

Eanes ISD Strategic Plan Scorecard 2024-2028

Our Mission: We unite our community through respectful relationships, creating a sense of belonging for all. We empower students, providing an exemplary education that develops curiosity, creativity and individual talents. We inspire each other to lead purposeful lives of empathy, gratitude and compassion.

STRATEGIC (OR BOARD) PRIORITIES	STRATEGIC (OR BOARD) OBJECTIVES	TACTICAL (OR ADMINISTRATIVE) ACTIONS	TACTICAL (OR ADMINISTRATIVE) MEASURES	LONG-TERM (SMART Goal X to Y by 2028) MEASURES
1. Success for All Students	1.1 Academic growth through high-quality instruction	<p>1.1A Align Professional Learning Community practices to improve collaboration and increase levels of teacher support.</p> <p>1.1B Build the capacity of teachers to utilize best instructional practices, the district's curriculum and high-quality assessment to increase acquisition and application of skills.</p> <p>1.1C Embed instructional technology to promote student and staff creativity, critical-thinking, communication and collaboration.</p>	<p>1.1A Improve Professional Learning Communities (PLC) alignment by using the PLC Strategic Implementation Guide (SIG).</p> <p>1.1B Increase Teacher Growth and Appraisal Process (TGAP) ratings to track and evaluate teachers' progress in integrating evidence-based instructional practices, aligning with the district's curriculum, and implementing high-quality assessments.</p> <p>1.1C Utilize the Substitution, Augmentation, Modification, Redefinition (SAMR) framework to identify the effective use of instructional technology to ensure enhancement and transformative learning experiences.</p>	
	1.2 Exploratory opportunities and a variety of pathways to increase post-secondary options	<p>1.2A Expose students to a full spectrum of postsecondary options for education and careers through guaranteed viable college and career experiences.</p> <p>1.2B Align and explore pathways for career and industry based certification.</p> <p>1.2C Promote opportunities for engagement around interest and passions outside the classroom.</p>	<p>1.2A Ensure students at every campus engage in career and academic exploration opportunities.</p> <p>1.2B Increase percentage of students enrolling in Career and Technology Education (CTE) courses or completing a program of study.</p> <p>1.2C Increase percentage of students involved in clubs, organizations, etc based on student feedback survey or attendance logs.</p>	
	1.3 Targeted identification, intervention and supports based on student need	<p>1.3A Provide additional teacher and student support to reduce achievement gaps for high focus sub-populations.</p> <p>1.3B Increase fidelity of tiered levels of support to close academic gaps.</p> <p>1.3C Refine special education delivery model to enhance specially designed instruction.</p> <p>1.3D Promote access to inclusive ability opportunities, such as Best Buddies.</p>	<p>1.3A Reduce equity gaps as defined in the Every Student Succeeds Act (ESSA) Talent Plan to 10% or less.</p> <p>1.3B Increase percentage of students with positive growth trajectories.</p> <p>1.3C Increase staffing efficiency by implementing teacher student ratio formulas.</p>	

