



# Sharyland ISD Strategic Plan 2016-2021

## Teaching and Learning

Develop and implement a vertically articulated and horizontally coordinated evidence-based curriculum.



### At SISD, We Believe:

- In educating the whole child through a culture of academic success
- All children can learn and succeed
- In providing high expectations for student achievement and quality instruction
- In innovative practices in a rigorous environment
- In embracing diversity
- In valuing parental involvement and community partnerships
- Our staff is dedicated to excellence
- A safe, supportive environment is necessary for learning

### Our Vision

**Sharyland ISD. . . Excellence is our Tradition**

### Our Mission

Sharyland ISD's Mission is to inspire, educate and empower all students to reach their full potential and become leaders of the highest moral character.

Strategies:	Specific Results:	Action Steps:	16-17	17-18	18-19	19-20	20-21
			Year 1	Year 2	Year 3	Year 4	Year 5
<b>1.1 Evaluate and revise the written curriculum for alignment, fidelity, and effectiveness</b>	<b>1.1.1</b> Provide curriculum based professional development that is relevant, effective, and ongoing.	1. Review results of state (yearly) and district assessments (ongoing) to identify gaps in teaching and learning.	*				
		2. Conduct a professional development survey where teachers identify their area of interest/need for growth.	*				
		3. Plan district-wide professional development sessions based upon the identified gaps and district/campus priority areas.	*				
		4. Hire core content expert(s) to provide ongoing support for teachers through professional development, modeling, and instructional coaching.	*				
		5. Utilize Eduphoria Workshop to maintain professional development portfolio to be reviewed by the teacher and campus administrator during T-TESS evaluation.	*				
		6. Evaluate the effectiveness of professional development as evident through campus and district data.		*			
		7. Evaluate plan annually and make changes as needed.	*				
	<b>1.1.2</b> Establish a process to monitor and analyze written curriculum to ensure alignment to state standards (TEKS).	1. Contract with an external auditor for a comprehensive review of district curriculum framework.	*				
		2. Provide ongoing opportunities for teachers to review curriculum documents and state standards to ensure alignment.		*			
		3. Collaborate with the external auditor to review the findings of the curriculum audit.		*			
		4. Create an action plan for addressing identified misalignments and/or gaps.		*			
		5. Hire core content expert(s) to provide ongoing support for teachers through professional development, modeling, and instructional coaching.		*			
		6. Evaluate plan annually and make changes as needed.	*				
<b>1.2 Provide differentiated instruction to meet the needs of all students.</b>	<b>1.2.1</b> Provide professional development opportunities for differentiated instruction that are relevant, effective, and ongoing.	1. Provide district-wide professional development on the principles of differentiated instruction.		*			
		2. Provide all administrators professional development on the principles of differentiated instruction.		*			
		3. Establish campus Professional Learning Communities (PLCs) for differentiated instruction.			*		
		4. Provide staff development to all campus DI PLC's on taking teaching and learning to the next level with rigorous instruction.			*		
		5. Provide staff development to all campus DI PLC's on implementing DI strategies into the classroom.			*		
		6. Evaluate the effectiveness of the implementation of the DI.				*	
<b>1.3 Create and implement a tiered professional development plan to support the effective delivery of the approved curriculum.</b>	<b>1.3.1</b> Create staff development guidelines which promote alignment, consistency, and professional growth.	1. Conduct a comprehensive needs assessment to identify district and campus staff development needs for the upcoming school year.	*				
		2. Review multiple sources of data (state assessments, teacher walkthroughs, AP scores, district benchmarks and student achievement data etc.) to identify gaps in teaching and learning.	*				
		3. Develop a specific tiered professional development curriculum that teachers are required to complete based on years of experience (0-3, 4-7, 8+).		*			
		4. Appoint and develop trainer of trainers (TOT) to deliver district required trainings.		*			
		5. Evaluate the effectiveness of the professional development sessions utilizing an established rubric.	*				
		6. Require teachers to maintain an online professional development portfolio to be reviewed during annual T-TESS conference.	*				
		7. Evaluate plan annually and adjust as needed.	*				
	<b>1.3.2</b> Create staff development guidelines for teachers with 0-3 years' experience and new to the district.	1. Conduct an engaging teacher camp that provides training in the following areas: SISD vision and mission, policies, procedures, traditions, district programs (Eduphoria, Skyward, Outlook etc.) and expectations.		*			
		2. Provide teachers with 0-3 years' experience training on classroom management, professional communication, lesson design and delivery, Kagan cooperative learning, best practices and effective documentation.		*			
		3. Initiate a mentor system (for 0-3 years' experience) and buddy system (for 4+ new to the district) that provides instructional support.	*				
		4. Evaluate annually plan annually and make adjustments as needed.	*				



