



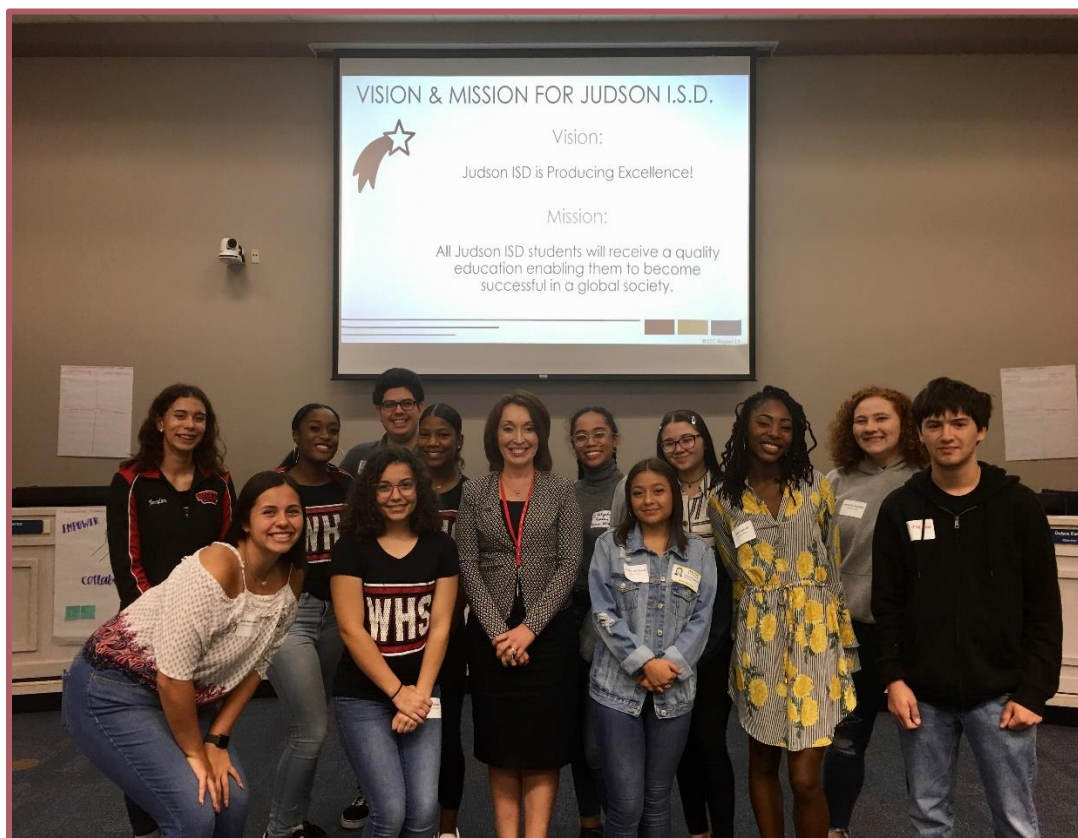
JUDSON I. S. D.





# Strategic Planning

Strategic planning is a process that empowers stakeholders, such as parents, students, district employees, city officials, business partners, and clergy, to collaboratively shape the future of their school district. Through this process, the district and community become partners in creating a five-year plan. This shared sense of ownership enables districts to overcome obstacles and discover new possibilities for students. All school districts reach a point where they must reinvigorate their practices, and create new systems, or face decline. The strategic planning process galvanizes the community around a common purpose, bringing new life to the district.



# Strategic Planning Process



Through the **strategic planning** process, stakeholders from across the community were brought together to assess the needs of and to offer input on the direction Judson I.S.D. should take over the next five years. The strategic planning process helped to identify a common set of beliefs that are unique to the community. Every action in the strategic plan was purposefully aligned with the community's beliefs. Community members also harmonized their beliefs and reviewed the district's vision and mission, which became the foundation of the strategic plan. The stakeholders assessed the strengths, challenges, opportunities, and threats the district faced in certain focus areas, or *strands*, identified by school leadership. This information helped set targets for growth, or *SMART goals*, for each strand, along with strategies the district will employ to reach these targets. Finally, a team of content area experts mapped out the action steps necessary to achieve each strategy. Care was taken by the Action Planning Team to give direction and specificity, yet allow leeway as the action steps are implemented by district personnel over the coming five years.



