Board Adopted April 22, 2025

ARGYLE INDEPENDENT SCHOOL DISTRICT

CVC **COLLABORATIVE VISIONING COMMITTEE**

2025-2030

Executive Summary Collaborative Visioning 2025-2030

The **Collaborative Visioning Process 2025-2030** for Argyle Independent School District is the result of the work of the Superintendent, Leadership Team, and approximately 55 individuals participating on various priority focus area teams. Membership is listed on page 4 of this report. Work on the Collaborative Visioning Plan began in September 2024 and continued through April 2025. The planning process was facilitated by Dr. Lizzy Johnson, CEO of TransCend4.

Prior to the committee convening, the Argyle ISD Board of Trustees participated in a Visioning Workshop and **SWOT Analysis,** which identified internal strengths and weaknesses along with external opportunities and threats. The Board also reviewed and developed the **Argyle ISD Collaborative Visioning Statements,** including a Motto, Vision, Mission, and Core Value Statements. These foundational statements, outlined on page 5 of this document, define the district's purpose, principles, and future. The Board must adopt the Mission and Vision in accordance with AE (Legal), which states, "*The Board shall adopt a vision statement and comprehensive goals for the District and the Superintendent.*

The 55-member **Priority Focus Area Teams** began meeting in November 2024 to build the Collaborative Vision. Upon the introduction of committee participants, norms were set to ensure a productive working environment focused on the best interests of the organization. The committee was divided into four priorities consisting of **Student Learning, Student Experience, Resource Stewardship, and Community Engagement.** Each team was tasked with focusing on their particular area and developing objectives based on district needs.
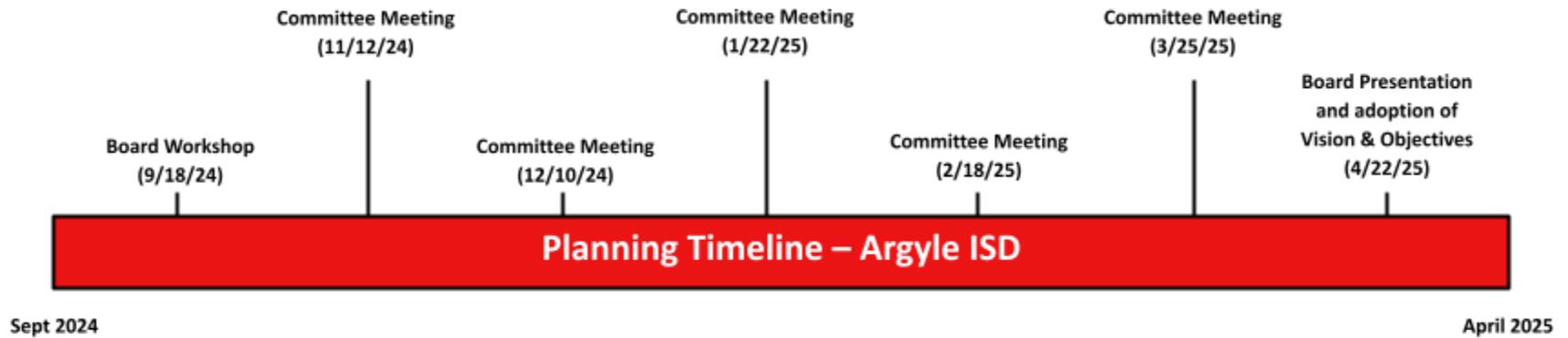
Following the introduction of the meeting structure, the Priority Focus Area Team studied the current state of the district through a review of recent data that was presented by district leadership. These presentations outlined important facts regarding the priority focus area, along with areas of strength and areas in need of improvement. After each presentation, committee members discussed and asked questions to the leaders about these areas and were encouraged to give feedback to the members working on those particular areas.

The **Graduate Profile** was then designed in alignment with the core statements. The Graduate Profile defines the qualities instilled in each student throughout their education, which they should demonstrate upon completion of their graduation requirements. The Profile is outlined on page 6 of this document. Each word of the Graduate Profile was carefully considered and intentionally included.

In alignment with the priorities, the Priority Focus Area Team set the **objectives** to be achieved during the determined timeframe of 2025-2030 and the **measures** utilized to determine achievement of these objectives. Each priority focus area worked diligently to create a strong vision that provides ample opportunity for students and staff in the next five years.

