

# Alvarado Independent School District



## Lillian Elementary 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 high-quality, standards-aligned Tier 1 instruction across all Pre-K-5 classrooms.

**Strategy's Expected Result/Impact:** Improved student performance on formative assessments, CTBAs and benchmarks

**Staff Responsible for Monitoring:** Campus Principal and Assistant Principals

**TEA Priorities:** Build a foundation of reading and math

**ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

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### Key Strategic Action 2

Analyze student data during PLC meetings to inform instruction and identify students in need of intervention or enrichment.

**Strategy's Expected Result/Impact:** Targeted instructional adjustments and improved assessment outcomes

**Staff Responsible for Monitoring:** Principal, Assistant Principals, and educators

**TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools

**ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

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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

Implement and maintain campus safety procedures and emergency protocols to ensure a secure learning environment for all scholars and educators

**Strategy's Expected Result/Impact:** Improved compliance with safety protocols and reduced safety incidents

**Staff Responsible for Monitoring:** Principal, Assistant Principals, Campus Safety Team, Officer, and Educators.

**TEA Priorities:** Improve low-performing schools

**ESF Levers:** Lever 3: Positive School Culture, Lever 5: Effective Instruction

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## Key Strategic Action 2

Provide social-emotional learning (SEL) supports to promote positive behavior, emotional regulation, and scholar resilience.

**Strategy's Expected Result/Impact:** Improved scholar behavior data and increased emotional well-being indicators

**Staff Responsible for Monitoring:** Social Worker

**ESF Levers:** Lever 3: Positive School Culture, Lever 5: Effective Instruction

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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

Provide opportunities for scholars to explore careers through guest speakers, career days, and thematic learning experiences.

**Strategy's Expected Result/Impact:** Student participation and increased interest in career exploration

**Staff Responsible for Monitoring:** Administrators, Counselors, Educators

**TEA Priorities:** Connect high school to career and college

**ESF Levers:** Lever 3: Positive School Culture

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### Key Strategic Action 2

Integrate college and career awareness activities into classroom instruction and campus events using age-appropriate lessons.

**Strategy's Expected Result/Impact:** Increased scholar awareness of future learning and career pathways

**Staff Responsible for Monitoring:** Educators, Counselors, Administrators

**TEA Priorities:** Connect high school to career and college, Improve low-performing schools

**ESF Levers:** Lever 3: Positive School Culture, Lever 5: Effective Instruction

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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

Partner with universities, teacher preparation programs, utilize word of mouth, and local community organizations to attract future educators.

**Strategy's Expected Result/Impact:** Stronger pipeline of potential educator candidates

**Staff Responsible for Monitoring:** Administrators, HR, Campus Educators

**TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools

**ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

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### Key Strategic Action 2

Utilize a structured interview process, rubric, and selection process to identify candidates aligned with campus needs and culture.

**Strategy's Expected Result/Impact:** Improved quality of new hires

**Staff Responsible for Monitoring:** Administrators, Hiring Committees

**TEA Priorities:** Recruit, support, retain teachers and principals

**ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture

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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

Create and maintain a positive campus culture that promotes collaboration, recognition, and educator well-being.

**Strategy's Expected Result/Impact:** Increased educator satisfaction and improved retention rates

**Staff Responsible for Monitoring:** Principal, Assistant Principal(s), Campus Leadership Team

**TEA Priorities:** Recruit, support, retain teachers and principals

**ESF Levers:** Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction

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### Key Strategic Action 2

Implement a structured onboarding and support process for new educators and staff.

**Strategy's Expected Result/Impact:** Increased new educator confidence and reduced early attrition

**Staff Responsible for Monitoring:** Principal, Assistant Principals, and CLT committee

**TEA Priorities:** Recruit, support, retain teachers and principals

**ESF Levers:** Lever 2: Strategic Staffing

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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

Provide targeted professional development aligned to campus goals and scholar data.

