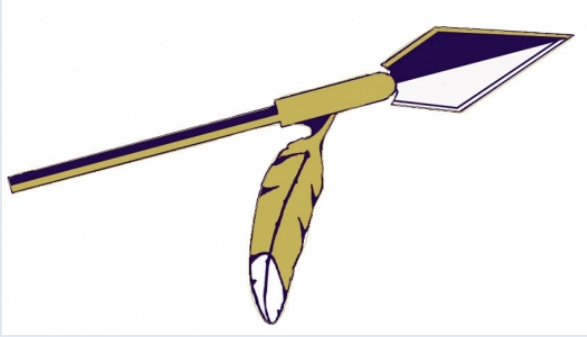


Alvarado Independent School District



Alvarado Junior 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

Cumulative data tracker for all scholars for RLA and Math

Strategy's Expected Result/Impact: Identify gaps within performance, identify scholars who are showing growth and/or are in need of intervention

Formative Reviews

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Key Strategic Action 2

Established the Academic Culture Committee to assist with all aspects of academics

Strategy's Expected Result/Impact: More input from a variety of perspectives allows for us to keep a broad focus on the culture and mindset of academics at AJH

Formative Reviews

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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

Established the Safety Committee with a variety of educators to assist with all aspects of safety related needs at AJH

Formative Reviews

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Key Strategic Action 2

Implement the scholar culture committee along with Tribe Bucks campus currency system to celebrate and reinforce positive actions, choices, and effort.

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

AJH will continue to offer CTE courses, where applicable, to scholars to explore AHS CTE pathways and to help establish early connection to chose programs of study.

Formative Reviews

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Key Strategic Action 2

AJH will continue to explore aligning Pre AP offerings to AP offerings at the high school to provide vertical alignment and earlier exposure to AP models, materials, tests.

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

AJH will continue to support our residents in the Grow Your Own program to build capacity and prepare them for the classroom.

Formative Reviews

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Key Strategic Action 2

AJH will attend job fairs as needed to seek out educators for difficult to fill positions.

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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

AJH will collaborate with the Educator Culture Committee to promote positive rapport and opportunities for recognition within our current team.

Formative Reviews

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Key Strategic Action 2

AJH will conduct stay interviews with various members of the campus to internalize their feedback related to areas we can make improvements.

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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

AJH will continue to utilize the Get Better Faster model to provide coaching to educators new to the profession or those in need.

Formative Reviews

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Key Strategic Action 2

AJH will utilize instructional rounds to provide opportunities for all educators to see other educators in action to enhance their current practices and add tools to their toolbelt.

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

AJH will encourage and promote the district parent and family engagement feedback survey through all channels to ensure adequate feedback is collected.

Formative Reviews

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Key Strategic Action 2

AJH will continue to enhance communication to our families, especially those who are performing below grade level. The campus will continue to reach parents with specific, targeted information about their scholar's progress

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

AJH will continue to expand our reach on social media with positive posts promoting our scholars and educators.

Formative Reviews

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Key Strategic Action 2

AJH will continue to promote community service opportunities for scholars through opportunities within the community and the district.

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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

AJH will continue to seek out partnerships with local businesses to promote our Tribe Buck Program.

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Key Strategic Action 2

AJH will continue to partner with community groups for community service activities, public recognitions, and other partnership opportunities.

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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

AJH will continue to utilize donations from local community members to fund non-essential, but highly coveted recognition programs such as our Tribe Buck Program.

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Key Strategic Action 2

AJH will continue to utilize our in house Tech Tribe program and Tech Tribe Trust to offset costs of scholar chromebook repair.

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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

AJH will continue to use work order system to request facility maintenance and hold scholars

accountable for any intentional damage.

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

AJH will continue to monitor FTEs within master schedule for efficiency.

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Key Strategic Action 2

AJH will continue to encourage and promote educators to obtain their CDL to drive their own groups to/from events.

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