<p>2. Staff Support and Engagement</p>	<p>2.1 Employment practices that underscore recruitment, retention, qualifications and culture</p>	<p>2.1A Optimize recruiting opportunities through social media, website, career pages and direct job postings.</p> <p>2.1B Host virtual recruitment events.</p> <p>2.1C Employ the internal talent community as a voice for recruitment.</p>	<p>2.1A Track metrics, such as number of applicants, engagement rates and referrals; to identify which channels are most effective at attracting and converting candidates. Optimize the successful recruitment strategies, and allocate resources effectively to maximize opportunities.</p> <p>2.1B Monitor the most cost-efficient and innovative recruiting practices to attract high-quality candidates and reduce contract labor.</p> <p>2.1C Evaluate salaries and benefits both internally and externally, taking into account planning periods, stipends and practices with our comparison districts.</p>	
	<p>2.2 Robust channels of listening, learning and improving staff satisfaction</p>	<p>2.2A Utilize interactive technology for actionable employee feedback.</p> <p>2.2B Establish connectedness through personalized employee interactions, the Teacher Advisory Group, the District Leadership Team, Campus Leadership Teams, and Campus Conversations.</p> <p>2.2C Ensure staff input and feedback is acknowledged and considered in daily, short- and long-term district goals.</p>	<p>2.2A and 2.2B Utilizing thought exchange and personal conversations to collect employee feedback on varying topics. Using varying measures such as tracking response rates, completion rates, satisfaction scores, employee engagement to monitor the overall impact of retention rates and overall satisfaction.</p> <p>2.2C Assessing the effectiveness of interactive technology and personal connectedness initiatives for employee feedback and continuously improving the feedback processes to drive positive organizational outcomes and a feeling of community.</p>	
	<p>2.3 Varied opportunities to support and retain staff through professional growth</p>	<p>2.3A Develop an internal talent community for roles in leadership so staff can lead and grow from their present positions.</p> <p>2.3B Provide meaningful opportunities for professional development and advancement.</p> <p>2.3C Build a culture of wellness and support desirable to current and prospective employees.</p>	<p>2.3A Monitoring performance indicators such as internal promotions and retention rates to track the strength and success of the leadership pipeline.</p> <p>2.3B Tracking of employee career paths within our internal leadership development program.</p> <p>2.3C By evaluating review of employee satisfaction surveys and feedback during performance reviews. Monitoring absenteeism or leave trends and employee perception on work life balance.</p>	
<p>3. Community Engagement</p>	<p>3.1 Communicating, listening, learning and implementing feedback from students, staff, parents and community</p>	<p>3.1A Establish systematic channels of communication and feedback mechanisms with students, staff, parents, and community members to foster two-way insight and understanding, including surveys, interactive technology platforms, websites, social media and campus meetings to actively listen to concerns and suggestions.</p> <p>3.1B Analyze feedback and use it to transparently inform decision-making processes and improve services.</p>	<p>3.1A(1) Gather feedback and insights through mechanisms, such as surveys, interactive technology platforms and meetings.</p> <p>3.1A(2) Critically evaluate new and efficient technologies to improve user experiences in various communication channels, e.g. AlwaysOn, ClassIntercom, FinalsSite, ThoughtExchange and other platforms.</p> <p>3.1B Implement regular feedback reviews with key leaders to discuss findings from the analysis, identify actionable insights and develop plans for addressing priority issues or implementing suggested improvements.</p>	

