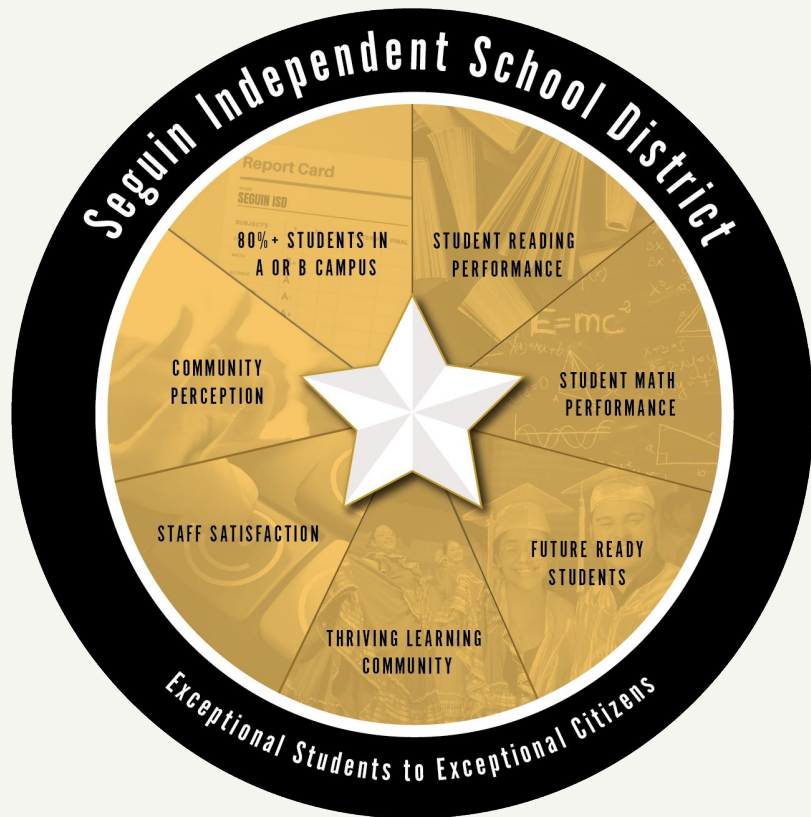




Seguin ISD Strategic Plan 2025 Monthly Update

November 15, 2022

Seguin ISD Board of Trustees



Strategic Priorities

1. Creating Future Ready Students

2. Supporting + Valuing Staff

3. Developing Relationships with Family + Community

4. Building a Thriving Learning Community

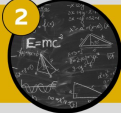
Seguin Independent School District

STRATEGIC GOALS



1 Student Reading Performance

Increase the percentage of third grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 40% to 54% by August 2025.



2 Student Math Performance

Increase the percentage of third grade students who score meets grade level or above on STAAR Mathematics from 35% to 49% by August 2025.



3 Future Ready (College, Career, Military)

Increase the percentage of graduates who meet the College, Career, or Military Readiness (CCMR) requirements from 39% to 73% by August 2024.



4 Thriving Learning Community

Seguin ISD will build a thriving learning community as indicated on a numerical score of 80 or higher on the balanced scorecard.



5 Staff Satisfaction

Seguin ISD will improve staff satisfaction as determined by the Organizational Health Inventory (OHI).



6 Community Perception

Seguin ISD will improve student, staff, parent, and community perception as determined by the Net Promoter score.



7 80% Students in A or B campuses

80% or more of SISK students will be enrolled in a campus that is rated A or B by August 2025.

Performance Objectives

30 total

Short-Term Measures

(12-18 months)

Strategic Actions

80 total

Align to performance objectives



Strategic Initiatives Dashboard At-A-Glance

Progress on 80 Strategic Actions (by Task Force) through September 2022

Equitable Student Experiences Task Force

Fall 2022 Strategic Initiative: Defining Seguin ISD's Pathways

	Status
4.3.1 Identify SISD's pathways to an exceptional future.	On Track
4.3.2 Identify existing programming (PK-12) that aligns to pathways	On Track
4.3.3 Identify and connect all students to pathways based on their interest(s), taking into consideration students' unique circumstances and backgrounds.	On Track
4.3.4 Develop district-wide plan for student goal setting practices, focusing on life goals (vs. academic goals)	Nearly Off Track

