	1,659	1,711																
Facebook Posts	498	453	485																
Average Likes and Reactions	180.53	179.89	240.4																
Average Link Clicks (total 23-24)	388.88	26.15	8,600 (up 5%)																
Average Comments	26.31	36.83	-																
Average Shares	9.04	11.15	-																
21-22 Facebook Highest Reach:	1. Ladycats Softball State Bound	5-27-22	49,628			22-23 Facebook Highest Reach:	1. Lauren St Peters track bronze medal	5-12-23	280,200			23-24 Facebook Highest Reach:	1. Signing Day	12-20-23	129,307				
	2. Bearcat Regiment Area Champs	10-23-21	30,012				2. Buc/Wood Retirement	1-27-23	154,500				2. WF Rider-Aledo Bkb (Rider allowed AHS senior to score)	2-9-24	113,664				
	3. Football 100th straight district wins	10-15-21	27,513				2. New Turf/Stadium Closed	5-31-23	108,200				3. Donnie Ott head girls bkb coach	5-21-24	98,300				
	4. Baseball pink out for Noah game	5-19-22	25,476				4. Taylor Hindman track silver medal	5-12-23	84,500				4. Buc in THSCA Hall of Honor	5-18-24	58,300				
													5. Brian Blackburn head boys bkb coach	5-10-24	34,300				
Twitter	Tweets	Tweet Impressions	Profile Visits	Mentions	New Followers	Twitter	Tweets	Tweet Impressions	Profile Visits	Mentions	New Followers	Twitter	Tweets	Tweet Impressions	Profile Visits	Mentions	New Followers		
	July 2021	25	77000	4234	86	28	July 2022	8	15,200			July 2023	6	22,900	363	16	6		
	August 2021	39	94800	7263	199	32	August 2022	18	31,700			August 2023	27	46,800			22		
	September 2021	41	99200	8502	188	33	September 2022	19	25,400			September 2023	25	26,800			19		
	October 2021	47	98600	8238	131	27	October 2022	36	30,200			October 2023	27	35,800			16		
	November 2021	38	105000	14300	251	35	November 2022	30	50,500			November 2023	33	67,100					
	December 2021	21	51300	3424	84	9	December 2022	47	176,200			December 2023	32	156,000					
	January 2022	23	37100	4535	93	10	January 2023	37	105,000		19	January 2024	33	32,300			19		
	February 2022	32	62300	11900	152	65	February 2023	25	121,000	5790	108	94	February 2024	40	43,000	5790	108	94	
	March 2022	28	40700	6268	87	20	March 2023	22	47,000	1,975	73	-6	March 2024						
	April 2022	48	49300	7429	135	20	April 2023	20	17,500	818	71	-6	April 2024						
	May 2022	47	106000	11000	219	34	May 2023	10	52,400	1,353	29	10	May 2024						
	June 2022	25	35900	7175	218	12	June 2023												
		414	857200	92268	1843	325													
Top Tweets	1. Ladycats State Bound	21,300 impressions				Top Tweets	1. McKinney/Belk/Raymond Announcement			69,300		Top Tweets (through February 24)	1. Bearcat Football State Bound	23,000					
	2. Football season ending	15,500 impressions					2. Buc/Wood Retirement			62,882			2. Good Luck Bearcats - kids wishing team luck video	22,000					
	3. Football 100th straight district win	14,800 impressions					3. Longview football video			30,799			3. Bearcats State Champs	14,000					
	4. College board indigenous scholars	12,300 impressions					4. Buses running late			14,203			4. State championship game info	13,000					
	5. Aledo wrestling/Bohnen	9,763 impressions					5. Championship rings delivered			12,256			5. Buc inducted into THSCA Hall of Fame	8,847					