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## Human Capital

Design a system to maximize staff morale.



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Strategies:	Specific Results:	Action Steps:	16-17	17-18	18-19	19-20	20-21
			Year 1	Year 2	Year 3	Year 4	Year 5
2.1 Establish a comprehensive system to develop staff.	2.1.1 Develop and implement mentoring, training, and support programs for new teachers (new to career or new to district) and tenured professionals promoted into new positions.	1. Develop a stronger mentoring system that is supported at both the district and campus levels to include pre-service training observations of master teachers, debriefing sessions with district and/or campus designee and personalized professional development.	*				
		2. Provide new teachers time each semester to participate in a new teacher academy that provides immersion into their identified needs as determined by their mentor, their evaluator, and themselves.		*			
		3. Provide tenured professionals with ongoing mentorship and support in their new position.		*			
		4. Create an onboarding checklist with very specific tasks.		*			
		5. Create and identify a "mentor" pool at district offices and at each campus.	*				
		6. Consider a stipend for mentors to increase accountability.	*				
		7. Evaluate mentoring system through new teacher retention, performance and surveys.		*			
	2.1.2 Develop a comprehensive training plan to develop and support tenured employees that will make them feel empowered and proud to work at Sharyland ISD.	1. Provide and establish structured leadership training for all campus leaders.			*		
		2. Identify overall district training needs and also respective campus training needs.	*				
		3. Conduct an initial and mid-term survey of professional development to identify tenured teacher needs.		*			
		4. Facilitate on-going training identified.		*			
		5. Evaluate training provided through retention, performance, and surveys.		*			
2.2 Recruit and retain highly effective staff at all levels	2.2.1 Develop and implement positive morale through support programs, mentorship, effective communication, employee input and recognition in order to foster a healthy work environment.	1. Develop a mentorship program that encompasses all levels with emphasis on new hires with a goal-oriented feedback system as means to develop strong relationships within an organization	*				
		2. Establish means of communication for employers to listen and respond to employee input		*			
		3. Establish processes to maintain two-way communication		*			
		4. Establish a series of values as the basis of building a positive culture and a safe and healthy working environment			*		
		5. Develop a system that empowers and expands leadership capacity and growth opportunities			*		
		6. Recognize employees in meaningful ways in order to impact their work performance	*				
		7. Incorporate wellness/fitness ideas to promote healthy lifestyles and work/life balance			*		
		8. Recognize employees that clearly go above and beyond the scope of their duty		*			
		9. Plan annually and make changes as needed to Action Steps to reflect district needs		*			
	2.2.2 Sustain a culture of excellence by recognizing employee worth through a variety of employee benefits.	1. Analyze salary compensation report and work to increase salaries to ensure employees are paid commensurate with market values.	*				
		2. Review district policy for extra duty pay to ensure equitable compensation as well as build consistency among campuses	*				
		3. Explore funding and the possibility of providing holiday pay for auxiliary staff			*		
		4. Consider awarding stipends or scholarships to employees for continuing education or academic advancement relevant to district needs			*		
		5. Assess our current total compensation package and identify strengths and weaknesses	*				
		6. Plan annually and make changes as needed to Action Steps to reflect district needs		*			



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## Values and Ethics

Create a proactive plan promoting value and ethics within the school system and community.