*Authentic community and family engagement is key to creating opportunities for students to develop the 21st century skills necessary for success in a global society.*



## Report Layout

The remaining pages of the report contain the stakeholder-driven, five-year strategic plan for **Judson I.S.D.** The ensuing contents of the strategic plan are broken out into strands identified as focus areas for the strategic plan. The vision, mission, and community beliefs guided the direction of the planning committees and provided a foundation for the plan. Finally, goals, strategies, and action steps are outlined for each strand.



## Virtual Plan


A web resource has been created to house the virtual strategic plan. The virtual plan contains all of the information found within this report. Additionally, fields can be added to aid in implementation and revision of the plan. Examples of additional information to be added include timelines, person(s) responsible, necessary resources, means of measuring implementation of the plan. A strategic plan is a living document that undergoes updates and revisions over time. It is important to note that updates can be made **by anyone provided with the following link:**

<https://sites.google.com/view/judsonisd-strategic-plan/judson-i-s-d-strategic-plan>



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# Judson I.S.D. Strategic Planning Strands



**Effective Instruction**  
**Involving Families & Community**  
**Positive School Culture**



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# Vision



**Judson ISD is Producing Excellence!**

## Mission

All Judson ISD students will receive a quality education enabling them to become successful in a global society.

## Shared Beliefs

### **WE BELIEVE:**

In an equitable education that looks beyond academic scores so students feel empowered and capable of developing their identity, dreams, and goals.

In creating a culture of service that places respect, honesty, and open communication, innovation, and collaboration at the forefront in order to create a safe sense of community and life-long learners.

Positive relationships among students, staff, families and community members make them feel valued, safe, and trusted so they will be involved and empowered to make informed decisions about the future of our district and the students.



# Effective Instruction

## SMART GOAL:

By 2024, 100% of Judson I.S.D. students will meet or exceed grade-level expectations and will be college, career, or military ready.

## STRATEGY:

Develop a district-wide system to ensure effective and data-driven instruction for every student to reach their optimal potential.

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
In Progress	Develop a format for consistent lesson planning.	Existing lesson plan templates, state standards	Deputy Superintendent of Teaching and Learning
Spring 2020	Train K-12 teachers and para-professionals on best practices for small group instruction in reading.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Spring 2020	Train K-12 administrators and instructional leaders on best practices for small group instruction in reading.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2020	Update the campus walk-through form to support the monitoring of small group reading instruction (K-12).	Walk-through form, best-practices for small group instruction	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Spring 2020	Monitor the implementation of small group instruction in reading.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators
Spring 2020	Train K-12 teachers and para-professionals on best practices for small group instruction in math.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Spring 2020	Train K-12 administrators and instructional leaders on best practices for small group instruction in math.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Spring 2020	Update the campus walk-through form to support the monitoring of small group math instruction K-12.	Walk-through form, best-practices for small group instruction	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department



SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2020	Monitor the implementation of small group instruction in math.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators
Spring 2020	Develop a vertically aligned ELAR instructional framework.	Curriculum and Instruction department. ELAR state standards, ELAR district scope and sequence	Curriculum and Instruction department
Spring 2020	Provide continuous teacher training and support over the elements of ELAR instruction.	Curriculum and Instruction department. ELAR state standards, ELAR district scope and sequence	Curriculum and Instruction department
Spring 2020	Align district walk-through forms to monitor implementation of the ELAR instructional framework elements.	Existing walk-through form, ELAR instructional framework	Curriculum and Instruction department
Spring 2020	Train administrators and instructional leaders on the revised ELAR walk-through form.	Revised ELAR walk-through form	Curriculum and instruction department
Spring 2020	Monitor the fidelity of implementation of the ELAR instructional framework.	Campus administrators, walk-through form	Assistant Superintendent of Curriculum and Instruction

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2020	Review and adjust, as needed, the use of the ELAR framework.	Curriculum and Instruction department	Curriculum and Instruction department, campus administrators
Spring 2020	Measure and track individual student growth in math (minimum of three times a year).	Universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department
Spring 2020	Measure and track individual student growth in reading (minimum of three times a year).	Literacy and language program universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department
Spring 2020	Develop summer programs addressing acceleration, remediation, and enrichment, contingent on funding.	Federal and SCE funding	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, program leads