The Priority Focus Area Team's work was presented on April 22, 2025, to the members of the Board of Trustees for consideration and ultimate approval.

The action plans are provided in this report on pages 9-26. Since the action plans are living documents, they are subject to constant review, updating, correction, and enhancement as the implementation process begins and personnel assignments are made to initiate and complete the tasks. Objectives within the action plans were developed with a constant eye to the Motto, Mission, Vision, and Core Values to assure alignment with the perceived intentions of the Board and Priority Focus Area Team.

Committee Meeting
(11/12/24)

Committee Meeting
(1/22/25)

Committee Meeting
(3/25/25)

Board Presentation
and adoption of
Vision & Objectives
(4/22/25)

Board Workshop
(9/18/24)

Committee Meeting
(12/10/24)

Committee Meeting
(2/18/25)

Planning Timeline – Argyle ISD

Sept 2024

April 2025

PRIORITY FOCUS AREA TEAMS & BOARD OF TRUSTEES

MISSION, VISION, CORE VALUES

ARGYLE ISD

OUR MISSION

#TogetherWeSoar

ARGYLE ISD, A DISTRICT **BUILT** ON **TRADITION** AND **VALUES,** IS **COMMITTED** TO PROVIDING AN **EXCEPTIONAL** EDUCATIONAL EXPERIENCE FOR **EACH STUDENT** THROUGH MEANINGFUL OPPORTUNITIES IN A **SAFE** AND **CARING** ENVIRONMENT

THE STANDARD

ARGYLE ISD

OUR VISION

#TogetherWeSoar

TO **INSPIRE STUDENTS** TO REACH THEIR **FULL POTENTIAL** AS **LEADERS,** PREPARED TO MEET **FUTURE CHALLENGES**

THE STANDARD

ARGYLE ISD

OUR CORE VALUES

#TogetherWeSoar

TRUST RESPECT INTEGRITY
RESPECT INTEGRITY TRUST
INTEGRITY TRUST RESPECT
FAITH WELLNESS KINDNESS
WELLNESS KINDNESS FAITH
KINDNESS FAITH WELLNESS
PRIDE TRADITION EXCELLENCE
PRIDE TRADITION EXCELLENCE
TRADITION EXCELLENCE PRIDE
COMMUNITY RELATIONSHIPS
RELATIONSHIPS ENGAGEMENT
ENGAGEMENT COMMUNITY

THE STANDARD

GRADUATE PROFILE

ARGYLE ISD
GRADUATE PROFILE

Grit & Resilience

Integrity

Collaboration & Teamwork

Community Engagement & Civic Responsibility

Effective Communication

Accountability & Ownership

TOGETHER WE SOAR

COLLABORATIVE VISIONING PRIORITIES AND OBJECTIVES

Student Learning
OBJECTIVES:
- Argyle ISD will provide a rigorous and aligned educational experience across all campuses.
- Argyle ISD will elevate achievement in all four core content areas (English Language Arts, Mathematics, Science, Social Studies/History).
- Argyle ISD will evaluate, explore, and expand academic opportunities for all students to ensure they are equipped with the skills and knowledge for their future success.

Student Experience
OBJECTIVES:
- Argyle ISD will equip students with skills that prepare them for the future by providing opportunities for all students to develop essential life and personal success skills.
- Argyle ISD will cultivate a welcoming environment where all students can take risks and feel a sense of belonging.
- Argyle ISD will maintain an environment that promotes student safety and well-being.

Resource Stewardship
OBJECTIVES:
- Human Capital: Argyle ISD will recruit a highly qualified and passionate staff.
- Human Capital: Argyle ISD will develop and retain a highly qualified staff.
- Safety and Security: Argyle ISD will ensure a safe and secure campus and learning environment.
- Finance Operations: Argyle ISD will allocate district resources to effectively support the strategic growth plan and financial goals of the district.

Community Engagement
OBJECTIVES:
- Argyle ISD will foster community engagement opportunities to help build and unify the district while establishing an enhanced foundation of partnerships.
- Argyle ISD will revitalize the community into our schools to increase collaboration and boost engagement.