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Strategies:	Specific Results:	Action Steps:	16-17	17-18	18-19	19-20	20-21
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3.1 Provide support services for digital citizenship.	3.1.1 Develop and implement training and support programs for all students, staff, and parents that targets digital citizenship.	1. Make digital citizenship a priority in our district and build a technology plan by explaining its importance in society. Make digital citizenship curriculum part of conduct grade. Continue to include in district tech plan.	*				
		2. Develop a strong training program for staff that is supported at both the district and campus levels; to include in-service training and professional development using Learning.com, and/or SISD technology department personnel.		*			
		3. Explore and evaluate various resources that target digital citizenship that may be used for training lessons for students such as, but not limited to, Learning.com, Common Sense Media, and BrainPop.	*				
		4. Implement a strong training program for students that is supported at both the district and campus levels and provided by various groups within the educational community such as teachers, librarians, counselors, coaches, and administrators.		*			
		5. Disperse lessons among various groups in our educational community to ensure commitment to the plan and show evidence of solidarity.		*			
		6. Inform parents of the establishment of a comprehensive district program that will provide support services for digital citizenship.		*			
		7. Present an awareness program for parents that is supported at both the district and campus levels to explain the various aspects of digital citizenship.	*				
		8. Evaluate the effectiveness of the comprehensive digital citizenship program by examining the number of staff members and students who successfully complete training lessons (certificates/badges), and surveying parents.		*			
3.2 Provide support services for drug awareness for all students and staff.	3.2.1 Develop and implement strategies for drug awareness and prevention designed to create environments and conditions that support behavioral health and the ability of students to withstand challenges.	1. Research drug and alcohol prevention/awareness programs currently being utilized within SISD.	*				
		2. Build relationships with various sectors of the community (such as business, faith, schools, and health professionals) to combat the proliferation of drug use.				*	
		3. Develop a collaborative (MOU) with Behavioral Health Solutions of South Texas, PDAP, etc.				*	
		4. Implement evidence based drug and alcohol prevention/awareness programs.		*			
		5. Utilize speakers, SADD Clubs, character education, Diamondbacks Lead the Way, Rattlers Guiding Rattlers, Student Council, etc.	*				
		6. Provide drug and alcohol prevention/awareness training(s) for all SISD staff.		*			
	3.2.2 Develop partnerships with external service organizations for students diagnosed with substance abuse to live productive lives in the community.	7. Develop and implement drug and alcohol prevention/awareness training modules for parents, community, and as a method of continuing education for all SISD staff.			*		
		8. Evaluate annually the effectiveness of the implemented drug and alcohol prevention/awareness programs at the conclusion of each school year.			*		
		1. Expand SAPS (Substance Abuse Prevention Services) program for ALL students including first time drug offenders to DAEP as well as those, on a voluntary basis, that are deemed at risk of drug/alcohol abuse. **Note: Target population is currently 8th-12th. 1st-7th grade?			*		
		2. Utilize MOU contracted organizations for individual and group counseling. Al-anon for affected families, as well as parent and community presentations.				*	
		3. Provide continued use of speakers, testimonials, etc. as previously noted in Action Plan 3.2 Plan 1.	*				
		4. Increase family involvement by advertising current SAPS program's counseling component ("Family Night") to school based parent teacher organizations.			*		
		5. Reestablish SHAC to confront the social and emotional issues of our community including drug/alcohol use by coming together once a month in order to generate dialogue amongst students, parents, staff, and community members.	*				
		6. Consider district Wellness Coordinator who would assist in the follow-through of all programs associated with this plan.				*	
	3.3.1 Establish a comprehensive district support system in alignment with the district Code of Conduct in order to foster Academic Integrity for all Sharyland ISD students.	7. Evaluate program at the end of the year to measure success rate of targeted population.		*			
		1. Integrate the Student Code of Conduct related to Academic Integrity and Performance as an ongoing awareness resource.	*				
		2. Enhance the values of honesty, integrity, reliability, respect, responsibility, and pursuit of excellence as an ongoing resource through guidance lessons.		*			
		3. Through a partnership with parents, campuses will provide informational meetings on the Student Code of Conduct to bridge the home and school connection.		*			
		4. Build a unified school culture around excellence and ethics through consistent high expectations for learning and behavior.		*			
		5. Establish a district wide "Professional/Compact for Excellence" for students that include: "Rules for Doing Our Best Work", student forums that focus on "Ethical Discussions" and include creation of District Honor Code.			*		
3.3 Develop a plan to teach SISD values and ethics to all students.	3.3.2 Establish a comprehensive district support system in alignment with the district Code of Conduct in order to foster Social Integrity for all Sharyland ISD students.	6. Monitor the number of incidences reported on student's plagiarism or cheating. Meeting agenda and sign-in sheets on parental meetings that speak about Academic Integrity.			*		
		1. Enhance the values of honesty, integrity, reliability, respect, accountability, and pursuit of excellence as an ongoing resource through guidance lessons.		*			
		2. Strengthen foundations of social integrity through knowledge of human cultures by fostering student's personal and social responsibility through integrative learning as an ongoing process.	*				
		3. Implement positive values through the use of daily inspirational messages to encourage students to bring out the best in themselves. Programs to consider, but not limited to, include "Foundation for A Better Life" (www.values.com), "Project RESPECT," and "Project Wisdom."				*	
		4. Ensure that the district's sense of purpose, social integrity and behavior expectations, are shared by the families and community.	*				
		5. Establish an explicit compact—an agreement between the school and parent to support each other in upholding shared character expectations and.			*		
	3.3.1 Establish a comprehensive district support system in alignment with the district Code of Conduct in order to foster Academic Integrity for all Sharyland ISD students.	6. Monitor the implementation of the programs through meeting agendas, parental survey and feedback, counselor reports and feedback, discipline referrals, and Choose to Care reports.			*		