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2020	Implement summer programs addressing acceleration, remediation, and enrichment, contingent on funding.	Federal and SCE funding	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, program leads
Summer 2020	Update protocol, as needed, to review effectiveness of instructional resources.	Curriculum and Instruction department, program coordinators	Assistant Superintendent of Curriculum and Instruction
Summer 2020	Review effectiveness of instructional resources.	Protocol, list of instructional resources	Assistant Superintendent of Curriculum and Instruction
Summer 2020	Revise and update the district-wide Response-to-Intervention (RtI) academic and behavioral framework, using a continuous improvement model.	TEA RtI Handbook	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department, RtI teachers
Summer 2020	Develop a comprehensive framework for bilingual and ESL programs.	State guidelines for bilingual programs	Assistant Superintendent of Curriculum and Instruction, ELL Director ESL Coordinator, ESL and bilingual teachers

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2020	Develop/enhance process manuals for special population (i.e., EL, SPED, 504, dyslexia, GT) identification, compliance, and implementation.	Federal and State program requirements, Educational Service Centers, district program leads	Campus administrators, campus special program designees, district program leads
Summer 2020	Review and revise, as needed, the campus walk-through form to support the monitoring of small group reading instruction (K-12).	Walk-through form, best-practices for small group instruction	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Summer 2020	Review and revise, as needed, the campus walk-through form to support the monitoring of small group math instruction (K-12).	Walk-through form, best-practices for small group instruction	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2020	Measure and track individual student growth in math (three times a year).	Universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department
Fall 2020	Measure and track individual student growth in reading (three times a year).	Literacy and language program universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2020	Provide training of RTI academic and behavioral framework for elementary and secondary level teachers, administrators, and other staff.	District RtI handbook and framework	Deputy Superintendent of Teaching and Learning, district RtI specialist, Assistant Superintendent of Curriculum and Instruction
Fall 2020	Collect and monitor student RtI data.	RtI meeting notes, student data	Deputy Superintendent of Teaching and Learning, district RtI specialist, Assistant Superintendent of Curriculum and Instruction
Fall 2020	Provide training for teachers, para-professionals, and administrators on the process manuals for special populations and how to implement actions.	Process manuals, Education Service Centers, district program leads	Campus Administrators, campus special program designees, district program leads
Fall 2020	Train teachers on lesson planning format.	Lesson plan format	Department of Curriculum and Instruction
Fall 2020	Train administrators on lesson planning format	Lesson plan format	Department of Curriculum and Instruction

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2020	Train new K-12 teachers and para-professionals on best practices for small group instruction in reading.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2020	Train new K-12 administrators and instructional leaders on best practices for small group instruction in reading.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2020	Train returning K-12 administrators, teachers, and para-professionals on best practices for small group instruction in reading.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2020	Monitor the implementation of small group instruction in reading.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators
Fall 2020	Train new K-12 teachers and para-professionals on best practices for small group instruction in math.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2020	Train new K-12 administrators and instructional leaders on best practices for small group instruction in math.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2020	Train returning K-12 administrators, teachers, and para-professionals on best practices for small group instruction in math.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2020	Monitor the implementation of small group instruction in math.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators
Fall 2020	Train new administrators and instructional leaders on the revised ELAR walk-through form.	Revised ELAR walk-through form	Curriculum and instruction department
Fall 2020	Train returning administrators and instructional leaders on the revised ELAR walk-through form.	Revised ELAR walk-through form	Curriculum and instruction department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2020	Provide continuous teacher training and support over the elements of ELAR instruction.	Curriculum and Instruction department. ELAR state standards, ELAR district scope and sequence	Curriculum and Instruction department
Fall 2020	Monitor the fidelity of implementation of the ELAR instructional framework.	Campus administrators, walk-through form	Assistant Superintendent of Curriculum and Instruction
Fall 2020	Develop and update a vetted list of approved instructional resources.	District administration. Technology department	Director of Desktop Services and corresponding department, Curriculum and Instruction department
Fall 2020	Communicate a vetted list of approved instructional resources.	District administration. Technology department	Director of Desktop Services and corresponding department, Curriculum and Instruction department
Fall 2020	Create a survey for review of curriculum guides.	Curriculum guides, student data	Curriculum and Instruction department
Fall 2020	Administer teacher survey regarding curriculum guides.	Survey	Curriculum and Instruction department



SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2020	Review survey data regarding curriculum guides.	Survey results	Curriculum and Instruction department
Fall 2020	Revise and enhance existing curriculum guides based on teacher feedback and student data.	Survey, feedback portal. student data reports	Curriculum and instruction department, content area teachers, professional learning leaders
Fall 2020	Review program data for effectiveness and eliminate ineffective instructional programs, as needed.	Data Reports	Program leaders, Curriculum and Instruction department, special population programs , teachers
Fall 2020	Review and revise, as needed, summer programs addressing acceleration, remediation, and enrichment, contingent on funding.	Federal and SCE funding	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, program leads
Spring 2021	Collect and monitor the effectiveness of RTI framework.	RtI meeting notes, student data	Deputy Superintendent of Teaching and Learning, district RtI specialist, Assistant Superintendent of Curriculum and Instruction