COLLABORATIVE VISION OVERVIEW

COLLABORATIVE 2025 **VISION** 2030 | **ARGYLE ISD** *Together We Soar*

VALUE STATEMENTS	PRIORITIES	OBJECTIVES
District Values • Trust • Pride • Respect • Tradition • Integrity • Excellence • Faith • Community • Wellness • Relationships • Kindness • Engagement **Mission** • Argyle ISD, a district built on tradition and values, is committed to providing an exceptional educational experience for each student through meaningful opportunities in a safe and caring environment **Vision** • To inspire students to reach their full potential as leaders, prepared to meet future challenges	**STUDENT LEARNING**	Argyle ISD will provide a rigorous and aligned educational experience across all campuses.
		Argyle ISD will elevate achievement in all four core content areas (English Language Arts, Mathematics, Science, Social Studies/History).
		Argyle ISD will evaluate, explore, and expand academic opportunities for all students to ensure they are equipped with the skills and knowledge for their future success.
	STUDENT EXPERIENCE	Argyle ISD will equip students with skills that prepare them for the future by providing opportunities for all students to develop essential life and personal success skills.
		Argyle ISD will cultivate a welcoming environment where all students can take risks and feel a sense of belonging.
		Argyle ISD will maintain an environment that promotes student safety and well-being.
	RESOURCE STEWARDSHIP	Human Capital: Argyle ISD will recruit a highly qualified and passionate staff.
		Human Capital: Argyle ISD will develop and retain a highly qualified staff.
		Safety and Security: Argyle ISD will ensure a safe and secure campus and learning environment.
		Finance Operations: Argyle ISD will allocate district resources to effectively support the strategic growth plan and financial goals of the district.
	COMMUNITY ENGAGEMENT	Argyle ISD will foster community engagement opportunities to help build and unify the district while establishing an enhanced foundation of partnerships.
		Argyle ISD will revitalize the community into our schools to increase collaboration and boost engagement.

COLLABORATIVE VISIONING 2025-2030

Student Learning

Objective 1:	Argyle ISD will provide a rigorous and aligned educational experience across all campuses.				
Measures:	Data trend walk-throughs STAAR data % GT update hours % ESL certifications Benchmark data				
	Strategic Steps	**Owner**	**Evidence of Implementation & Effectiveness**	**Resources**	**Timeline**
1	Implement processes to analyze data at campus Professional Learning Communities (PLCs) & Vertical/ Horizontal Planning to ensure alignment across campuses and grade spans throughout the district.	Learner Services	Review and compare lesson plans across campuses for alignment Agendas from PLCs and Vertical & Horizontal Planning	PLC training resources	2025-2028
2	Provide district-wide professional development to all employees on the implementation of high-impact instructional strategies and age-appropriate technology integration.	Learner Services, Campus Leaders	Attendance at Professional Development sessions Mentorship program for new staff for ongoing support Consistent job-embedded training from district Instructional specialists	Instructional Specialists to provide training	2025-2028
3	Conduct Fidelity of Implementation (FOI) walkthroughs to assess alignment with instructional standards and best practices.	Curriculum Specialists, Campus Principals, Teacher Leaders	Conduct ongoing campus and district-level walk-throughs to document and share results with instructional teams to assess the alignment of teaching practices and the use of resources. Effectiveness will be measured by trend data.	Data trend template, calibration training	2025-2027

4	Develop instructional documents to promote deep conceptual understanding and require students to apply knowledge in complex ways.	Learner Services	Curriculum documents and assessments aligned to district-approved materials. Pacing Guides Assessment Tools with High Quality Questioning & Rigor	Curriculum Document Template Volunteer curriculum alignment participants Committee meetings' minutes	2025-2028
5	Adopt and implement a consistently rigorous and standards-aligned curriculum that requires students to engage in complex problem-solving, critical thinking, and application of knowledge.	Learner Services	Written procedures for the curriculum adoption and implementation process (HQIM Process)	Training for curriculum leaders HQIM Process Document Revised curriculum documents Walk-through observation data Student assessment data	2025-2028

Objective 2:	Argyle ISD will elevate achievement in all four core content areas (English Language Arts, Mathematics, Science, Social Studies/History).
Measures:	% Meets and Masters on STAAR % MAP Achievement and Growth % Constructed Response % Advanced Placement (AP) tests Professional Development (PD) Set End-of-Year (EOY) writing standard Set daily/ weekly writing expectations put in curriculum guidelines Writing conferences & exemplars/ high expectations