College, Career, Military Readiness (CCMR) Task Force

Fall 2022 Strategic Initiative: CCMR Support

	Status
3.1.1 Purposeful TSIA Intervention & Support at the high school	On Track
3.1.2 Ensure that SpEd students receive the same CCMR support and resources as Gen ed students	On Track
3.1.3 Mandatory TSIA prep in between testing sessions	On Track
3.1.7 Increase school-day PSAT & SAT participation	On Track
3.1.8 Provide ACT school-day testing opportunity	N/A
3.1.9 Provide PSAT, SAT and ACT Test Prep	On Track
3.1.11 Partner with Texas State University to provide college-prep support to 6-12 students.	Complete

Curriculum + Blended Learning Task Force

Fall 2022 Strategic Initiative: Launching Blended Learning

	Status
7.1.2 Ongoing PD and support for teachers and paras, students, and parents. Modeling the strategies that teachers and paras will use in the classroom.	On Track
7.1.3 Create a blended learning campus task force that involves all populations in the conversation such as dual language, SPED, 504, GT, etc.	Off Track
7.1.4 Develop a dynamic lesson plan template that includes online and offline components of blended learning with input from all stakeholders	On Track

HR + Staff Culture Task Force

Fall 2022 Strategic Initiative: Ongoing Teacher Supports

	Status
5.1.1 Embed team building opportunities specific to campus need during the school day.	On Track
5.1.2 Administer short and specific surveys twice yearly for staff feedback.	On Track
5.1.3 Every campus will send a representative to be a part of the district TCC.	Complete
5.2.1 Every teacher K-12 will be a part of a weekly campus/departmental PLC	On Track
5.2.2 Every teacher K-12 will be a part of a SUPER PLC or Faculty Meeting every month as part of job embedded PL/training.	On Track
5.3.1 Every new teacher with less than 2 years of experience will be given a mentor, for the first two years of employment.	Complete
5.3.2 Critical areas will be provided a stipend for recruitment and retention.	On Track
5.3.5 Explore Whole Child Support opportunities during established PLCs.	On Track

Community Engagement Task Force

Fall 2022 Strategic Initiative: Ongoing Community Engagement Events

	Status
6.1.1 Create strategic and meaningful family- and parent-friendly campus activities.	On Track
6.1.3 Increase opportunities to offer parental involvement partnerships to include professional learning.	On Track
6.2.1 Showcase student, staff, campus and district achievements through ever-evolving social media outlets.	On Track
6.2.3 Nurture relationships with local and regional media to market SISD's student-centered programs and initiatives.	On Track
6.3.1 Publicize the various communication platforms that are utilized by campuses and the district to share information.	On Track

Whole Child Task Force

Fall 2022 Strategic Initiative: Ongoing Whole Child Support

	Status
4.4.1 Define and promote an accessible definition and purpose of Whole Child learning in Seguin ISD (in relation to PBIS, and other places whole child is supported)	Nearly Off Track
4.5.1 Research and implement a tool to collect baseline data on the belonging needs of students, families, and staff.	Nearly Off Track
4.5.2 Create district-wide community engagement opportunities.	On Track
4.7.1 Convene a master schedule work group to ensure time is protected for Whole Child supports.	Off Track
4.7.3 Convene a staff Whole Child work group comprised of teachers to make recommendations to address staff concerns.	Off Track
4.7.4 Provide mental health resources and support at every campus.	On Track

School Safety + Discipline Task Force

Fall 2022 Strategic Initiative: Ongoing Attendance + Discipline Supports

	Status
4.8.1 Seguin ISD will develop, facilitate, and support strategies to increase student attendance and district and campus committees will identify students with attendance issues and incorporate early interventions.	On Track
4.8.2 Student Support Team will conduct monthly campus liaison meetings to support student attendance.	On Track
4.8.3 Maintain efficient and clear districtwide process regarding attendance.	On Track
4.9.1 Seguin ISD will implement a school wide discipline management program that aims to improve student behavior plus strengthen learner engagement through a strategic system of clearly defined expectations.	Nearly Off Track
4.9.2 Seguin ISD will provide training and additional support for teachers and administrators regarding diversity and disciplinary practices including resources and suggestions on alternative disciplinary practices (CHAMPS, ACHIEVE, Trust Based Relational Intervention or TBRI, Culturally Relevant Teaching, Restorative Practices, etc).	On Track
4.10.1 Seguin ISD will provide ongoing safety training and support.	On Track

