



2022-2027

STRATEGIC PLAN

PROGRESS UPDATE - 2025



MISSION

We will prepare our students to reach their full potential and excel in their chosen paths.

STRATEGIC GOALS & OBJECTIVES

STRATEGIC GOAL 1: CLIMATE

TCISD will create a supportive educational environment and build positive relationships with all stakeholders.

Strategy 1.1: Develop a customer service driven climate district-wide.

Strategy 1.3: Celebrate student/staff success.

Strategy 1.2: Promote a welcoming, nurturing, safe environment for all.

STRATEGIC GOAL 2: PROGRAMS

TCISD will provide diverse academic programs to all students that foster preparedness to meet the needs of a global workforce.

Strategy 2.1: Develop partnerships with the workforce to ascertain and monitor current and developing needs.

Strategy 2.4: Ensure all students belong to a program, club, or organization to build a connection to the campus.

Strategy 2.2: Develop job seeking skills (i.e. personal finance, goal setting, resume writing, interviewing, public speaking).

Strategy 2.5: Ensure TCISD provides programs that meet the needs of the district's diverse student population.

Strategy 2.3: Develop communication avenues to expose all students and families to academic and career programs through K-12 education.

STRATEGIC GOAL 3: HIGH EXPECTATIONS

TCISD will foster classroom environments that are engaging, motivating, nurturing, and hold all stakeholders accountable for learning at high levels.

Strategy 3.1: Create and implement an attendance improvement plan.

expectations for T-TESS evaluations.

Strategy 3.2: Create a plan for ensuring we have aligned curriculum documents and vetted resources that ensure student engagement and high levels of learning.

Strategy 3.5: Develop a district-wide literacy plan for all grade levels to ensure that students have access to instruction that promotes fluency in reading, writing, speaking, listening and critical thinking.

Strategy 3.3: Create a robust, long-term professional development plan that promotes student engagement and high expectations for learning.

Strategy 3.6: Develop intervention systems (MTSS/RTI) and identify strategies to meet academic and behavioral needs.

Strategy 3.4: Develop a plan for calibrating and aligning leadership

Strategy 3.7: Create a plan for improving classroom management and discipline..

STRATEGIC GOAL 4: EFFECTIVE LEADERS

TCISD will recruit, develop, and retain effective staff who are willing to take risks, build relationships, and create a positive learning environment for student success

Strategy 4.1: Recruit teachers using non-traditional methods.

Strategy 4.5: Strategy 4.5 Improve teacher and staff attendance.

Strategy 4.2: Develop state-of-the-art instructional facilities and programs.

Strategy 4.6: Build leadership capacity among all staff.

Strategy 4.3: Retain staff by ensuring all voices are heard and opinions are valued.

Strategy 4.7: Create a plan for improving classroom management and discipline.

Strategy 4.4: Retain staff by providing competitive compensation and benefits.

STRATEGIC GOAL 5: FAMILY ENGAGEMENT

TCISD will actively engage parents in their child's learning process, through support, training, and necessary tools.

Strategy 5.1: Create a district framework for effectively communicating with parents in multiple ways.

Strategy 5.4: Promote community/school partnerships within and outside of the school.

Strategy 5.2: Establish a district family support center that provides training opportunities and information to parents.

Strategy 5.5: Actively recruit and engage parents in volunteer opportunities based on interest and skill sets.

Strategy 5.3: Offer meaningful family engagement opportunities throughout the school year at all campuses.

CLIMATE

STRATEGY 1.1:

Develop a customer service driven climate district-wide.

STRATEGY 1.2:

Promote a welcoming, nurturing, safe environment for all.

STRATEGY 1.3:

Celebrate student/staff success.



YEAR 1: 2022-2023

1.1.5: Provide SEL counselors who will meet regularly with all students.

1.3.1: Utilize board meetings, faculty meetings, campus awards assemblies, the newspaper, the website, social media, and district and campus newsletters to promote student/staff success.

1.3.3: Implement a “SHINE” series for students, staff, alumni and community to highlight success.

YEAR 2: 2023-2024

1.1.4: Develop an FAQ section on the website to assist stakeholders.

1.2.6: Explore ways to build pride and sense of belonging for both Stingarees and Cougars across the community and businesses.

1.2.7: Establish a school-based health clinic.

1.2.9: Develop more district-wide social opportunities. (TCISD Kickball Tournament)

YEAR 3: 2024-2025

1.1.3: Develop publications such as “who does what” so that people know who to access for help. (Let’s Chat feature on the website)

1.2.1: Make sure visitors feel welcome by having dedicated visitor parking at every building.