	Strategic Steps	Owner	Evidence of Implementation & Effectiveness	Resources	Timeline
1	Develop a district-wide, vertically-aligned writing plan that clearly defines grade-level, cross-curricular expectations.	Learner Services	Improved scores on reading comprehension, literary analysis, and writing assessments Writing artifacts from across subjects	Vertical alignment plan Lesson plan templates Cross-curricular tools Funds for training Dedicated time	2025-2028
2	Compile a list of books, including classical novels, for all grade levels and create an implementation plan that includes aligned TEKS, written response activities, and clear assessment guidelines.	Learner Services, Librarians	Essays, projects, and presentations demonstrating deep analysis of classical texts Increased student engagement showing student interest in classical literature List of summer reading suggestions and list for school year required reading Growth in verbal reasoning, vocabulary, and textual analysis skills as measured by MAP Sustained impact on reading and writing proficiency over	Written instructional unit plan for each novel Templates for text rational Lists of grade-appropriate books	2025-2029

			multiple years as measured by MAP, STAAR, EOC, and AP tests		
3	Train staff in delivering RBIS (Research-Based Instructional Strategies) instruction that promotes higher-level critical thinking, and analysis skills.	Learner Services	Trend data walkthroughs Review of lesson plans	Staff training Implementation plan Walk-through trend data Walk-through template	2025-2027

Objective 3:	Argyle ISD will evaluate, explore, and develop academic opportunities for all students to ensure they are equipped with the skills and knowledge for their future success.				
Measures:	% AP participation and scores % CTE participation and completers % SAT/ACT scores % Dual Credit & Honors Participation # Research Based Projects				
	Strategic Steps	**Owner**	**Evidence of Implementation & Effectiveness**	**Resources**	**Timeline**
1	Implement a comprehensive college readiness initiative that includes targeted ACT/SAT preparation and expanded AP/DC support to increase student achievement and post-secondary readiness.	Leadership Teams	Offering AP, Dual Credit, and Honors courses to prepare students for college-level work Provide test preparation for SAT, ACT, and college and post-secondary readiness exams	Staff College applications Financial aid, scholarships, and career pathways information	2025-2027
2	Implement expectations for students to demonstrate their learning through multiple opportunities such as research-based projects, academic discourse, and presentations, ensuring a variety of assessment methods that promote deeper understanding and engagement.	Leadership Teams	Increased engagement and higher-quality work in projects. Increased participation and improved communication skills in assessments Varied Assessments: A mix of quizzes, written reflections, and presentations to assess learning Student Engagement Survey/Student Perspective	Staff training documents Research-based projects menu and rubric	2026-2029
3	Evaluate course offerings to identify and expand academic opportunities that connect with student interests, ensuring a comprehensive and engaging curriculum aligned to state standards.	Leadership Teams	Focus Groups: Annual surveys and focus groups will be conducted to gather feedback on student interests and career aspirations. This will guide adjustments in course offerings.	Surveys Focus group to evaluate survey results	2025-2027

			Success will be indicated by improved enrollment in courses that align with student interests.		
4	Evaluate and monitor technology usage in each grade level to ensure developmentally and age-appropriate time on technology to ensure a balance between online and paper/pencil learning activities.	Learner Services, Campus Principals, Teachers	Observations Lesson plans Quarterly Technology Usage Spot-Checks	Technology Guidelines	2025-2027
5	Develop guidelines that focus on strong foundational instruction in all subject areas that balance classical and virtual (per SB 572) learning with real-world experiences and applications.	Classroom teachers, Campus Administrators, Learner Services	Observable hands-on learning including project-based opportunities Limited and intentional use of technology when it appropriately enhances instruction and future success	Training and ongoing support for the staff	2026-2028