Bearcat Blast 2023-2024 School Year		Bearcat Blast 2022-2023 School Year		Bearcat Blast 2021-2022 School Year		Bearcat Blast 2020-2021 School Year	
Date issue	Views	Date issue	Views	Date issue	Views	Date issue	Views
7/28/2023 (BTS)	24,811	July 29, 2022	13757	August 12, 2021	19,081	August 7, 2020	17,751
August 4, 2023	18,066	August 4, 2022	14802	August 19, 2021	16,245	August 14, 2020	15,509
August 11, 2023	18,538	August 11, 2022	17779	August 27, 2021	14,460	August 20, 2020	11,156
August 17, 2023	15,892	August 19, 2022	14328	September 2, 2021	12,089	August 28, 2020	9,417
August 25, 2023	16945	August 25, 2022	14076	September 10, 2021	17,581	September 3, 2020	12,794
August 31, 2023	15445	September 1, 2022	13382	September 17, 2021	14,631	September 11, 2020	14,545
September 7, 2023	14526	September 8, 2022	13244	September 28, 2021	12,779	September 18, 2020	14,833
September 14, 2023	17533	September 15, 2022	13071	October 7, 2021	13,362	September 25, 2020	11,796
September 21, 2023	10762	September 22, 2022	9971	October 14, 2021	11,469	October 1, 2020	3,600
September 28, 2023	15908	September 30, 2022	14840	October 21, 2021	15,789	October 9, 2020	12,987
October 5, 2023	15620	October 6, 2022	9716	October 28, 2021	11,541	October 16, 2020	13,336
October 11, 2023	14318	October 13, 2022	14761	November 4, 2021	11,942	October 22, 2020	14,180
October 19, 2023	14627	October 20, 2022	13099	November 12, 2021	12,000	October 29, 2020	11,080
October 26, 2023	10799	October 27, 2022	12112	November 18, 2021	10,943	November 6, 2020	9,343
November 2, 2023	2128	November 4, 2022	13215	December 2, 2021	12,146	November 13, 2020	15,592
November 9, 2023	12039	November 10, 2022	12590	December 9, 2021	11,606	November 19, 2020	11,885
November 15, 2023	11316	November 18, 2022	13024	December 15, 2021	11,347	December 3, 2020	11,053
December 7, 2023	11700	December 1, 2022	12624	January 7, 2022	11,509	December 10, 2020	10,823
December 15, 2023	15038	December 8, 2022	11556	January 13, 2022	11,891	December 17, 2020	11,813
December 22, 2023 (holiday)	13420	December 16, 2022	14513	January 20, 2022	11,040	January 7, 2021	11,519
January 5, 2024	9702	January 5, 2023	14636	January 27, 2022	12,299	January 14, 2021	10,857
January 12, 2024	13573	January 13, 2023	13200	February 3, 2022	12,044	January 21, 2021	10,866
January 18, 2024	9554	January 19, 2023	9954	February 10, 2022	11,754	January 28, 2021	10,684
January 26, 2024	12965	January 26, 2023	11399	February 17, 2022	12,232	February 4, 2021	10,646
February 1, 2024	12273	February 10, 2023	18569	February 24, 2022	11,875	February 12, 2021	12,279
February 9, 2024	14205	February 17, 2023	12724	March 3, 2022	12,871	February 25, 2021	11,017
February 15, 2024	12718	February 24, 2023	13514	March 11, 2022	11,975	March 4, 2021	11,096
February 22, 2024	8818	March 3, 2023	14940	March 24, 2022	13,033	March 11, 2021	12,308
March 1, 2024	13277	March 10, 2023	11049	March 31, 2022	11,276	March 25, 2021	14,290
March 7, 2024	14949	March 23, 2023	8896	April 7, 2022	12,389	April 1, 2021	12,589
March 21, 2024	9860	March 31, 2023	12847	April 14, 2022	12,013	April 8, 2021	12,308
March 28, 2024	11409	April 6, 2023	12180	April 21, 2022	12,327	April 16, 2021	15,943
April 4, 2024	14617	April 13, 2023	13165	April 28, 2022	11,768	April 22, 2021	10,398
April 11, 2024	9590	April 21, 2023	12760	May 5, 2022	11,763	May 6, 2021	13,026
April 18, 2024	9440	April 28, 2023	13748	May 12, 2022	12,302	May 13, 2021	13,036
April 25, 2024	9067	May 4, 2023	13410	May 19, 2022	9,156	May 20, 2021	5,025
May 2, 2024	13657	May 11, 2023	13543	May 25, 2022 EOY	12,189	May 27, 2021	12,977
May 10, 2024	8915	May 16, 2023 EOY	15276	May 26, 2022	12,015	End of May - Farewell	11,624
May 16, 2024	9676	May 18, 2023	13340	June 1, 2022	10,969	June 3, 2021	11,797
May 23, 2024	10018	May 25, 2023	11185	TOTAL:	489,701	TOTAL:	467,778
5/16/2024 (EOY)	17,927	June 1, 2023	12193	AVERAGE:	12,556	AVERAGE:	11,994
TOTAL:	535,641	TOTAL:	538988				
AVERAGE:	13,064	AVERAGE:	13146				

Aledo ISD 23-24 Parent Volunteer and Mentoring Hours

The following are the volunteer/mentor hours logged per campus from August 16, 2023 through May 23, 2024:

Building Name	Total Time
Aledo High School	379:47
Aledo Middle School	1268:33
Annetta Elementary	5073:30
Coder Elementary School	2473:11
Daniel Ninth Grade Campus	54:30
Early Childhood Academy	47:49
McAnally Middle School	2306:54
McCall Elementary School	2495:50
Stuard Elementary School	2722:57
Vandagriff Elementary School	3849:12
Walsh Elementary	2595:36

DISTRICT TOTAL = 23,267 hours and 49 minutes

2023-2024 Staff & Community Engagement

Ribbon Cuttings/Grand Openings
Go West Walsh
Aledo Fest
Silvercats
Parenting University
BN101
Parker County Chamber Events
Bearcat Backers
Donuts with Dr. Bohn
Snackin' With Susan
Kindergarten Signing
Local Government Collaborative (LGC)
Ministerial Alliance
Realtors Breakfast
Community Working Group
Silvercats Meetings
Aledo Growth Committee (AGC)
Attendance Zone Committee (AZC)
School Health Advisory Committee (SHAC)
Safety Committee
Superintendent Student Advisory Council (SSAC)
Teaching & Learning Focus Group
Student Connectivity Focus Group
Staff Connectivity Focus Groups
DWEIC
CTE Advisory Council
GT Advisory Council
Morningstar: Go West Event (June 13th?)
Lynn McKinney
 Ground Breaking
 Topping Out Ceremony
 Tour

Aledo ISD Board Update 2023 Bond Progress

June 17, 2024



2023 BOND



Alejo Independent School District



Elementary School #7

\$59,800,00



High School Addition/Repurpose

\$20,200,00



AHS/DNG Furniture

\$5,000,000



Transportation

\$4,500,000



Land (to include tracts for additional high school facilities)

\$17,800,000



Safety & Security

\$5,000,000



Technology

\$6,500,000



Facility Maintenance

\$5,000,000

TOTAL BOND PACKAGE:

\$123,800,000

McKinney Elementary School- ES#7

Grades: K-5

Capacity: 889

Budget: \$59,800,000.00

Amount Obligated To Date: \$53,816,302.96

Phase Completion: **planning, design, procurement, construction**, warranty

Square Footage: 106,180

Date To Open: August 2024

McKinney Elementary School- ES#7

- **Construction**
 - Exterior
 - Masonry 95%
 - Windows are 90%
 - Interior
 - Sheetrock on walls 90%
 - Painting 60%
 - Ceiling grid 60%
 - Progress pictures for interior and exterior progress.

AHS & DNG Furniture

Budget: \$5,000,000.00

Amount Obligated To Date: \$4,496,731.29

- Furniture has been procured.
- Order will be placed in phases to compliment the construction schedule.
- Installation planned for summer of 2024.
- Deliveries will be starting at the beginning of July 2024.

AHS Repurpose and Additions

Grades: 9-12

Capacity: 3,000

Budget: \$20,200,000.00

Amount Obligated To Date: \$18,896,734.53

Phase Completion: **planning, design, procurement**, construction, warranty

Date To Open: August 2024

AHS Repurpose and Additions

- Construction
 - AHS Reno
 - Moving out is complete.
 - Demo is 90%.
 - Steve Wood Complex
 - Earthwork underway.
 - AG Barn Addition
 - Drainage installation started.

Facility Maintenance

Budget: \$5,000,000.00

Amount Obligated To Date: \$2,244,323.12

- Sidewalk at Stuard.
- Sidewalk at Vandagriff.
- 26 Roof Top Units to be replaced at AHS.
- McCall Fire Alarm Replacement.
- Stuard playground equipment.
- Coder Restroom Renovation scheduled for summer 24
- McCall playfield repairs.
- District Roof Repairs

Safety & Security

Budget: \$5,000,000.00

Amount Obligated To Date: \$760,629.74

Construction

- Contracts approved at May Board meeting.
- Obtaining permits

Safety & Security

Technology

- Access control and Public Address Upgrades
 - District Rollout - Summer 2024
- Public Address Systems
 - District Rollout - Summer 2024

Technology

Budget: \$6,500,000.00

Amount Obligated To Date: \$3,833,032.47

- Network Refresh -
 - Aledo Learning Center - Summer 2024 - COMPLETE
 - Daniel Ninth Grade - Summer 2024 - COMPLETE
 - Early Childhood Academy - Summer 2024 - COMPLETE
 - Walsh Elementary - Summer 2024 - COMPLETE
 - Administration, Auxiliary, Technology and Police - COMPLETE