

# San Angelo Independent School District

## District Improvement Plan

### 2024-2025 Goals/Performance Objectives/Strategies



# Mission Statement

The mission of SAISD is to engage all students in a relevant and inspiring education that produces future ready graduates.

## Vision

**In Pursuit of Excellence**

**District Strategic Goals**

**Goal 1: Student Engagement:** SAISD will develop district and campus support structures that positively impact student engagement and outcomes for all students.

**Goal 2: Culture & Communication:** SAISD will cultivate trusting partnerships to support the hopes and dreams of our students and staff.

**Goal 3: Innovative Learning Spaces:** SAISD will provide efficient, safe, and innovative learning spaces that promote student achievement.

### 2024-2025 Board Superintendent Goals

#### Academics

**Goal 1:** San Angelo ISD will provide robust summer academic programming for elementary students identified as needing academic intervention in the areas of math and reading by the Summer of 2025.

**Goal 2:** San Angelo ISD will increase the percentage of students meeting the expected growth measure for NWEA MAP testing for grades 3-8 Reading, English I, and English II by 8% and grades 3-8 Math and Algebra I by 10%.

#### Safety and Security

**Goal 3:** San Angelo ISD will ensure all campuses are staffed with a law enforcement officer 100% of the instructional days.

#### Recruitment and Retention

**Goal 4:** San Angelo ISD will conduct a comprehensive Pay Systems Review to recruit and retain high-quality employees, and recommend adjustments to the compensation plan to the Board of Trustees by April 2025.

#### Innovative Learning Spaces

**Goal 5:** San Angelo ISD will present a bond for school facilities, the purchase of necessary sites for school facilities, buses and vehicles and the imposition of a tax sufficient to pay the principal and interest of the bonds to the San Angelo community, by June of 2025.

**Goal 6:** San Angelo ISD will call a Voter Approval Tax Rate Election for November 5, 2024 to increase the maintenance and operations rate by .03 cents in order to maximize state funding and generate approximately \$6 million dollars additionally each year to be used for pay increases and armed officers.

# Core Beliefs

**We believe student achievement is our highest priority and core principle for all decisions that impact the district.**

*We will engage high-yield and research based instructional strategies, provide viable aligned curriculum, eliminate achievement gaps, and offer rigorous advanced curriculum, in order that all students reach their highest potential and learn regardless of ethnicity, socio-economic background, gender, native language, special needs, or area of residence.*

**We believe equitable allocation of resources ensures each student will have the opportunity to become a capable, productive and contributing citizen .**

*We will be responsible stewards of local, state, and federal resources. To ensure a positive climate of academic achievement and student success, we will create and implement programs and processes that address the needs of students and staff.*

**We believe stakeholder partnerships are vital links to student achievement and essential connections that foster student success.**

*We will actively engage, communicate with, be responsive to, and seek input and participation from all stakeholders including parents, grandparents, guardians, caregivers, businesses, elected and appointed officials, military, civic and faith-based organizations, institutions of higher education, medical and social service agencies, district leadership, staff, and students.*

**We believe in the value of each employee, in his/her personal and professional growth and empowerment to ensure academic achievement and student success.**

*We will invest in highly qualified human capital, engage them in professional learning communities and provide focused training to ensure they will be active contributors to academic achievement and student success. We will treat each employee with fairness, empower each employee to focus on high performance, and hold each employee accountable for results that contribute to student achievement and success.*

**We believe all students learn best in a safe, supportive, and secure environment.**

*We will provide facilities management for the safety of students and staff. We will ensure that learning and work environments are stable and our discipline policies are conducive to student achievement and success.*











# Goals

**Goal 1: Academics:**

San Angelo ISD will provide robust summer academic programming for elementary students identified as needing academic intervention in the areas of math and reading by the Summer of 2025.

**Performance Objective 1:** By Summer of 2025, students identified as needing intervention in the areas of math and reading instruction will participate in SAISD's robust summer partnerships.