Student Experience

Objective 1:	Argyle ISD will equip students with skills that prepare them for the future by providing opportunities for all students to develop essential life and personal success skills.				
Measures:	% Students meeting CCMR standards % Enrolled in electives such as debate, speech, and communication-based that prepare for students' future plans % Gifted and talented students participating in a minimum of 2 hours GT programming per week % Completion of a capstone project requiring research and extended writing for all seniors # Guidance Lessons & Groups # Parent Workshops				
	Strategic Steps	**Owner**	**Evidence of Implementation & Effectiveness**	**Resources**	**Timeline**
1	Develop and implement meaningful opportunities for students to strengthen their written and oral communication skills through structured coursework, extracurricular activities, real-world applications, and collaborative experiences that enhance their ability to articulate ideas effectively.	Learner Services	# students enrolled and completed communication-rich courses/opportunities/ experiences	Course catalog revisions Staff training in writing-rich strategies	2025-2029
2	Implement a capstone project course for all high school seniors that requires in-depth research and extended writing, providing students with an opportunity to apply critical thinking, problem-solving, and communication skills in a comprehensive, real-world project.	High School Principals, Counselors	# students enrolled and completing the course requirement	FTE - Curriculum Trained facilitators	2027-28
3	School counselors will collaborate across grade levels to design and deliver workshops and guidance lessons focused on cultivating executive functioning skills and personal success strategies, empowering students to build essential skills for academic achievement and life readiness.	Counselors	# guidance lessons # workshops # of student attendees Feedback from attendees	Staff Time in classes	2026-2029
4	Expand opportunities for students to pursue their passions in both academic and non-academic areas, fostering personal growth, engagement, and a well-rounded educational experience that encourages exploration and development of individual interests.	Principals, Counselors	% of students in electives, Advanced classes, GT, co-curricular and extra-curricular	Interest inventory at all campus levels GT curriculum	on going

Objective 2:	Argyle ISD will create a welcoming environment where all students can take risks and feel a sense of belonging.				
Measures:	% Students involved in co- or extracurricular Expansion of entry into band beyond 6th grade only or addition of 2nd elective at 6th grade level # Student Performances # Staff requirements for student inventories required each grade period				
	Strategic Steps	**Owner**	**Evidence of Implementation & Effectiveness**	**Resources**	**Timeline**
1	Provide elementary students with opportunities for exposure to academic UIL, Fine Arts, athletics, and clubs	Campus Administration, Sponsors	# of participants opportunities to showcase these groups to elementary schools	Partnership with PTA/PTO/AEF/Eagle Partners/Booster Clubs to support clubs in a variety of ways that could include financial support, material support, compensation for monitors	2025-2029
2	Develop a district-wide, grade-specific list of off-campus learning experiences that are aligned across all grade levels. This ensures meaningful, enriching experiences while preventing unnecessary repetition as students progress through their education.	Campus Administration	# of trips taken vertical alignment plan for elementary field trips	Partnership with PTO/AEF/Eagle Partners/Booster Clubs for scholarships	2025-2029
3	Utilize student groups such as athletics, fine arts, and PALs to implement peer mentoring programs that foster a welcoming environment and promote service learning across campuses.	Principals, Counselors	# of groups participating in elementary mentorships # of students in peer mentoring courses	Peer mentoring training Stipend for sponsors Class sections	2025-2029
4	Expand student club opportunities by aligning offerings with student interests and securing dedicated adult sponsors, ensuring engaging extracurricular experience for all students.	School Staff	# clubs requested # clubs operating	Parent volunteers School wide communication channels Interest survey	2025-2029
5	Establish a comprehensive, campus-wide system that ensures every K-12 student can identify and connect with a trusted adult, fostering a supportive and safe school environment that promotes student well-being and success.	Counselors	School experience surveys for stakeholders that align with the values and expectations of the AISD community and Texas Safe and Supportive School Program survey requirements to assess and enhance the overall school	Resources for training	2026-2029

			environment. % K-12 each student will identify one trusted adult on their campus		
6	Develop and implement a comprehensive tracking system to monitor secondary student participation in co-curricular and extracurricular activities, ensuring access, identifying engagement trends, and supporting student success and well-being.	Secondary Admin, Counselors	Tracking - Surveys 80% of students at the secondary level will be involved in co or extracurricular activities	Workload space to track and proactively work with students to get them involved Participation survey	2025-2029