1.2.8: Explore opportunities for providing mental health activities for employees. (Wellness Wednesday)

1.2.9: Develop more district-wide social opportunities. (Holiday Open House and Employee Recognition Celebration)



PROGRAMS

STRATEGY 2.1:

Develop partnerships with the workforce to ascertain and monitor current and developing needs.

STRATEGY 2.2:

Develop job seeking skills (i.e. personal finance, goal setting, resume writing, interviewing, public speaking).

STRATEGY 2.3:

Develop communication avenues to expose all students and families to academic and career programs through K-12 education.

STRATEGY 2.4:

Ensure all students belong to a program, club, or organization to build a connection to the campus.

STRATEGY 2.5:

Ensure TCISD provides programs that meet the needs of the district's diverse student population.

YEAR 1: 2022-2023

2.1.2: Reorganize current Career and Technical Education (CTE) Advisory Council to include multiple partners that represent each program in sub-committees.

2.1.3: Explore partnership with EDC including adding a workforce liaison with possible funding through EDC.

2.1.4: Partner with Chamber of Commerce to identify contacts that align with our current programs in career and technical education.

2.3.1: Build awareness of programs through countdown vignettes highlighting selected programs at parent/family events.

2.3.2: Create spotlight videos through social media venues.

2.4.2: Provide elementary athletic opportunities across all elementary campuses. (P.E. competitions district-wide)

2.5.3: Expand gifted and talented program to be inclusive of student demographics across the district as well as program opportunities.

YEAR 2: 2023-2024

2.2.1: Offer and expand AVID program for 7th-12th graders across the district.

2.2.2: Host job fairs that will include mock interviews, dress for success, social media presence, etc.

2.3.5: Host Realtor open house events to highlight the state-of-the-art facilities, program offerings and student success.

2.4.1: Implement UIL programs at elementary and middle school levels. (Elementary UIL)

2.5.5: Explore options to improve graduation rates, including a flexible school day schedule, starting a continuing education center, providing alternative initial credit opportunities, etc. (Inspire Academy)

YEAR 3: 2024-2025

2.3.3: Host student showcases of programs being offered at the secondary level for both middle schools and elementary schools.

2.4.1: Implement UIL programs at elementary and middle school levels. (Middle School UIL)

2.5.7: Investigate options for creating Magnet campuses in TCISD.

2.5.8: Develop classes to support social development as elective opportunities.



HIGH EXPECTATIONS

STRATEGY 3.1:

Create and implement an attendance improvement campaign.

STRATEGY 3.2:

Create a plan for ensuring we have aligned curriculum documents and vetted resources that ensure student engagement and high levels of learning.

STRATEGY 3.3:

Create a robust, long-term professional development plan that promotes student engagement and high expectations for learning.

STRATEGY 3.4:

Develop a plan for calibrating and aligning leadership expectations for T-TESS evaluations.

STRATEGY 3.5:

Develop a district-wide literacy plan for all grade levels to ensure that students have access to instruction that promotes fluency in reading, writing, speaking, listening and critical thinking.

STRATEGY 3.6:

Develop intervention systems (MTSS/RTI) and identify strategies to meet academic and behavioral needs.

STRATEGY 3.7:

Create a plan for improving classroom management and discipline.

YEAR 1: 2022-2023

- 3.2.1:** Develop curriculum committees, timeline and secure consultants. (Math, Reading and Science)
- 3.2.2:** Develop a Curriculum Management Framework.
- 3.2.3:** Audit documents and vet resources. (Math, Reading and Science)
- 3.2.4:** Revise documents based upon audit results and framework. (Math, Reading and Science)

YEAR 2: 2023-2024

- 3.1.3:** Build community awareness and promotion of attendance.
- 3.2.5:** Enhance curriculum documents with embedded instructional technology aligned with the core content standards.
- 3.4.1:** Establish district committee and timeline to develop an aligned understanding of the T-TESS rubric. (Started calibration and leadership expectations for T-TESS)
- 3.4.2:** Determine needs and establish required training. (Started calibration and leadership expectations for T-TESS)
- 3.7.6:** Establish and train a PBIS team on each campus.

YEAR 3: 2024-2025

- 3.1.1:** Establish district attendance committee.
- 3.2.6:** Develop an instructional vision.
- 3.3.3:** Provide professional development that addresses the needs of our students based on demographics.



EFFECTIVE LEADERS

STRATEGY 4.1:

Recruit teachers using non-traditional methods.

STRATEGY 4.2:

Develop state-of-the-art instructional facilities and programs.

STRATEGY 4.3:

Retain staff by ensuring all voices are heard and opinions are valued.

STRATEGY 4.4:

Retain staff by providing competitive compensation and benefits.

STRATEGY 4.5:

Improve teacher and staff attendance.

STRATEGY 4.6:

Build leadership capacity among all staff.

