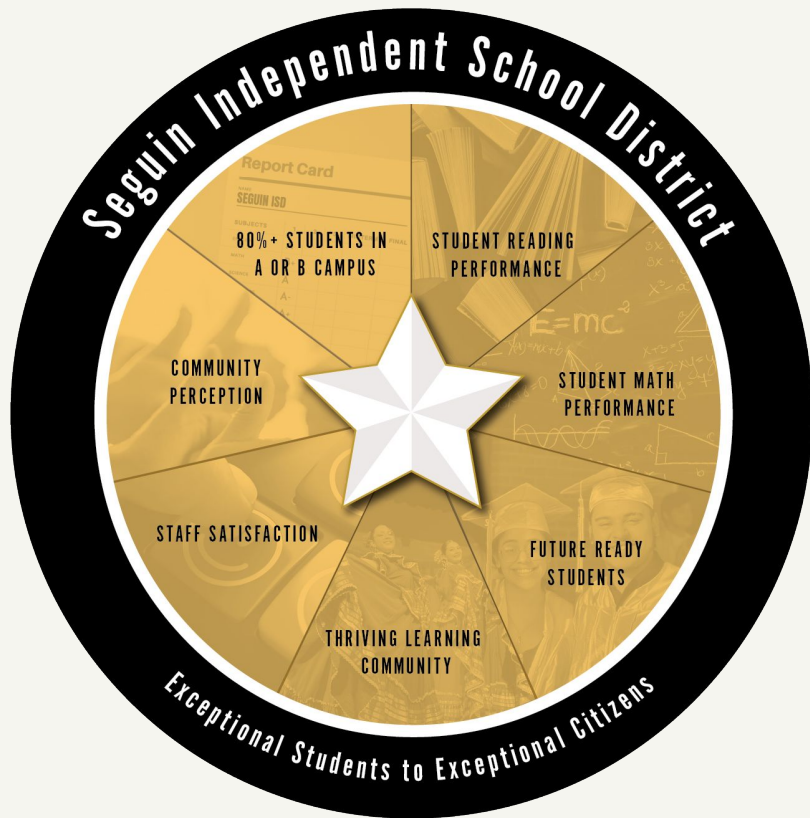




Seguin ISD Strategic Plan 2025 Monthly Update

April 25, 2023

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

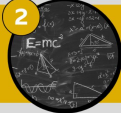
Seguin Independent School District

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 March 2023

Equitable Student Experiences Task Force

	Feb Status	March Status	
Fall 2022	4.3.1 Identify SISD's pathways to an exceptional future.	On Track	On Track
	4.3.2 Identify existing programming (PK-12) that aligns to pathways	On Track	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	On Track
	4.3.4 Develop district-wide plan for student goal setting practices, focusing on life goals (vs. academic goals)	On Track	On Track
Spring 2023	4.3.5 Develop resources accessible to all stakeholders to support students connecting district pathways to high school graduation and beyond.	On Track	On Track
	4.2.1 Identify students who reported that they do not have a positive school experience.	On Track	On Track
	4.2.2 Identify factors that lead students to having an overall positive school experience.	On Track	On Track
	4.2.3 Increase opportunities for students to engage in positive interactions with staff members and peers, including opportunities outside of the classroom.	On Track	On Track

College, Career, Military Readiness (CCMR) Task Force

Fall 2022

3.1.1 Purposeful TSIA Intervention & Support at the high school

Feb Status

On Track

March Status

On Track

3.1.2 Ensure that SpEd students receive the same CCMR support and resources as Gen ed students

On Track

On Track

3.1.3 Mandatory TSIA prep in between testing sessions

On Track

On Track

3.1.7 Increase school-day PSAT & SAT participation

On Track

On Track

3.1.9 Provide PSAT, SAT and ACT Test Prep

On Track

On Track

Spring 2023

3.1.6 Increase enrollment in College Prep Class

On Track

On Track

3.2.1 Provide Dual Credit enrollment support & ongoing Advising and check-ins with a strong student support system

On Track

On Track

3.2.2 The student support system will include "CCMR Camps or Sessions" for DC/ECHS/PTECH students

On Track

On Track

Curriculum + Blended Learning Task Force

Fall 2022

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.

Feb Status

March Status

On Track

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.