Objective 3:	Argyle ISD will provide an environment that promotes student safety and well-being.				
Measures:	# Guidance Lessons & Groups # Discipline Referrals # Parent Workshops				
	Strategic Steps	**Owner**	**Evidence of Implementation & Effectiveness**	**Resources**	**Timeline**
1	Foster a positive and supportive school environment that promotes respect and creates an atmosphere conducive to learning and achievement for all students.	Counselors, Principals	# assemblies # of recognitions issued Processes for recognizing good behavior on campuses	Training funding Recognition program, promotion/expectations materials	2026-2029
2	Create opportunities for staff and students to develop resilience and conflict resolution skills through targeted programs and workshops, fostering a healthy and supportive environment for both personal and professional growth.	Counselors	# of opportunities developed	Funding for training Curriculum	2025-2029
3	Ensure the consistent application of discipline policies and processes across all campuses while providing effective support to promote healthy, responsible behavior and maintain a positive school environment.	Campus Principals, Assistant Principals	Information tracked in Q - calibrated with campus admin # discipline referrals, incident resolution feedback	Use of discipline matrix and flow chart across campuses Updated student code of conduct, staff discipline training modules	2025-2029
4	Implement phone-free campuses (per HB 1481) to foster a focused learning environment and promote student engagement without distractions.	Board Policy Administrative Regulations Campus Administrators	% compliance based on staff reports Discipline data related to phone use	Use of discipline matrix and flow chart across campuses Signage Parent communication materials	2025-2029

Resource Stewardship

Objective 1:	Human Capital: Argyle ISD will recruit a highly qualified and passionate staff.				
Measures:	# In the applicant pool # Job postings spring/summer vs. after school starts				
	Strategic Steps	**Owner**	**Evidence of Implementation & Effectiveness**	**Resources**	**Timeline**
1	Leverage district social media platforms to promote and advertise open positions, ensuring broad visibility and attracting qualified candidates to join the district team.	Staff, Student Services	100% of positions are filled	Communications Department Indeed Teacher Job Network District Website Social Media Platforms	On going
2	Partner with local universities to identify and recruit potential student teachers, counselors, and other professional staff, fostering a pipeline of qualified candidates to support the district's educational and support needs.	Staff, Student Services	1 or more student-teacher per campus	Mentor teacher list University MOUs Mentoring guidelines Training for cooperating teachers	On going
3	Expand recruiting strategies to include non-traditional settings, reaching a broader pool of candidates and diversifying the talent pipeline for district positions.	Staff, Student Services	% of job fairs and recruitment events attended Texas Workforce Commission data	Recruiting incentives Job fair Recruitment events schedule Recruitment materials	On going
4	Develop and implement a competitive compensation plan that attracts, retains, and rewards high-quality staff, ensuring the district remains a desirable place to work.	Staff, Student Services	TASB salary review	Staffing and compensation data TASB reports District budget planning tools	March to June

Objective 2:	Human Capital: Argyle ISD will develop and retain a highly qualified staff.				
Measures:	Professional development plan % Staff participating in Summer Conference and Aligned PD Days % PD rated effective in follow-up surveys from staff Retention rates Review measures of exit interviews				
	Strategic Steps	**Owner**	**Evidence of Implementation & Effectiveness**	**Resources**	**Timeline**
1	Offer opportunities for teachers to take on leadership roles within their classrooms or across the campus, empowering them to contribute to school improvement and mentor colleagues.	Staff, Student Services	Aspiring Leaders Academy # of teachers in formal/informal leadership roles	Roadmap to growth Create a cohort of previous attendees Recognition Aspiring Leaders Academy curriculum Mentor program structure	September to May Annually
2	Create clear pathways for Assistant Principals (APs) to transition into Principal roles by offering leadership development programs, mentorship opportunities, and hands-on experiences that prepare them for successful advancement within the district.	Staff, Student Services	Completion of Assistant Principal Academy Professional and personal goals, *additional evidence* Internal principal hires	District staff Leadership curriculum Mentors training	September to May Annually
3	Implement a communication feedback loop between the Superintendent and Campus/Departmental Staff to include the Teacher Advisory Council and on-campus connections to ensure continuous dialogue, gather input, and support organizational health through a structured process for collaboration and improvement.	Superintendent, Staff, Student Services	Teacher Superintendent Advisory Council Chats with Carpenter Provide exit interviews to campus and department leaders TAPR retention data	Staff survey/feedback Feedback protocols Exit interview analysis	Spring
4	Celebrate and recognize staff in all departments through structured recognition programs.	Staff, Student Services	Substitute of the Month End of Year Celebration Soaring Star Award	Staff/Student Services staff	On going