YEAR 1: 2022-2023

4.2.4: Convert the “old” Guajardo gym to a state-of-the-art training center.

4.3.2: Form Superintendent Teacher Advisory Committee to meet monthly.

4.4.4: Explore opportunities to provide childcare and PreK opportunities for employees.

4.6.4: Offer monthly principal learning time to build leadership credibility across all campuses and the district.

YEAR 2: 2023-2024

4.1.5: Anticipate vacancies and hire early.

4.1.7: Develop a marketing plan for teacher recruitment.

4.2.3: Beautify all campuses, creating a warm and inviting environment. (ITC, Levi Fry, Roosevelt-Wilson, Heights)

4.4.1: Develop a salary structure that is comparable or high than surrounding districts.

4.4.2: Increase district contribution to employee medical insurance.

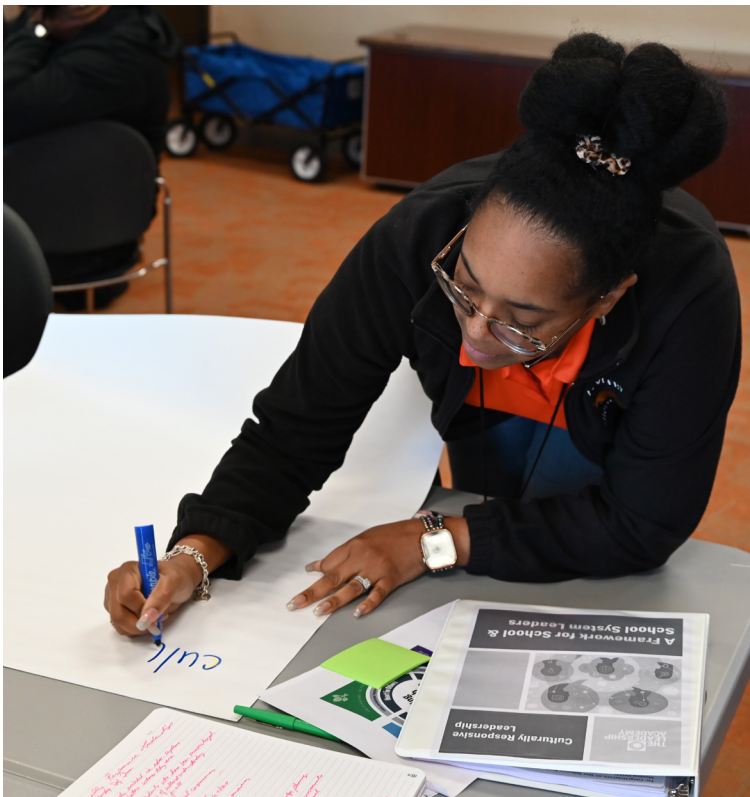
4.6.5: Expand director level PLCs to two times per semester.

YEAR 3: 2024-2025

4.6.6: Revamp AP core development that is aligned to the leadership definition and leader levels.

4.6.7: Conduct structured monthly check-in meetings with principals (twice a month for new principals).

4.6.8: Develop Triad Meetings for Hi-PO APs.



FAMILY ENGAGEMENT

STRATEGY 5.1:

Create a district framework for effectively communicating with parents in multiple ways.

STRATEGY 5.2:

Establish a district family support center that provides training opportunities and information to parents.

STRATEGY 5.3:

Offer meaningful family engagement opportunities throughout the school year at all campuses.

STRATEGY 5.4:

Promote community/school partnerships within and outside of the school.

STRATEGY 5.5:

Actively recruit and engage parents in volunteer opportunities based on interest and skill set.

YEAR 1: 2022-2023

5.1.1: Utilize the district-created branding documents when communicating.

5.1.2: Establish procedures for campus and district communication (crisis, internal, community, families).

5.1.3: Determine the accessibility of information shared with parents/families and community members (languages, method of communications, folders, etc.).

YEAR 2: 2023-2024

5.1.5: Create and disseminate a flow chart for identifying the best person to contact to resolve concerns, issues or questions.

5.2.5: Provide information that is valuable to families new to the district in multiple languages.

5.3.5: Promote and highlight events at the beginning of each month (grade level newsletter, Facebook, shoutouts and save-the-dates).

5.4.6: Host Community Platicas.

YEAR 3: 2024-2025

5.1.4: Seek parent/family communication input to determine how to send out communication and best ways to reach our families.

5.2.2: Identify a facility that could serve as a district family support center.

5.4.1: Conduct family learning nights including outside organizations.

5.5.4: Notify families of district-wide events and opportunities for volunteering and participation.

5.5.5: Develop parent organizations such as PTOs, Watch D.O.G.S, etc.