	<p>3.2 Meaningful partnerships and coalitions</p>	<p>3.2A Identify potential partners and collaborations within the community, including local businesses, non-profit organizations and government agencies.</p> <p>3.2B Collaborate on initiatives and projects that benefit the district and community, such as mentoring programs, resource sharing and advocacy efforts.</p>	<p>3.2A Utilize existing networks and relationships to explore new opportunities to introduce the district's objectives, values and interest in collaboration.</p> <p>3.2B(1) Develop partnerships outlining potential collaborative projects, initiatives, or programs that align with the goals and priorities of both the district and the prospective partner.</p> <p>3.2B(2) Coordinate targeted advocacy efforts to address shared concerns or support for specific initiatives.</p>	
	<p>3.3 Targeted community education</p>	<p>3.3A Offer a diverse range of programs and information tailored to the needs and interests of the community, such as parenting, student/staff wellness and social-emotional resources.</p>	<p>3.3A(1) Identify partnerships with local officials, experts, organizations and professionals specializing in programs focused on the interests, challenges and needs of the community.</p> <p>3.3A(2) Coordinate a diverse calendar of events, workshops, and town halls tailored to address identified needs, information-sharing campaigns and interests within the community.</p>	
<p>4. Safe School Communities</p>	<p>4.1 Safe physical and online environments</p>	<p>4.1A Develop systems related to behavioral expectations of students, ensuring education, alignment and wrap-around services.</p> <p>4.1B Support robust technology infrastructure and systems to provide a secure environment.</p> <p>4.1C Embed governance and education, emphasizing online safety, digital citizenship and cybersecurity in daily practices.</p> <p>4.1D Utilize the Eanes ISD Police Department to enhance physical safety measures.</p>	<p>4.1A Increase positive and prosocial behaviors after a student has been referred to the Assessment and Care Team.</p> <p>4.1B Before the end of the 2024-25 school year, implement continuous monitoring on critical systems and appliances to detect and respond to potential security incidents, service interruption and errors.</p> <p>4.1C Develop and implement digital citizenship and cybersecurity and awareness opportunities for all employees and students by the end of the 2024-25 academic year.</p> <p>4.1D Review monthly data related to costs and incident reports to ensure management of the department adheres to Board policies, community expectations and overall safety of students, staff and schools.</p>	
	<p>4.2 A district culture of lifelong wellness and balance by cultivating healthy habits, personal responsibility and resilience</p>	<p>4.2A Incorporate student voice in refining counseling related services.</p> <p>4.2B Educate students, staff and parents about mental health and wellness, including suicide prevention.</p> <p>4.2C Provide Tier 2 support through group counseling in areas of identified need.</p>	<p>4.2A Increase student participation (from baseline) in annual counseling needs assessments.</p> <p>4.2B Provide opportunities for students and parents to engage in learning around emergent topics.</p> <p>4.2C Offer small group counseling to align with needs identified by students, staff and/or parents (e.g., grief, anxiety, depression, etc.).</p>	
<p>5. Finance, Facility and Asset Management</p>	<p>5.1 Efficient and optimal use of limited resources</p>	<p>5.1A Monitor implementation of cost-saving strategies through the annual budget development and review process.</p> <p>5.1B Maximize general fund resources by prioritizing bond programs to identify efficiencies and additional cost savings.</p>	<p>5.1A Implement measures to track and evaluate the effectiveness of cost-saving strategies over time. Benchmark date/milestones will be monitored to consider short- and long-term adjustments.</p> <p>5.1B Maintain or increase the percent of the general fund budget dedicated to payroll year over year.</p>	

	5.2 Community resources leveraged and aligned to support the district's mission	5.2 Facilitate a cohesive approach to development, fundraising, donor relations, monetizing facilities, community education and overall collaborations among local partners, such as the Eanes Education Foundation, campus PTO/booster clubs and individual benefactors.	5.2 Evaluate audits of district facilities and programs before the start of the 2024-25 school year to determine policy, staffing and financial feasibility for coordination and controlled growth of revenue opportunities.	
	5.3 Systematic and sustainable long-range facility plans	5.3A Provide committee updates to the Board of Trustees, staff and community throughout the Long-Range Facility Planning process. 5.3B Provide the Long-Range Facility Planning Committee with resources needed to fulfill its purpose and charge.	5.3A Establish a clear communication plan outlining timelines, milestones, and key updates for the Long-Range Facility Planning process. 5.3B Facilitate access to relevant information, data, and expertise to inform the committee's decision-making process.	
6. Governance and Board/ Superintendent Collaboration	6.1 Advocacy that is appropriate to Eanes ISD interests and legislative priorities	6.1 Develop legislative priorities that underscore Eanes ISD interests in conjunction with similar school districts and organizations, and communicate those to stakeholders and elected officials.	6.1 Collaborate with similar school districts and organizations to track the progress of legislative priorities, the extent of alignment, the frequency and effectiveness of communication in working with stakeholders (i.e., parents) and elected officials, and the resulting impact on policy outcomes or support garnered.	
	6.2 Performance measured by mutually agreed roles, responsibilities and key indicators	6.2 Govern according to policies and practices that distinguish between Board duties and administrative responsibility for Key Performance Indicators.	6.2 From September to November, schedule an update on each of the five aforementioned priorities to assess progress according to identified Key Performance Indicators (or administrative measures).	
	6.3 Transparent communication that facilitates understanding of district operations	6.3 Create an ongoing structure of communication between the Board and administration to facilitate understanding of district operations and to prioritize areas of focus.	6.3 Track the frequency and quality of communication between the Board and administration, evaluating the clarity and depth of understanding of district operations demonstrated by both parties, and assessing the number of prioritized areas of focus translated into actionable initiatives.	