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2021	Review and revise, as needed, the district RTI framework.	District RTI Handbook and framework, student RTI data	District RTI specialist
Spring 2021	Review and revise, as needed, the vertically aligned ELAR instructional framework.	Curriculum and Instruction department. ELAR state standards, ELAR district scope and sequence	Curriculum and Instruction department
Spring 2021	Provide continuous teacher training and support over the elements of ELAR instruction.	Curriculum and Instruction department. ELAR state standards, ELAR district scope and sequence	Curriculum and Instruction department
Spring 2021	Review and revise, as needed, the district walk-through forms to monitor implementation of the ELAR instructional framework elements.	Existing walk-through form, ELAR instructional framework	Curriculum and Instruction department
Spring 2021	Monitor the fidelity of implementation of the ELAR instructional framework.	Campus administrators, walk-through form	Assistant Superintendent of Curriculum and Instruction

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2021	Review and adjust, as needed, the use of the ELAR framework.	Curriculum and Instruction department	Curriculum and Instruction department, campus administrators
Spring 2021	Review and revise, as needed, the format for consistent lesson planning.	Existing lesson plan templates, state standards	Deputy Superintendent of Teaching and Learning
Spring 2021	Review and revise, as needed, the survey for review of curriculum guides.	Existing survey	Curriculum and Instruction department
Spring 2021	Administer teacher survey regarding curriculum guides.	Survey	Curriculum and Instruction department
Spring 2021	Review survey data regarding curriculum guides.	Survey results	Curriculum and Instruction department
Spring 2021	Monitor the implementation of small group instruction in reading.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators
Spring 2021	Monitor the implementation of small group instruction in math.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2021	Establish district-wide guidelines for differentiation of instruction.	Research on differentiation techniques and strategies	Curriculum Board Advisory, Curriculum and Instruction department
Spring 2021	Measure and track individual student growth in math (three times a year).	Universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department
Spring 2021	Measure and track individual student growth in reading (three times a year).	Literacy and language program universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department
Summer 2021	Implement summer programs addressing acceleration, remediation, and enrichment, contingent on funding.	Federal and SCE funding	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, program leads

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2021	Provide teachers training in differentiated instruction.	Differentiated instruction guideline documents, JISD professional learning leaders	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, special programs coordinators or designees
Summer 2021	Provide administrators training in differentiated instruction.	Differentiated instruction guideline documents, JISD professional learning leaders	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, special programs coordinators or designees
Summer 2021	Update protocol, as needed, to review effectiveness of instructional resources.	Curriculum and Instruction department, program coordinators	Assistant Superintendent of Curriculum and Instruction
Summer 2021	Review effectiveness of instructional resources.	Protocol, list of instructional resources	Assistant Superintendent of Curriculum and Instruction

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2021	Revise and enhance existing curriculum guides based on teacher feedback and student data.	Survey, feedback portal. student data reports	Curriculum and instruction department, content area teachers, professional learning leaders
Summer 2021	Review and revise, as needed, the district-wide Response-to-Intervention (RtI) academic and behavioral framework, using a continuous improvement model.	TEA RtI Handbook	Deputy Superintendent of Teaching and Learning, Department of Curriculum and Instruction, RtI teachers
Summer 2021	Review and revise, as needed, the comprehensive framework for bilingual and ESL programs.	State guidelines for bilingual and ESL programs	Assistant Superintendent of Curriculum and Instruction, ELL Director ESL Coordinator, ESL and bilingual teachers
Summer 2021	Review and revise, as needed, the process manuals for special population (i.e., EL, SPED, 504, dyslexia, GT) identification, compliance, and implementation.	Federal and State program requirements, Educational Service Centers, district program leads	Campus administrators, campus special program designees, district program leads

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2021	Review and revise, as needed, the campus walk-through form to support the monitoring of small group reading instruction (K-12).	Walk-through form, best-practices for small group instruction	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Summer 2021	Review and revise, as needed, the campus walk-through form to support the monitoring of small group math instruction (K-12).	Walk-through form, best-practices for small group instruction	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Summer 2021	Review and revise format for consistent lesson planning.	Existing lesson plan templates, state standards	Deputy Superintendent of Teaching and Learning
Summer 2021	Create a district-wide system for students to track and measure their performance in all core subjects.	State standards for all core areas, student assessment tracking resources	Deputy Superintendent of Teaching and Learning
Fall 2021	Provide new teachers and administrators training in differentiated instruction.	Differentiated instruction guideline documents, JISD professional learning leaders	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, special programs coordinators or designees