# Sharyland ISD Strategic Plan 2016-2021

## Technology

Create a culture where technology is embraced and integrated in to teaching and learning.



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<b>4.1 Establish a comprehensive system of updating technology infrastructure to meet the needs of 21st Century learning for all stakeholders.</b>	<b>4.1.1</b> Implement an education technology ecosystem that is actively updated, designed to evaluate and adapt to the evolving needs of the Sharyland ISD technology infrastructure.	1. Perform annual internal audits of all technology infrastructure.	*				
		2. Survey Teachers in order to determine classroom technology priorities.	*				
		3. Implement Essential Technology Standard for every classroom.		*			
		4. Create a comprehensive technology hardware / software replacement plan.	*				
		5. Present a State of the District Technology/Strategic Planning Update report to the School Board twice a year.	*				
		6. Maintain current Technology Department knowledge as it pertains to Sharyland ISD.		*			
		7. Conduct a district competitive analysis. (Who is the best of the best?) - Top 10 National, State, Local districts based on academics - What is their tech plan? How does it compare to our goals? What can we learn from their approach?	*				
		8. Evaluate plan annually and make changes as needed.	*				
<b>4.2 Create a plan to ensure faculty have access to anytime anywhere learning</b>	<b>4.2.1</b> Instill a platform of online learning that is accessible and available anytime for teachers and students.	1. Increase professional accountability through pairing teachers with an on-campus technology coach, as well as an administrators, who will monitor the teacher's progress toward a technological growth plan that is created through cooperation between all three stakeholders.	*				
		2. Train a cohort of Google-certified teachers who will serve as trainers to other teachers on Google's Apps for Education.		*			
		3. Provide a centralized help desk that will contain lessons that can help struggling teachers master online learning tools.	*				
		4. Promote being a Google district.		*			
		5. Fix the login problems that make students and teachers apprehensive of using Google's platform.	*				
		6. Assess staff familiarity with Google Apps for Education through a review of student products and evidence of mastery in the classroom.		*			
		7. Improve the infrastructure required to allow digitally-enabled lessons.		*			
		8. Evaluate plan annually and make changes as needed	*				
	<b>4.2.2</b> Provide internal support at every campus to promote maximum utilization of Google Apps for Education Tools.	1. Create how-to videos that teachers can use as support when working with Google Apps for Education that can be found in a centralized help desk.	*				
		2. Design individualized learning pathways with the support of the on-campus instructional technology coach.	*				
		3. Provide trainings to certify the instructional technology coaches in GAFE who will, in turn, train the teachers at their campus.		*			
		4. Explore building "instructional technology support" within all master schedules to allow for selected staff members to be available to mentor/co-teach/train daily.		*			
		5. Increase teacher accountability through student products, tracking goal completion and yearly growth, as per predetermined T-TESS goals.	*				
		6. Evaluate plan annually and make changes as needed	*				