Objective 3:	Safety and Security: Argyle ISD will ensure a safe and secure campus and learning environment.
Measures:	# Emergency drills conducted % Door checks completed daily % Completed entries in Sentinel for drills, door sweeps, and AARs Improvement trends in After-Action Review (AAR) scores; stakeholder confidence from climate surveys Staff, student, and parent feedback on campus safety

	Strategic Steps	Owner	Evidence of Implementation & Effectiveness	Resources	Timeline
1	Utilize and refine after-action reviews following drills and incidents to assess performance, identify areas for improvement, and ensure continuous growth in all aspects of emergency response and preparedness.	Network Support & Security Coordinator, AISD PD officers	Improved trends in AAR documentation in Sentinel	Drill Schedule AAR document Sentinel Access	Ongoing throughout the year
2	Develop and implement a plan for multiple daily exterior door checks, utilizing additional personnel to monitor and secure doors in their designated areas of the building, ensuring enhanced safety and security throughout the campus.	AISD Police Dept.	% Completion rate of daily dook checks in "Door Sweep Log" within Sentinel	Personnel Sentinel Access	Implement by Aug. 2025
3	Develop a comprehensive calendar that schedules drills at various times throughout the school day to ensure preparedness and evaluate response effectiveness across different scenarios and class schedules.	Network Support & Security Coordinator	Campus admin/staff feedback AARs Comparison	Drill schedule outline for campus decision makers Drill Calendar Sentinel	Implement by Aug. 2025
4	Develop and implement plans for large-scale, multi-agency drills to be conducted at least once every three years, ensuring coordinated response efforts and enhancing preparedness for emergencies involving multiple agencies.	Network Support & Security Coordinator, Chief of Police	Stakeholder evaluation and debrief notes post-drill	Facility Access Personnel time Drill supplies deemed necessary during the planning process	Plan with a goal to have the first major drill by the summer of 2027 at the latest.
5	Utilize parent, student, and staff surveys to regularly assess and gather feedback on the campus climate, focusing on safety and security, to identify areas for improvement and inform decision-making.	Network Support & Security Coordinator, Chief of Police	Survey feedback, number of responses Annual follow-up surveys Feedback from Safe and Supportive Schools Team on each campus	Surveys Communication with staff, students, and parents Planning time	Surveys will be sent annually.

Objective 4:	Finance and Operations: Argyle will allocate resources to effectively support the strategic growth plan and financial goals of the district.				
Measures:	Fund Balance Bonding Capacity Audit Report FIRST Rating				
	Strategic Steps	**Owner**	**Evidence of Implementation & Effectiveness**	**Resources**	**Timeline**
1	Align district finances with the strategic vision and educational priorities by conducting thorough budget planning and resource allocation that directly supports student achievement, staff development, and the long-term goals of the district, ensuring financial decisions are purpose-driven and reflective of the district's mission.	Superintendent, CFO	Established timeline of resources required for plan implementation	District strategic plan Campus strategic plans	Annually: January - August Budget Development Process
2	Allocate district funds strategically, prioritizing investments that directly impact student outcomes, support academic excellence, and enhance educational programs, ensuring that financial resources are effectively used to meet the district's goals and improve student success.	Superintendent, CFO	Documentation of the annual budget process and how education priorities are identified. Documentation of the allocation of funds aligned with the district's education priorities. Engaged key stakeholders in setting priorities for the budget.	District strategic plan Campus strategic plans Financial Strategy Team Planning Finance & Community Council Meetings	Annually: January - August Budget Development Process
3	Maintain a general fund balance between 17% and 25% to ensure fiscal stability, support unforeseen expenses, and provide a sustainable financial foundation for the district's long-term goals and initiatives.	CFO	Cash flow schedule and annual audit report	Annual Audit Report	Annually: December
4	Develop and prioritize a comprehensive capital projects list that addresses the district's facility needs, ensuring alignment with the strategic vision and supporting long-term growth,	CFO, Executive Director of Operations, Construction Manager	Developed master facility plan utilizing a needs assessment for short and long-term needs for each facility and grounds.	Demographer Report Capital Asset Schedule	Annually: December

	maintenance, and enhancement of educational spaces.				
5	Develop and implement a comprehensive community education plan focused on increasing understanding of public school finance and the legislative processes that impact public education, empowering parents, staff, students, and community members with accurate information, tools, and opportunities for advocacy.	Superintendent, CFO, CCO	Dedicated arm within the Eagle Ambassadors and Silver Eagles programs to focus on community education and legislative advocacy related to public school funding and finance.	District strategic plan Campus strategic plans Legislative priorities	Annually: September - May