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2021	Update training for returning teachers and administrators in differentiated instruction.	Differentiated instruction guideline documents, JISD professional learning leaders	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, special programs coordinators or designees
Fall 2021	Provide support for implementation of differentiated instruction.	Professional Learning Communities, Curriculum unit map guides, SPED differentiated instruction program	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, special education support staff, campus administrators
Fall 2021	Train new K-12 teachers and para-professionals on best practices for small group instruction in reading.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2021	Train new K-12 administrators and instructional leaders on best practices for small group instruction in reading.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department



SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2021	Train returning K-12 administrators, teachers, and para-professionals on best practices for small group instruction in reading.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2021	Monitor the implementation of small group instruction in reading.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators
Fall 2021	Train new K-12 teachers and para-professionals on best practices for small group instruction in math.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2021	Train new K-12 administrators and instructional leaders on best practices for small group instruction in math.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2021	Train returning K-12 administrators, teachers, and para-professionals on best practices for small group instruction in math.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2021	Monitor the implementation of small group instruction in math.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators
Fall 2021	Train teachers, para-professionals, and administrators on the district-wide system where students track and measure their performance in all core subjects.	District tracking system	Deputy Superintendent of Teaching and Learning
Fall 2021	Implement a district-wide system where students track and measure their performance in all core subjects.	Data tracking tools, curriculum and instruction modeling	Campus administrators, classroom Teachers
Summer 2021	Review and revise, as needed, summer programs addressing acceleration, remediation, and enrichment, contingent on funding.	Federal and SCE funding	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, program leads

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2021	Provide training on RTI academic and behavioral framework for elementary and secondary level new teachers, administrators, and other staff.	District RtI handbook and framework	Deputy Superintendent of Teaching and Learning, district RtI specialist, Assistant Superintendent of Curriculum and Instruction
Fall 2021	Provide training of RTI academic and behavioral framework for returning elementary and secondary level teachers, administrators, and other staff.	District RtI handbook and framework	Deputy Superintendent of Teaching and Learning, district RtI specialist, Assistant Superintendent of Curriculum and Instruction
Fall 2021	Provide training for new teachers, para-professionals, and administrators on the process manuals for special populations and how to implement actions.	Process manuals, Education Service Centers, district program leads	Campus Administrators, campus special program designees, district program leads
Fall 2021	Provide updated training for returning teachers, para-professionals, and administrators on the process manuals for special populations and how to implement actions.	Process manuals, Education Service Centers, district program leads	Campus Administrators, campus special program designees, district program leads

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2021	Train new teachers on lesson planning format.	Lesson plan format	Department of Curriculum and Instruction
Fall 2021	Review training on the lesson planning format for returning teachers.	Lesson plan format	Department of Curriculum and Instruction
Fall 2021	Train new administrators on lesson planning format.	Lesson plan format	Department of Curriculum and Instruction
Fall 2021	Train returning administrators on the lesson planning format.	Lesson plan format	Department of Curriculum and Instruction
Fall 2021	Train new administrators and instructional leaders on the revised ELAR walk-through form.	Revised ELAR walk-through form	Curriculum and instruction department
Fall 2021	Train returning administrators and instructional leaders on the revised ELAR walk-through form.	Revised ELAR walk-through form	Curriculum and instruction department
Fall 2021	Provide continuous teacher training and support over the elements of ELAR instruction.	Curriculum and Instruction department. ELAR state standards, ELAR district scope and sequence	Curriculum and Instruction department
Fall 2021	Monitor the fidelity of implementation of the ELAR instructional framework.	Campus administrators, walk-through form	Assistant Superintendent of Curriculum and Instruction