# Sharyland ISD Strategic Plan 2016-2021

**Finance,  
Facilities,  
Safety and  
Security**

Invest responsibly in the education of our children utilizing measurable outcomes.



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5.1 Create a plan to maximize revenues.	5.1.1 Capitalize on Federal, State and local resources.	1. Develop a plan to maintain/increase student enrollment by recruiting 1) SISD resident students attending other school districts and 2) students of SISD employees that reside outside the district.	*				
		2. Expand and market weighted funded CTE course offerings.	*				
		3. Gradually increment district I & S property taxes to support bonded indebtedness.	*				
		4. Pursue competitive state and federal grant opportunities.		*			
		5. Promote Child Nutrition Meal Applications through various outreach methods.	*				
		6. Communicate the rules, benefits and importance of student daily attendance to parents.	*				
		7. Expand and market new and innovative courses such as K-12 academies and dual enrollment.		*			
		8. Investigate implementation of a universal full day pre-kindergarten program.		*			
		9. Evaluate plan annually and make changes as needed.	*				
	5.1.2 Establish new revenue streams at district/campus level.	1. Obtain/Increase community/business/campus support through sponsorships, fundraising, etc.	*				
		2. Establish District standards/guidelines for fundraising. i.e. Evaluate athletic gate fees/facility rental fees.		*			
		3. Generate opportunities for community business advertising.		*			
		4. Explore creating an alumni contribution fund.	*				
		5. Evaluate plan annually and make changes as needed.	*				
5.2 Create a plan to prioritize our expenditures.	5.2.1 Reduce operational expenses by implementing practices that maximize use of district resources.	1. Provide environments that are clean, safe, and conducive to learning and that apply best practices for energy efficiency and environmental sustainability.	*				
		2. Conduct a routine facilities preventive maintenance program.	*				
		3. Develop and implement a plan to address deferred maintenance over a scheduled period of time.	*				
		4. Evaluate auxiliary staffing needs and reposition or phase out positions through attrition as necessary.	*				
		5. Consider outsourcing auxiliary departments.		*			
		6. Analyze energy usage to find opportunities for savings.	*				
		7. Implement comprehensive staffing guidelines.	*				
		8. Maximize facility use.		*			
		9. Evaluate plan annually and make changes as needed.	*				
	5.2.2 Create an optimal academic structure that maximized district/campus resources	1. Outline a defined budget process based on district/campus needs that supports the district's strategic plan.	*				
		2. Implement comprehensive staffing guidelines.	*				
		3. Develop campus budget benchmarks.	*				
		4. Expand and market new and innovative courses such as K-12 academies and dual enrollment.		*			
		5. Create an incentive program to encourage employee attendance.		*			
		6. Minimize employee school related absences.		*			
		7. Efficiently manage campus/program/department budgets.	*				
		8. Explore zero based budgeting practice.		*			
		9. Evaluate plan annually and make changes as needed.	*				