Community Engagement

Objective 1:	Argyle ISD will foster community engagement opportunities to help build and unify the district while establishing an enhanced foundation of partnerships.				
Measures:	Track views, bounce rate, and time on site for specific webpages % Increase in social media engagement % Increase in partnership participation Views collectively of communications (newsletter, website, etc) Community-wide events' post-events feedback				
	Strategic Steps	**Owner**	**Evidence of Implementation & Effectiveness**	**Resources**	**Timeline**

1	Welcome new families by hosting breakout sessions at Eagle Bash, offering mentorship opportunities with established families, and creating a comprehensive district website with essential information on traditions, events, and the history of Argyle ISD.	Rick Herrin
		
		Communications Dept.
		
		Registrar
		
		Administrators
		
		PTA
		
		Booster Clubs
		
		Coordinator at each campus
		
		Possible connections:
		Town Council
		Senior Groups
		Food Banks
		Meals on Wheels
		Keep Argyle Beautiful
		Churches
			Attendance
			
			# of mentors
			
			Website visits
			
			Pre and post-Anonymous Surveys
				Volunteers for Breakout Sessions
				
				Mentors & contact logs
				
				Website Platform
				
				Sign Up for Community Members
				  *By Mail
				  *Digital
				
				Student Groups with Adult "Leader" (parent, teacher, coach)
				
				Committees for each event
				 *Students,
				  teachers,
				  administrators,
				  community
				  members
					Form a committee to plan the concert by Spring 2026
					
					Community Concert in Spring 2027
					
					Gather a list of interested business partnerships for high school students

2	Develop and launch a district-wide serve day and community events, including an Eagle Student & Staff Serve Day in the fall to assist community members, and a spring event to engage alumni and strengthen community ties.				
3	Develop and implement resources to establish business partnerships that create high school student internship opportunities, enabling students to gain real-world experience, enhance career readiness, and build connections within the local business community.	High School Admin, Counselors	# of Students jobs/internships that come from the opportunities # of businesses engaged	Eagles Partners, CTE, Argyle Business, Community Leaders Business outreach list Student match system	2025-2027

Objective 2:	Argyle ISD will re-engage the community into our schools to increase collaboration and boost engagement.				
Measures:	% Increase in partnership participation # Parent programs # Community speakers				
	Strategic Steps	Owner	Evidence of Implementation & Effectiveness	Resources	Timeline
1	Host library events that open our libraries to community and family members, fostering connections between families and the campus.	Librarians, Administration, District Communications	Records of the use of our check-in system (Raptor) to monitor community member attendance	Campus/District Committee Community Members Marketing Building Availability	Organize a committee in Fall 2025 to discuss vision and plan the next steps for implementation Procedures, safety protocols, check out system, dates available Open our libraries in Spring 2026 to the community, ensuring that proper procedures and rules are in place
2	Organize monthly cross-campus volunteer days to promote collaboration and build stronger relationships across the district. Each month, focus on one campus, allowing staff, students, and community members to work together, share best practices, and support each other in enhancing the district's culture and community engagement.	Campus & District Administration, Communications Department	Use the check-in system (Raptor) to track attendance Look at each program individually to track success	Volunteers Communication materials	Begin in August 2025, schedule one campus per month Ongoing
3	Define and promote consistent expectations for community partnership and parent engagement programs across the district and all campuses to foster a culture of collaboration, engagement, and support.	Communications Dept	Use the check-in system (Raptor) to track attendance	Communications Department Staff; Campus Communicators	Various times throughout the year - occurring each year

	K-5: WATCH Dogs, HS PALS, Lunch Bunch, etc. 6-12: Eagle Eyes, Senior Buddies, PALS, etc District-wide: Eagle Ambassadors, Ministerial Alliance, Eagle Partners, Silver Eagles, Realtors			