**Evaluation Data Sources:** Partnerships, MOUs, student progress, attendance & participation







Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> This summer partnership will involve SAISD and local community partners such as the YMCA and Boys and Girls Club.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be better equipped to implement best practices and show growth in the academic content.</p> <p>Evidence: Increased participation in a variety of engaging programs designed to ignite curiosity and foster growth throughout the summer months.</p> <p><b>Staff Responsible for Monitoring:</b> Coordination of services staff between the district and partnering agencies.</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
	 Some Progress	 Considerable	 Accomplished
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Enrichment programs will be offered in the area of RLA, Math, and STEM.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased success for all students, including under-performing groups, and improved response to student needs.</p> <p>Evidence: Alignment and improved student performance and achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Campus Leadership Team, Curriculum &amp; Instruction Team, District Leadership Team, and Digital Facilitators</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
	 Some Progress	 Considerable	 Accomplished
 No Progress  Accomplished  Continue/Modify  Discontinue			










**Goal 2: Academic:**








San Angelo ISD will increase the percentage of students meeting the expected growth measure for NWEA Map testing for grades 3-8 Reading, English I, and English II by 8% and grades 3-5 Math and Algebra I by 10%.

**Performance Objective 1:** Monitor student progress by tracking performance data and other outcome-based evidence within a system of shared accountability.

**Evaluation Data Sources:** NWEA MAP, DIBELS, MClass, CLI, STAAR, RDA Report Cards, San Angelo ISD Checkpoints, and Campus-based Assessments

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> District and Campus leaders will closely monitor the learning process of student groups not meeting the Closing the Gap Domain at all levels, including students with disabilities, Emergent Bilingual, and all other student groups, and provide evidence-based feedback to teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved scores on district and state assessments. Increased success for all students including underperforming groups, improved instructional response to student needs and improved intentional planning. Implementation of data tracking and progress monitoring tools in reading and math, such as but not limited to NWEA Map, etc.</p> <p>Evidence: Increased student success for all student groups, lesson plans, walk-throughs, observations of teachers providing targeted instruction at the appropriate level. Student growth/progress as evidenced by performance on curriculum based assessments and state assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Curriculum &amp; Instruction Team, Special Education Team, Director of Emergent Bilingual, Director of Federal Programs, District Leadership Team, and Campus Staff.</p> <p><b>Results Driven Accountability</b></p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Create and track quantifiable learning targets for each student in reading and math, English I and II and Algebra I, and measure progress at the student, classroom, and campus level to ensure that all students meet their annual expected academic growth.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved academic performance overall, including reading, math, English I &amp; II and Algebra I.</p> <p>Evidence: Activities indicating progress in learning targets ensuring annual expected academic growth.</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary and Secondary Curriculum Directors and Instructional Coaches, Campus Leadership, and District Leadership.</p> <p><b>Results Driven Accountability</b></p>	Formative		
	Nov	Feb	May
	 Some Progress	 Considerable	 Considerable

