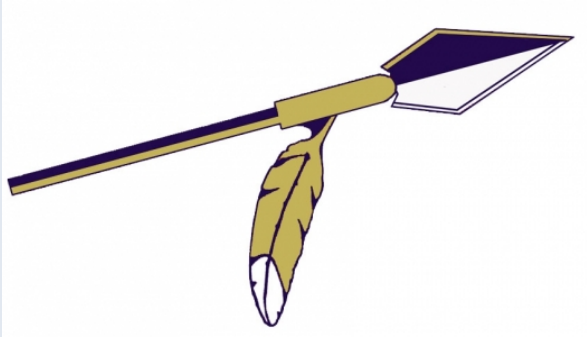


Alvarado Independent School District



Alvarado High School

2025-2026 Priorities/ Strategic Objectives/Key Strategic Actions

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Priority 1 High expectations for ALL scholars.

Strategic Objective 1 High Priority HB3 Priority

1.1 Academic Achievement-Growth at All Levels.

Evaluation Data Source: PreK - Circle (MOY & EOY),
Kindergarten through 2nd grade - Renaissance STAR Reading & Math (BOY, MOY & EOY)
Kindergarten through 2nd grade - mCLASS Kindergarten through 2nd grade
Kindergarten through 2nd grade - Renaissance Freckle Reading & Math (BOY, MOY, & EOY)
3rd through 12th grades - CTBA 3-8 Quarterly and 9-12 per Six-Weeks
3rd through 12th grades - STAAR or EOY

Key Strategic Action 1

Implement, monitor, and adapt our Observation & Feedback system of coaching

Strategy's Expected Result/Impact: Improved Tier 1 instruction

Staff Responsible for Monitoring: AHS Admin Team

Formative Reviews

February

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Key Strategic Action 2

Use PLCs to drive meaningful action resulting in the alignment of assessment, curriculum, and instruction.

Strategy's Expected Result/Impact: Improved Tier 1, Tier 2 and Tier 3 instruction; Improved assessment instruments and, as a result, better data-driven decision making

Formative Reviews

February

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Strategic Objective 2

1.2 Safety and well-Being of Scholars

- Evaluation Data Source:** 1.2.1 Course selection at AJH and AHS
- 1.2.2 Social Worker Reports and ILead BrainAbouts
- 1.2.3 Say Something Reports and AISD Police Reports
- 1.2.4 Support Military Families - Purple Star

Key Strategic Action 1

Use What-I-Need (WIN) courses to develop social and emotional skills among scholars

Staff Responsible for Monitoring: Academic Advisors & Social Worker

Formative Reviews

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Key Strategic Action 2

Continue to expand opportunities for ALL scholars to join or belong to a campus-based organization or club (e.g., FCA)

Staff Responsible for Monitoring: Academic Advisors & Extracurricular Sponsors

Formative Reviews

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Strategic Objective 3

1.3 College and/or Career and/or Military Ready (CCMR) Scholars.

- Evaluation Data Source:** 1.3.1 Successful Dual Credit Hours
- 1.3.2 TSI/SAT/ACT
- 1.3.3 Increase in FAFSA submissions and fewer opt-out forms
- 1.3.4 Improved performance on AP exams
- 1.3.5 Academic Signing Day participants
- 1.3.6 CTE Completers with Industry-Based Certifications
- 1.3.7 Aligned Career Tech Student Organizations
- 1.3.8 Increase Practicum participation
- 1.3.9 Retain and submit signed Department of Defense form 4's

Key Strategic Action 1

Continue to expand the Dual College and AP course offerings available to all scholars, including non-core classes and 9th grade classes

Strategy's Expected Result/Impact: More scholars will graduate CCM-ready

Staff Responsible for Monitoring: CCMR Coordinator

Formative Reviews

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Key Strategic Action 2

Increase the number of scholars taking Level III and Level IV CTE courses and earning subsequent industry-based certifications

Strategy's Expected Result/Impact: More scholars will graduate CCM-ready

Staff Responsible for Monitoring: CCMR Coordinator & AP over CTE

Formative Reviews

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Priority 2 Recruit, Retain and Build-Capacity for ALL Educators

Strategic Objective 1

2.1 Recruit

Evaluation Data Source: 2.1.1 Annual analysis of educator compensation
2.1.2 Annual review of benefits comparison
2.1.3 Review process for Teacher Incentive Allotment

Key Strategic Action 1

Continue to develop, implement, and grow the "Grow Your Own" Program, including enrolling more scholars in the CTE Education pathway

Staff Responsible for Monitoring: AHS Admin Team

Formative Reviews

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Key Strategic Action 2

Improve Campus Culture in order to encourage current faculty to recruit other quality faculty

Strategy's Expected Result/Impact: More applicants from experienced educators

Staff Responsible for Monitoring: Principal and Associate Principal

Formative Reviews

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Strategic Objective 2

2.2 Retain

Evaluation Data Source: 2.2.1 Annual Salary Survey Comparison
2.2.2 PEIMS/TEA Reports
2.2.3 Increase in Retention Percentages

Key Strategic Action 1

Use social media and other platforms to recognize and celebrate educators who model core values and excellence

Strategy's Expected Result/Impact: More educators choosing to remain at AISD

Staff Responsible for Monitoring: Principal

Formative Reviews

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Key Strategic Action 2

Improve collective efficacy among educators by implementing Rounds and other opportunities for educators to observe one another in the classroom

Strategy's Expected Result/Impact: Educators will have a greater belief that they belong to a special organization and therefore choose to remain a part of it

Staff Responsible for Monitoring: Dean of Instruction

Formative Reviews

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Strategic Objective 3

2.3 Build Capacity

Evaluation Data Source: 2.3.1 Calendar of Professional Learning
2.3.2 Onboarding and Ongoing Professional Learning

Key Strategic Action 1

Develop and use Pedagogy & Praxis PLC to grow the instructional and pedagogical abilities of new or low-performing educators

Strategy's Expected Result/Impact: Improved educators

Staff Responsible for Monitoring: Dean of Instruction

Formative Reviews

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Key Strategic Action 2

Develop systematic plan for professional learning throughout the year based on informal and formal observations, Observation & Feedback data, and scholar academic performance.

