



Strategic Plan

Adopted - March, 2018

2019 Mid-Year Updates - January, 2019

Beliefs

- ⊛ Students grow academically, emotionally and socially when creative and imaginative educators ignite their passions.
- ⊛ The learning experience should be engaging, relevant and collaborative to meet the needs of all.
- ⊛ Parent, community and industry partners are essential for student success.
- ⊛ Teachers foster student curiosity and initiative through meaningful and relevant learning experiences.
- ⊛ Relationships that nurture student growth and development are key to success.

Vision

Exceptional students to exceptional citizens

Mission

To cultivate, inspire and empower students to grow and learn

Strategic Priorities

1. Improve student learning through improved instructional practice
2. Engage parents, industry and community partners to enrich the experience of students and staff and to establish Seguin ISD as an integral part of the community
3. Create the conditions in Seguin ISD to recruit, retain and engage employees

Strategic Priority 1: Improve student learning through improved instructional practice

Commitment 1.1 Create professional learning experiences that will yield innovative and engaging classroom experiences			
Charge	Description	Assigned	Date
1.1.1	Implement Professional Learning Communities at all campuses, departments and grade levels	Asst Supt Learning & Leadership Services (LLS) Dir. of Professional Learning Principals	June 2018 On-Going
1.1.2	Establish an Innovation Academy designed to encourage teacher curiosity, innovation and risk-taking	Associate Supt of Technology & Student Support Services Director of Digital Learning Asst Supt of LLS Campus Leadership Director of Career and Technical Education (CTE)	Fall 2018 On-Going
1.1.3	Create monthly features of creative teachers that are shared broadly within the community via a variety of avenues	Executive Director of Community Relations Asst Supt of LLS Director of Elementary & Multilingual Education Director of Secondary Education & Advanced Academics	Fall 2018 On-Going

Commitment 1.2 Build an aligned, viable curriculum that will yield innovative and engaging classroom experiences			
Charge	Description	Assigned	Date
1.2.1	Create district curriculum management plan to outline district expectations for developing curriculum	Asst Supt of LLS Director of Elementary & Multilingual Education Director of Secondary Education & Advanced Academics	Sum 2018 Dec. 2018
1.2.2	Identify guiding coalition of teachers who understand the critical skills and knowledge that a student must acquire as a result of each grade level or unit of instruction, beginning with English Language Arts and Reading (ELAR).	Asst Supt of LLS Director of Elementary & Multilingual Education Director of Secondary Education & Advanced Academics	Spring 2018
1.2.3	Re-establish district purposeful planning protocols, to include resources utilized throughout the process.	Asst Supt of LLS Director of Elementary & Multilingual Education Director of Secondary Education & Advanced Academics	Sum 2018 Sum 2020

		Academics Content Coordinators	
1.2.4	Provide professional development opportunities for campus administrators, instructional coaches, teachers to understand the revised district purposeful planning process.	Asst Supt of LLS Director of Professional Learning Director of Elementary & Multilingual Education Director of Secondary Education & Advanced Academics Content Coordinator	Feb 2018 Sum 2018 Fall 2018
1.2.5	Begin implementation of the power standards document, which identifies the critical skills and knowledge the students must acquire in a grade level or unit of study, beginning with English Language Arts and Reading (ELAR/SLAR).	Asst Supt of LLS Director of Elementary & Multilingual Education Director of Secondary Education & Advanced Academics Content ELAR Coordinator	Fall 2018
1.2.6	Expand the development and implementation of the power standards document to tested subject areas.	Asst Supt of LLS Director of Elementary & Multilingual Education Director of Secondary Education & Advanced Academics Content Coordinators	Fall 2018 Fall 2020

Commitment 1.3 Provide instruction that is engaging, relevant, and collaborative to meet the needs of all