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Teachers will continue with unit assessments aligned to the state standards and appropriate level of rigor that are administered throughout the year to determine student growth and mastery. Time for corrective instruction is built into the district curriculum.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved and intentional planning and instructional delivery of curriculum, improved student outcomes, focused intense small group instruction for students identified for remediation and/or acceleration through MTSS, tutorials, summer school, and utilization of instructional coaches, interventionists, and paraprofessionals.</p> <p>Evidence: Alignment and implementation of MTSS consistent practices across all campuses and appropriate accelerated and remedial learning for all student groups, including student safety, decreased graduation rates, and student favorable perceptions.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, District Curriculum &amp; Instruction Directors and Instructional Coaches, and District Leadership Team</p>	Formative		
	Nov	Feb	May
	 Some Progress	 Considerable	 Considerable
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Teachers will continue with intentional unit planning in order to design lessons that incorporate high yield instructional strategies that motivate all students to engage with academic content.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be better equipped to deliver quality instruction for all students on implementation and best practices. Teachers will have specific information for which to design follow-up instruction (acceleration/remediation), assessments and use of instructional strategies.</p> <p>Evidence: Aligned to Teach for Learning (TLP), improved classroom instructional practices, quality lesson plans, walk-throughs, and observations.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, District Curriculum &amp; Instruction Team, Director of Campus Academic Support, and District Leadership</p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Increase focus on the strategies of the Learner Profile in order to promote best practices in instructional planning for increased student achievement and growth.</p> <p><b>Strategy's Expected Result/Impact:</b> High-quality, highly effective learning opportunities aligned to district Learner Profile commitments to increase quality of instruction and student achievement.</p> <p>Evidence: Increased success for all student groups, lesson plans, walk-throughs, observations of teachers providing instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, District Curriculum &amp; Instruction Team, Director of Academic Support, and District Leadership</p>	Formative		
	Nov	Feb	May
	 Some Progress	 Considerable	 Considerable

Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Staff will implement the district's curriculum and utilize a variety of instructional models to create a well-rounded program and increase opportunities for all students to improve learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved instruction resulting in increased student achievement and performance; measurable through formative and summative assessments.</p> <p>Evidence: Provide high-quality, highly effective, intentional and research based professional learning opportunities aligned to district core commitments in order to increase quality of instruction and student achievement. Increased student success for all student groups, lesson plans, walk-throughs, observation of teachers providing targeted instruction at the appropriate level.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, District Curriculum &amp; Instruction Team, and District Leadership</p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			




**Goal 2: Academic:**











San Angelo ISD will increase the percentage of students meeting the expected growth measure for NWEA Map testing for grades 3-8 Reading, English I, and English II by 8% and grades 3-5 Math and Algebra I by 10%.

**Performance Objective 2:** Provide systematic academic and behavioral interventions, enrichment, and academic pathways aimed at supporting the diversity of our student body.

**Evaluation Data Sources:** Improved student performance and achievement, focused intense small group instruction for students identified for remediation and/or acceleration through MTSS, teacher tutorials, and utilization of human capital.

Evidence: Continued growth for elementary and middle school students and growth at the high school levels observed from intentional monitoring, planning, quality staff, and improved campus culture. Closing the gaps, reducing dropout rates, and monitoring other measures of student performance (e.g. at-risk, attendance, discipline, dyslexia, CTE, CCMR, McKinney-Vento, Foster Care, and migrant).

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Monitor the fidelity of implementation of academic and behavioral interventions (MTSS) and credit recovery opportunities for at-risk students to increase graduation/completion rates. Monitor and reduce the overuse of discipline practices that remove students from the classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased campus implementation of the MTSS process, increased success for all students, including under-performing groups (at-risk, homeless, foster care, students with disabilities, 504, Emergent Bilingual, etc) by establishing a calibrated and robust comprehensive MTSS program. Continue to train key stakeholders and curriculum staff on MTSS process, clearly defined MTSS process and communicating expectations for use of MTSS process.</p> <p>Evidence: Alignment and implementation consistent practices across all campuses and appropriate accelerated and remedial learning for all student groups, including student safety, decreased discipline referrals, attendance, decreased dropout rates, increased graduation rates, and student favorable perceptions.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, District Curriculum &amp; Instruction Teams, Director of District Behavior Support, Counselors, and District Leadership Team</p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable

Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Campus and district leaders will review disaggregated data to track and monitor the progress (closing the gaps) of all students (with a focus on increasing MAP testing scores for grades 3-8 Reading, English I and English II by 8% and grades 3-8 Math and Algebra I by 10%), including students with disabilities, Emergent Bilingual students, and all other student groups, and provide evidence-based feedback to teachers and actively observe literacy and math instruction in classrooms throughout the school year to identify additional levels of support needed for all grade levels.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved and intentional planning and instructional delivery for campuses, improved student performance and achievement, focused intense small group instruction for students identified for remediation and/or acceleration through MTSS, tutorials, summer school, and utilization of instructional coaches, interventionists, and paraprofessionals.</p> <p>Evidence: Growth for all students at all levels observed from intentional planning, quality staff, and improved campus culture. Closing gaps, reducing dropout rates, and monitoring other measures of student performance (e.g. at-risk, attendance, discipline, dyslexia, CTE, CCMR, McKinney-Vento, Foster Care, and migrant)</p> <p><b>Staff Responsible for Monitoring:</b> Principals, District Curriculum &amp; Instruction Teams, and District Leadership Team</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
	 Some Progress	 Considerable	 Considerable
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> The teachers will use a corrective instructional action planning process, individually and in PLCs to analyze data, identify trends in student misconceptions, determine root causes when students have not learned concept and create plans to reteach.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased success for all students, including under-performing groups, improved instructional response to student needs, and improved intentional planning.</p> <p>Evidence: Alignment and improved student performance and achievement</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Principals, District Curriculum &amp; Instruction Team, and District Leadership Team</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
	 Considerable	 Considerable	 Considerable
 No Progress  Accomplished  Continue/Modify  Discontinue			








**Goal 2: Academic:**

San Angelo ISD will increase the percentage of students meeting the expected growth measure for NWEA Map testing for grades 3-8 Reading, English I, and English II by 8% and grades 3-5 Math and Algebra I by 10%.

**Performance Objective 3:** All learning environments will foster engagement by integrating personalized learning experiences and increase or exceed state standards/averages for all student groups in student achievement progress.

**Evaluation Data Sources:** Assessment results for each of the identified assessments will be compared with longitudinal historical data in addition to state data to measure increases. Increased success for all students, including under-performing groups, improved instructional responses to student needs, and improved intentional planning.

Evidence: Alignment and improved student performance and achievement







Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Support the delivery of personalized professional learning through job-embedded coaching, facilitators, integrated instruction, and professional development.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased capacity of district, campus, and instructional staff</p> <p>Evidence: Utilize instructional materials with key ideas, essential questions, and recommended materials, including content-rich texts across all classrooms. Instructional materials include resources intentionally designed to meet the needs of all student groups; including students with disabilities, at-risk students, and Emergent Bilingual students among other student groups that lead to improved student achievement and progress monitoring across all student groups.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, District Curriculum &amp; Instruction Teams, and District Leadership Team</p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>			











**Goal 3: Safety and Security:**

San Angelo ISD will ensure all campuses are staffed with a law enforcement officer 100% of the instructional days.

**Performance Objective 1:** The safety of our students and staff at San Angelo ISD continues to be of the utmost importance and police officer presence will be increased at every campus to better serve our district.

**Evaluation Data Sources:** Safer school climate. Clearly defined roles, responsibilities, and expectations and how they will be measured.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide law enforcement officers to patrol all district campuses on a daily basis as this serves as a deterrent to those who wish to do harm to our students and staff.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve student and staff safety and security. District and campus staff/personnel and Board members will have working knowledge of SAISD's deployment of safety and security personnel and resources.</p> <p>Evidence: Law enforcement officers will provide an established multi-disciplinary approach to proactively securing campuses, district facilities, and district events.</p> <p><b>Staff Responsible for Monitoring:</b> District Safety Coordinator, Campus and District Safety Committee, and Deputy Superintendent/Chief Financial Officer</p>	Formative		
	Nov	Feb	May
	 Considerable	 Accomplished	 Accomplished
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> San Angelo ISD strives to provide a safe environment where teachers can teach and students can learn.</p> <p><b>Strategy's Expected Result/Impact:</b> Provide a safe and secure environment that is healthy, positive, motivating, and engaging for students.</p> <p>Evidence: Reduced referral and student incidents/accidents, increased participation in school functions</p> <p><b>Staff Responsible for Monitoring:</b> District Safety Coordinator, Campus and District Safety Committees, and Deputy Superintendent/Chief Financial Officer</p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable











Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Continue to develop district/campus safety plans which will include emergency drill instruction and practice, trained Threat Assessment Teams for each campus and a campus specific emergency response plan with designated triage, emergency landing zone, relocation site, incident command designation, and media response area with law enforcement controlled access.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve and increase communication tools for more efficient crisis communication in the event of an emergency situation through the utilization of district mass communication system.</p> <p>Evidence: Implement monthly safety tips on social media, the district website, and electronic newsletters to help facilitate safe and secure campuses and facilities for community, parents, students and staff</p> <p><b>Staff Responsible for Monitoring:</b> District Safety Coordinator, Campus and District Safety Committees, Campus Staff, and Deputy Superintendent/Chief Financial Officer</p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Continue to provide training for students and staff in a variety of safety protocols including: recognition and prevention of disability harassment in schools, dating violence, bullying, sexual abuse, unwanted physical and/or verbal aggression's, sexual harassment on school grounds or in school vehicles, mental health, social-emotional awareness, cybersecurity and digital citizenship, opioid antagonist for Narcan administration, clear directions for campus threat assessment teams, and trauma informed care.</p> <p><b>Strategy's Expected Result/Impact:</b> High quality district safety training that will inform and ensure readiness in the event of an emergency situation.</p> <p>Evidence: Decrease in discipline referrals, increased awareness of safety protocols and reporting protocols.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Safety Teams, District Safety Teams, District Safety Coordinator, and Deputy Superintendent/Chief Financial Officer</p>	Formative		
	Nov	Feb	May
	 Considerable	 Considerable	 Considerable
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 4: Recruitment and Retention:**

San Angelo ISD will conduct a comprehensive Pay Systems Review to recruit and retain high-quality employees, and recommend adjustments to the compensation plan to the Board of Trustees by April 2025.

**Performance Objective 1:** SAISD will develop a compensation plan based on the results of the pay systems review and input from the Board of Trustees.

**Evaluation Data Sources:** TASB Review of compensation plan and recommendations








Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> SAISD will secure the services of the Texas Association of School Boards to conduct a comprehensive Pay Systems Review.</p> <p><b>Strategy's Expected Result/Impact:</b> Pay system review report provided by TASB.</p> <p>Evidence: Revised compensation plan</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendents, Board of Trustees, and Executive Director of HR</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
	 Some Progress	 Considerable	 Accomplished
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> SAISD will increase staff retentions and decrease overall staff vacancies 5% or more by August 1, 2025.</p> <p><b>Strategy's Expected Result/Impact:</b> Fully staffed in all areas</p> <p>Evidence: Staff retention rate; number of staff vacancies</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of HR and Deputy Superintendent/Chief Financial Officer</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
	 Considerable	 Accomplished	 Accomplished
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress                 </div> <div style="text-align: center;">  Accomplished                 </div> <div style="text-align: center;">  Continue/Modify                 </div> <div style="text-align: center;">  Discontinue                 </div> </div>			

**Goal 5: Innovative Learning Spaces:**

San Angelo ISD will present a bond for facilities, the purchase of necessary sites for school facilities, busses, and vehicles and the imposition of a tax sufficient to pay the principal and interest of the bonds to the San Angelo community, by June of 2025.

**Performance Objective 1:** SAISD will provide efficient, safe, and innovative learning spaces that promote student achievement.

**Evaluation Data Sources:** Utilize uncommon areas as additional learning spaces for students that are flexible, innovative, and inviting and will improve academic outcomes for all students.










Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Engage in a process of stakeholder input regarding efficiency of existing facilities and recommendation resulting from external safety audits and facility advisory committee addressing key concerns for families and providing spaces that will allow for utilization of uncommon areas as additional innovative learning spaces.</p> <p><b>Strategy's Expected Result/Impact:</b> Utilize feedback from external auditors and facility advisory committee to determine steps to mitigate facility concerns.</p> <p>Evidence: Recommendations made to the Board of Trustees based on the most needed facility needs based on meetings, tours, and any additional information on the current state of SAISD facilities.</p> <p><b>Staff Responsible for Monitoring:</b> Board of Trustees, Superintendent, Facilities Advisory Committee, and Deputy Superintendent/Chief Financial Officer</p>	Formative		
	Nov	Feb	May
	 Some Progress	 Considerable	 Considerable
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress                 </div> <div style="text-align: center;">  Accomplished                 </div> <div style="text-align: center;">  Continue/Modify                 </div> <div style="text-align: center;">  Discontinue                 </div> </div>			

**Goal 6: Innovative Learning Spaces:**

San Angelo ISD will call a Voter Approval Tax Rate Election for November 5, 2024 to increase the maintenance and operations rate by .03 cents in order to maximize state funding and generate \$6 million dollars additionally each year to be used for salary increases and armed officers at each campus.


**Performance Objective 1:** SAISD will secure needed products and/or services to educate all stakeholders regarding the impact and benefits related to Proposition A.

**Evaluation Data Sources:** Meetings, social media posts, video recordings, mailers sent out, and town hall meetings

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> By October 2024, SAISD will have secured the services of a company to assist in strategic communication, branding, and data intelligence.</p> <p><b>Strategy's Expected Result/Impact:</b> Services from a firm were secured to assist in strategic planning.</p> <p>Evidence: Strategic plan created</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent, Board of Trustees, Communications Dept, District Staff</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
	 Accomplished	 Accomplished	 Accomplished
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> By October 2024, SAISD will secure the services of a company to assist in collection, analysis, and presentation of data collected from the community.</p> <p><b>Strategy's Expected Result/Impact:</b> Services from a firm were secured to assist with collection and presentation of data from the community.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent, Board of Trustees, Communications Dept, District Staff</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
	 Accomplished	 Accomplished	 Accomplished
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Based on the outcome of the November 5th, 2024 elections, SAISD staff will ensure the district's compensation plan and job market adjustments are updated to provide approved pay increases to all staff.</p> <p><b>Strategy's Expected Result/Impact:</b> Passage of November 5th Proposition A, compensation plan and market adjustments updated for pay increases for all staff.</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Human Services, Deputy Superintendent/Chief Financial Officer, District Cabinet Team and Board of Trustees</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
	 Some Progress	 Accomplished	 Accomplished

 No Progress

 Accomplished

 Continue/Modify








 Discontinue

**Goal 6: Innovative Learning Spaces:**

San Angelo ISD will call a Voter Approval Tax Rate Election for November 5, 2024 to increase the maintenance and operations rate by .03 cents in order to maximize state funding and generate \$6 million dollars additionally each year to be used for salary increases and armed officers at each campus.

**Performance Objective 2:** By January 2025, memorandums of understanding with San Angelo Police Department and the Tom Green County Sheriff's department will be reviewed as needed if additional funding is made available.

**Evaluation Data Sources:** Passage of Proposition A

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> SAISD will maintain memorandums of understanding (MOUs) with area Law Enforcement to establish a cooperative working partnership that outlines the roles, responsibilities, and expectations of each party involved.</p> <p><b>Strategy's Expected Result/Impact:</b> Safer school climate. Clearly defined roles and responsibilities, and expectations and how they will be measured. Explanation of start and end dates for the MOU.</p> <p><b>Staff Responsible for Monitoring:</b> District Safety Coordinator, Campus and District Safety Committees, and Deputy Superintendent/Chief Financial Officer</p>	Formative		
	Nov	Feb	May
	 Some Progress	 Accomplished	 Accomplished
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			