**Strategy's Expected Result/Impact:** Improved instructional practices and educator confidence

**Staff Responsible for Monitoring:** Principals and Assistant Principals, Instructional Services

**TEA Priorities:** Recruit, support, retain teachers and principals

**ESF Levers:** Lever 2: Strategic Staffing

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### Key Strategic Action 2

Use PLCs to build collective educator capacity through collaborative planning and data analysis.

**Staff Responsible for Monitoring:** Team Leads and Administrators

**TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools

**ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction

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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

Establish regular opportunities for parent input and feedback.

**Strategy's Expected Result/Impact:** Increased parent voice and satisfaction

**Staff Responsible for Monitoring:** Administration and PTA

**TEA Priorities:** Improve low-performing schools

**ESF Levers:** Lever 3: Positive School Culture

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### Key Strategic Action 2

Offer family engagement opportunities that support scholar learning and development.

**Strategy's Expected Result/Impact:** Increased family participation in campus events

**Staff Responsible for Monitoring:** Principals, Social worker, and Educators

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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

Develop and maintain partnerships with community organizations, businesses, and local agencies to support campus initiatives.

**Strategy's Expected Result/Impact:** Increased number of active community partnerships

**Staff Responsible for Monitoring:** Principal, Assistant Principals, Social Worker, and Educators

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### Key Strategic Action 2

Invite community members to participate in campus events and activities.

**Strategy's Expected Result/Impact:** Increased community attendance and involvement

**Staff Responsible for Monitoring:** Administration via event participation records

**TEA Priorities:** Improve low-performing schools

**ESF Levers:** Lever 3: Positive School Culture

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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

Identify and establish partnerships with community organizations, businesses, and local agencies aligned with campus needs.

**Strategy's Expected Result/Impact:** Increased number of active and aligned community partnerships

**Staff Responsible for Monitoring:** Principal, Assistant Principal, and Social Worker

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**Key Strategic Action 2**

Engage community partners in campus events and activities.

**Strategy's Expected Result/Impact:** Increased community presence and engagement on campus

**Staff Responsible for Monitoring:** Administrators, Educators, and Social Worker

**TEA Priorities:** Improve low-performing schools

**ESF Levers:** Lever 3: Positive School Culture

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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

Align campus budget decisions to scholar needs, instructional priorities, and campus improvement goals.

**Strategy's Expected Result/Impact:** Funds are strategically allocated to support campus priorities

**Staff Responsible for Monitoring:** Principal, Campus Leadership Team

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### Key Strategic Action 2

Seek supplemental funding opportunities to support campus programs and initiatives.

**Strategy's Expected Result/Impact:** Increased supplemental funding secured

**Staff Responsible for Monitoring:** Administration and Educators

**TEA Priorities:** Build a foundation of reading and math

**ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments

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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

Conduct regular facility assessments to identify maintenance needs, safety concerns, and instructional space requirements

**Strategy's Expected Result/Impact:** Timely identification and resolution of facility needs

**Staff Responsible for Monitoring:** Principals, District Facilities Staff

**TEA Priorities:** Improve low-performing schools

**ESF Levers:** Lever 5: Effective Instruction

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### Key Strategic Action 2

Prioritize facility improvements that enhance student safety, accessibility, and learning environments.

**Strategy's Expected Result/Impact:** Improved learning environments and safety compliance

**Staff Responsible for Monitoring:** Administrators, District Facilities Staff

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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

Provide training to staff on campus procedures, safety protocols, and operational expectations.

**Strategy's Expected Result/Impact:** Improved staff compliance and operational consistency

**Staff Responsible for Monitoring:** Administration

**TEA Priorities:** Improve low-performing schools

**ESF Levers:** Lever 5: Effective Instruction

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**Key Strategic Action 2**

Use data to monitor operational effectiveness and identify areas for improvement.

**Strategy's Expected Result/Impact:** Data-driven adjustments to campus operations

**Staff Responsible for Monitoring:** Administration

**TEA Priorities:** Improve low-performing schools

**ESF Levers:** Lever 5: Effective Instruction

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