Nearly Off Track

Nearly 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

On Track

Spring 2023

7.1.1 Define Blended Learning for Seguin ISD by providing explicit clarity in language and roles of stakeholders

On Track

On Track

7.1.7 Increase AP awareness through parent nights and increase student preparedness through in-class test prep.

On Track

On Track

HR + Staff Culture Task Force

Feb Status

March Status

5.1.1 Embed team building opportunities specific to campus need during the school day.

On Track

On Track

5.1.2 Administer short and specific surveys twice yearly for staff feedback.

On Track

On Track

5.2.1 Every teacher K-12 will be a part of a weekly campus/departmental PLC

On Track

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

On Track

5.3.2 Critical areas will be provided a stipend for recruitment and retention.

On Track

Complete

5.3.5 Explore Whole Child Support opportunities during established PLCs.

On Track

On Track

5.1.4 District SGS work will focus on Talent Pipeline development.

On Track

On Track

5.3.3 Establish pathways/pipelines for teachers to expand their professional learning.

On Track

On Track

5.3.4 Establish competitive salaries and benefit packages for teachers and staff.

On Track

On Track

Fall 2022

Spring 2023

Community Engagement Task Force

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

Whole Child Task Force

Fall 2022

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)

Feb Status

On Track

March Status

On Track

4.5.1 Research and implement a tool to collect baseline data on the belonging needs of students, families, and staff.

On Track

On Track

4.5.2 Create district-wide community engagement opportunities.

On Track

On Track

4.7.1 Convene a master schedule work group to ensure time is protected for Whole Child supports.

On Track

On Track

4.7.3 Convene a staff Whole Child work group comprised of teachers to make recommendations to address staff concerns.

On Track

On Track

4.7.4 Provide mental health resources and support at every campus.

On Track

On Track

4.6.1 Training about Unconscious Bias, the Whole Child Model with Trauma informed & culturally responsive practices will be offered to 100% of SISD staff. Bi-monthly voluntary DEI trainings/engagement offerings will be available to anyone in the Seguin community.

On Track

On Track

School Safety + Discipline Task Force

Fall 2022

	Feb Status	March 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	On Track
4.8.2 Student Support Team will conduct monthly campus liaison meetings to support student attendance.	On Track	On Track
4.8.3 Maintain efficient and clear districtwide process regarding attendance.	On Track	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.	On Track	On 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	On Track
4.10.1 Seguin ISD will provide ongoing safety training and support.	On Track	On Track

Facilities Task Force

Fall 2022

4.11.1 Upgrade security and life safety measures as resources allow.

Feb Status

On Track

March Status

On Track

4.11.5 Evaluate initial response time and completion data for facilities work orders.

On Track

On Track

4.12.3 Upgrade technology infrastructure to support learning.

On Track

On Track

Spring 2023

4.10.2 Evaluate furniture in learning spaces and develop a plan to update across the district.

On Track

On Track

4.11.3 Create a new campus operations scorecard with a goal of all campuses score of 90% or above in Safety, General Appearance, and Cleanliness.

On Track

On Track

Monthly Stepbacks

- Bellwether meets with Task Force Chairs monthly to conduct stepbacks
- Review progress on actions and update status
- Each task force identifies bright spot and area of challenges
- SLT then determines monthly spotlights for Board meetings



RSSP

Resilient Schools
Support Program

BELLWETHER
EDUCATION PARTNERS



*Emily Shisler, Academic and
Program Strategy Specialist*



Seguin ISD Strategic Plan 2025: Bright Spot

Strategic Actions Progress Highlights

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).

4.10.1 Seguin ISD will provide ongoing safety training and support.



Bright Spot

AJB is seeing positive growth in attendance and decrease in discipline referrals.

Highlights

- Invited the AJB administrative team to present their action plan at the Behavior Coordinator/Associate Principal/Assistant Principal Academy
- Campus leaders responded well to receiving information from their peers



Sequin ISD Strategic Plan 2025: Area of Focus

Strategic Actions that Require Re-Focusing

Task Force: Facilities

Chair: Tony Hillberg

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 4.10

Create flexible and adaptable learning spaces that ensure safety and security in an innovative environment that supports teaching and learning.

Performance Objective 4.11

By 2024, create new facilities evaluations to better track safety, appearance, and cleanliness.

Performance Objective 4.12

Provide equitable access to learning spaces that support fine arts, academics, college/career readiness and personal wellness for all students.



Strategic Actions

4.10.2 Evaluate furniture in learning spaces and develop a plan to update across the district.

4.11.1 Upgrade security and life safety measures as resources allow.

4.11.2 Form a Bond/Facilities Committee to plan next steps to support the strategic plan.

4.11.3 Create a new campus operations scorecard with a goal of all campuses score of 90% or above in Safety, General Appearance, and Cleanliness.

4.11.5 Evaluate initial response time and completion data for facilities work orders.

4.12.3 Upgrade technology infrastructure to support learning.



Area of Focus

Finding land for a future middle school site is proving to be a challenge within the estimated budget.

Problem Solving Actions

- \$2 million was set aside in Bond 2022 for future middle school site
- Criteria for the potential site is limiting options (i.e. size needed, strategic location, utilities, access to roads)
- Various options could support purchasing land at a price above available bond funds



May Meeting: Dashboard Update, Bright Spot, Area of Focus