Strategy's Expected Result/Impact: An increase in targeted and relevant professional learning opportunities

Staff Responsible for Monitoring: Principal & Dean of Instruction

Formative Reviews

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Priority 3 Parents, Families, and Community

Strategic Objective 1

3.1 Parent and Family Satisfaction and Engagement

Evaluation Data Source: 3.1.1 Annual Survey
3.1.2 Indian Friend Reading Day, PTA, Booster Clubs
3.1.3 Indian Insider, Campus Newsletters, Board Briefing
3.1.4 Emergent Bilingual Curriculum Nights

Key Strategic Action 1

Increase parent and guardian participation in Booster Clubs

Staff Responsible for Monitoring: Extracurricular sponsors

Formative Reviews

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Key Strategic Action 2

Send weekly campus newsletter to the entire campus community with celebrations, important updates, and important calendar items

Staff Responsible for Monitoring: Principal

Formative Reviews

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Strategic Objective 2

3.2 Community Satisfaction and Engagement

Evaluation Data Source: 3.2.1 Chamber, Lions Club, Santa's Helpers, Realtors
3.2.2 Indian Friend Reading Day
3.2.3 Engage Community on Social Media
3.2.4 Alvarado ISD Branding/Style Guide

Key Strategic Action 1

Grow the Leo Club, NHS, and other service-based organizations

Staff Responsible for Monitoring: Associate Principal

Formative Reviews

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Key Strategic Action 2

Increase the number of major events we host on our campus and in our new facilities (e.g., Kurt McGrath Memorial Tournament, Gayle Pruett Relays, etc.)

Formative Reviews

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Strategic Objective 3

3.3 Community Partnerships

Evaluation Data Source: 3.3.1 Business and Community Integration

3.3.2 Lions Club, Jump Start Foundation, etc.

3.3.3 Cards, Window Decal, Sponsored Giveaway

Key Strategic Action 1

Grow the Leo Club, NHS, and other service-based scholar organizations

Staff Responsible for Monitoring: Associate Principal

Formative Reviews

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Key Strategic Action 2

Increase the number of Level III and Level IV CTE scholars working with community-based businesses (e.g., welders at Sabre)

Staff Responsible for Monitoring: CCMR Coordinator

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Priority 4 Financial Stewardship and Stability

Strategic Objective 1

4.1 Ensure Strong Financial Stewardship and Sustainability

Evaluation Data Source: 4.1.1 Summary of Finance, PEIMS, and Tax Data

4.1.2 Expense Report across the district

4.1.3 Grant Report to Offset the Use of Fund Balance

Key Strategic Action 1

Develop capacity of extracurricular sponsors and department leaders to budget and plan for expenditures as best as possible

Strategy's Expected Result/Impact: Decreased expenses

Staff Responsible for Monitoring: Principal, Associate Principal & Finance Clerk

Formative Reviews

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Key Strategic Action 2

Increase the number of scholars earning industry-based certifications in order to increase the Outcomes Bonus dividend paid back by the state

Strategy's Expected Result/Impact: Increased revenue

Staff Responsible for Monitoring: CCMR Coordinator

Formative Reviews

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Strategic Objective 2

4.2 Systematic, Long-Range Facility Planning

Evaluation Data Source: 4.2.1 Scholar enrollment reports and demographic study
4.2.2 List of Facility Safety Concerns
4.2.3 List of deferred maintenance items

Key Strategic Action 1

Monitor ADA and use available tools to address and correct chronic absenteeism

Strategy's Expected Result/Impact: Increased ADA enrollment

Staff Responsible for Monitoring: Assistant Principal over Attendance

Formative Reviews

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Key Strategic Action 2

Conduct a facility needs assessment for the campus and develop a long-term plan for improving the physical plant

Strategy's Expected Result/Impact: Lower expenses due to preventative maintenance

Staff Responsible for Monitoring: Principal

Formative Reviews

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Strategic Objective 3

4.3 Operational Effectiveness and Efficiency

Evaluation Data Source: 4.3.1 Efficiency and/or staffing audits

4.3.2 Transportation Efficiency audits

Key Strategic Action 1

Absorb FTEs and reallocate FTEs based on enrollment needs, scholar interest, and CTE priorities of the state

Strategy's Expected Result/Impact: Improved efficiency in scheduling and personnel allocation

Staff Responsible for Monitoring: AHS Admin Team

Formative Reviews

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Key Strategic Action 2

Require extracurricular sponsors and coaches to obtain and retain a Texas Class B CDL with Bus endorsement

Strategy's Expected Result/Impact: Reduced substitute need and cost as well as lower driver costs

Staff Responsible for Monitoring: Principal and Director of Athletics

Formative Reviews

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