Facilities Task Force

Fall 2022 Strategic Initiative: Ongoing Facilities Support

	Status
4.11.1 Upgrade security and life safety measures as resources allow.	On Track
4.11.2 Form a Bond/Facilities Committee to plan next steps to support the strategic plan.	On Track
4.11.5 Evaluate initial response time and completion data for facilities work orders.	On Track
4.12.3 Upgrade technology infrastructure to support learning.	On Track



Seguin ISD Strategic Plan 2025: Bright Spot

Strategic Actions Progress Highlights

Task Force: Equitable Student Experiences

Chair: Mark Cantu

Strategic Priority #1:

Creating and Supporting Future-Ready Students

Goal #4

Seguin ISD will build a thriving learning community as indicated on a numerical score of 80 or higher on the balanced scorecard.



Performance Objective 4.3

By the end of the 2023-2024 school year, 100% of students and families will engage in annual "pathways to an exceptional future" planning.



Strategic Actions

- 4.3.1:** Identify Seguin ISD pathways to an exceptional future.
- 4.3.2:** Identify existing programming, PK-12, that aligns to pathways.
- 4.3.3:** Identify and connect all students to pathways based on their interest(s), taking into consideration students' unique circumstances and backgrounds.
- 4.3.4:** Develop district-wide plan for student goal setting practices, focusing on life goals (vs. academic goals)



Bright Spot

A SISD Pathways Planning Committee was formed to work on these strategic actions. The cross-departmental committee includes Counselors, CCMR Directors, the Fine Arts Director and Vogel ES Principal.

Committee members are excited about the project and have made connections to existing work streams.

Highlights

- The SISD Pathways Planning Committee meets regularly (every 3-4 weeks)
- Spring 2023 Goal: 100% of 5th and 8th grade students and families will engage in annual “pathways to an exceptional future planning”
- Two meetings have been held with the full Seguin ISD counseling team
- Possible pathway options are still being explored



Sequin ISD Strategic Plan 2025: Area of Focus

Strategic Actions that Require Re-Focusing

Task Force: School Safety + Discipline

Chair: Nikki Bittings

Strategic Priority #4:
Creating a Thriving Learning Community

Goal #4

Seguin ISD will build a thriving learning community as indicated on a numerical score of 80 or higher on the balanced scorecard.



Performance Objective 4.8

By the end of the 2022-2023 school year, Seguin ISD will increase attendance from 92.65% to 93.0%.

Performance Objective 4.9

By the end of the 2022-2023 school year, Seguin ISD will decrease out of class placements (Suspension/DAEP) by 10%.



Strategic Actions

4.8.1 Seguin ISD will develop, facilitate, and support strategies to increase student attendance and district and campus committees will identify students with attendance issues and incorporate early interventions.

4.8.2 Student Support Team will conduct monthly campus liaison meetings to support student attendance.

4.8.3 Maintain efficient and clear districtwide process regarding attendance.

4.9.1. Seguin ISD will implement a school wide discipline management program that aims to improve student behavior plus strengthen learner engagement through a strategic system of clearly defined expectations.

4.9.2. Seguin ISD will provide training and additional support for teachers and administrators regarding diversity and disciplinary practices including resources and suggestions on alternative disciplinary practices (CHAMPS, ACHIEVE, Trust Based Relational Intervention or TBRI, Culturally Relevant Teaching, Restorative Practices, etc).



Area of Focus

Ensuring Seguin High School discipline supports and restorative practices can be fully implemented. Identifying potential and/or existing barriers to problem solve.

Problem Solving Actions

- Barriers:
 - Reset Center not fully staffed
 - Balancing academics + student culture
 - Campus roles + responsibilities
- Ensuring discipline data is included on every weekly check-in agenda
- Recently held a cross-departmental district meeting to refine systems so that campus data can be pulled easier



December Meeting: Quarterly Update on Seguin ISD Goals