Charge	Description	Assigned	Date
1.3.1	Provide professional learning opportunities to teachers that are collaborative, sustained and focused on instructional practice that values deep learning of students, not simply covering the content	Asst Supt of LLS Director of Professional Learning Director of Digital Learning Director of Elementary & Multilingual Education Director of Secondary Education & Advanced Academics Director of Special Education Content Coordinators Principals	Summer 2018 On-Going
1.3.2	Develop district expectations for providing feedback to teachers that focuses	Asst Supt of LLS	Fall 2018

	on teacher growth and development	Director of Elementary & Multilingual Education Director of Secondary Education & Advanced Academics Content Coordinators	
1.3.3	Support a college and career readiness culture	Asst Supt of LLS Director of Secondary Education & Advanced Academics Director of CTE	Spring 2018
1.3.4	Implement specialized programs at the elementary level (Fine Arts, STEM, Dual Language, LiiNK)	Asst Supt of LLS Director of Elementary & Multilingual Education Director of Fine Arts Director of Digital Learning Director of Whole Child Initiatives	2018-2019
1.3.5	Study the feasibility of expanding PK opportunities for 3 and 4 year olds	Asst Supt of LLS Director of Elementary & Multilingual Education	2018-2019
1.3.6	Provide specific and purposeful learning and collaboration on rigor, relevance, and learning engagement that drives instruction and extends learning for each student	Asst Supt of LLS Director of Elementary & Multilingual Education Director of Secondary Education & Advanced Academics Director of Special Education Director of Career Technical Education (CTE)	2018-2019
1.3.7	Equip our CTE instructors with the required resources necessary to facilitate high quality learning in their unique pathway	Director of CTE Principal	Spring 2018

Strategic Priority 2: Engage parents, industry and community partners to enrich the experience of students and staff and to establish Seguin ISD as an integral part of the community

Commitment 2.1 Create multiple opportunities for students, teachers and staff to engage in meaningful dialogue and activities with the community			
Charge	Description	Assigned	Date
2.1.1	Develop, maintain, and evaluate mutually-beneficial partnerships with local and surrounding area industries, businesses and institutions of higher learning	Executive Director of Community Relations Director of CTE	Spring 2018 Fall 2020
2.1.2	Establish internships for students and externships for teachers with local business partners	Director of CTE	Spring 2018 Ongoing
2.1.3	Provide community service opportunities for district departments and campuses to meet the needs within the local community	Assoc Supt of Technology & Student Support Services Executive Director of Student Services	2018-2019
2.1.4	Host campus events for parents and community members to showcase the work of the students	Assoc Supt of Technology & Student Support Services Principals	Fall 2018 Ongoing
2.1.5	Provide opportunities for adults within the community to receive training related to parenting, communication and other pertinent topics	Assoc Supt of Technology & Student Support Services Executive Director of Student Services	Fall 2018 Ongoing
2.1.6	Provide biannual "State of the District" address in a location that is convenient and welcoming within the community	Superintendent Executive Director of Community Relations	Fall 2018 Ongoing
2.1.7	Superintendent and Superintendent's Leadership Team host and attend Campus, District and Community engagement events	Superintendent Assoc Supt of Technology & Student Support Service Asst Supt of Administrative Services Asst Supt of LLS Asst Supt of Business Services Executive Director of Student Services Executive Director of Community Relations	Fall 2018 Ongoing

Strategic Priority 3: Create the conditions in Seguin ISD to recruit, retain and engage employees

Commitment 3.1 Recruit and retain highly qualified, diverse, passionate employees who believe in cultivating and empowering all students.			
Charge	Description	Assigned	Date
3.1.1	Provide opportunities for professional growth by increasing collaboration and planning time for teachers	Asst Supt of LLS Director of Elementary & Multilingual Education Director of Secondary Education & Advanced Academics Director of Professional Learning Director of Special Education	Spring 2018 Fall 2018
3.1.2	Expand recruitment efforts, outside of the traditional educational organizations by utilizing District of Innovation Designation	Asst Supt of Administrative Services	Spring 2018 On-going
3.1.3	Expand social media recruitment efforts to include university professionally geared organizations	Executive Director of Community Relations Asst Supt of Administrative Services	Spring 2018 On-going
3.1.4	Expand a Grow Your Own program by exposing paraprofessionals and other auxiliary employees to professional development opportunities and university education programs	Asst Supt of Administrative Services	Fall 2018 On-going
3.1.5	Promote creative and innovative programs to attract diverse and highly qualified candidates	Asst Supt of Administrative Services Asst Supt of LLS	2018-2019 2019-2020