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2021	Review program data for effectiveness and eliminate ineffective instructional programs, as needed.	Reports from systems and programs, surveys (what survey is this?)	Program leaders, Curriculum and Instruction department, Special Education department, teachers
Fall 2021	Measure and track individual student growth in math (three times a year).	Universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department
Fall 2021	Measure and track individual student growth in reading (three times a year).	Literacy and language program universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department
Spring 2022	Review and revise, as needed, the format for consistent lesson planning.	Existing lesson plan templates, state standards	Deputy Superintendent of Teaching and Learning
Spring 2022	Review and revise, as needed, the vertically aligned ELAR instructional framework.	Curriculum and Instruction department. ELAR state standards, ELAR district scope and sequence	Curriculum and Instruction department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2022	Provide continuous teacher training and support over the elements of ELAR instruction.	Curriculum and Instruction department. ELAR state standards, ELAR district scope and sequence	Curriculum and Instruction department
Spring 2022	Review and revise, as needed, the district walk-through forms to monitor implementation of the ELAR instructional framework elements.	Existing walk-through form, ELAR instructional framework	Curriculum and Instruction department
Spring 2022	Monitor the fidelity of implementation of the ELAR instructional framework.	Campus administrators, walk-through form	Assistant Superintendent of Curriculum and Instruction
Spring 2022	Review and adjust, as needed, the use of the ELAR framework.	Curriculum and Instruction department	Curriculum and Instruction department, campus administrators
Spring 2022	Collect and monitor the effectiveness of RTI framework.	RtI meeting notes, student data	Deputy Superintendent of Teaching and Learning, district RtI specialist, Assistant Superintendent of Curriculum and Instruction

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2022	Review and revise, as needed, the district RtI framework.	District RtI Handbook and framework, student RtI data	District RtI specialist
Spring 2022	Provide support for implementation of differentiated instruction.	Professional Learning Communities, Curriculum unit map guides, SPED differentiated instruction program	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, special education support staff, campus administrators
Spring 2022	Measure and track individual student growth in math (three times a year).	Universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department
Spring 2022	Measure and track individual student growth in reading (three times a year).	Literacy and language program universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department
Spring 2022	Monitor the implementation of small group instruction in reading.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2022	Monitor the implementation of small group instruction in math.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators
Spring 2022	Continue to implement a district-wide system where students track and measure their performance in all core subjects.	Data tracking tools, curriculum and instruction modeling	Campus administrators, classroom Teachers
Spring 2022	Review and revise, as needed, the survey for review of curriculum guides.	Existing survey	Curriculum and Instruction department
Spring 2022	Administer teacher survey regarding curriculum guides.	Survey	Curriculum and Instruction department
Spring 2022	Review survey data regarding curriculum guides.	Survey results	Curriculum and Instruction department
Summer 2022	Implement summer programs addressing acceleration, remediation, and enrichment, contingent on funding.	Federal and SCE funding	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, program leads



SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Review and revise format for consistent lesson planning.	Existing lesson plan templates, state standards	Deputy Superintendent of Teaching and Learning
Summer 2022	Revise and enhance existing curriculum guides based on teacher feedback and student data.	Survey, feedback portal. student data reports	Curriculum and instruction department, content area teachers, professional learning leaders
Summer 2022	Review and revise, as needed, the district-wide system for students track and measure their performance in all core subjects.	State standards for all core areas, district tracking system	Deputy Superintendent of Teaching and Learning
Summer 2022	Review and revise, as needed, district-wide guidelines for differentiation of instruction.	Current district differentiation guidelines, research on differentiation techniques and strategies	Curriculum Board Advisory, Curriculum and Instruction department
Summer 2022	Update protocol, as needed, to review effectiveness of instructional resources.	Curriculum and Instruction department, program coordinators	Assistant Superintendent of Curriculum and Instruction
Summer 2022	Review effectiveness of instructional resources.	Protocol, list of instructional resources	Assistant Superintendent of Curriculum and Instruction

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Review and revise, as needed, the district-wide Response-to-Intervention (RtI) academic and behavioral framework, using a continuous improvement model.	TEA RtI Handbook	Deputy Superintendent of Teaching and Learning, Department of Curriculum and Instruction, RtI teachers
Summer 2022	Review and revise, as needed, the comprehensive framework for bilingual and ESL programs.	State guidelines for bilingual and ESL programs	Assistant Superintendent of Curriculum and Instruction, ELL Director ESL Coordinator, ESL and bilingual teachers
Summer 2022	Review and revise, as needed, the process manuals for special population (i.e., EL, SPED, 504, dyslexia, GT) identification, compliance, and implementation.	Federal and State program requirements, Educational Service Centers, district program leads	Campus administrators, campus special program designees, district program leads
Summer 2022	Review and revise, as needed, the campus walk-through form to support the monitoring of small group reading instruction (K-12).	Walk-through form, best-practices for small group instruction	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Review and revise, as needed, the campus walk-through form to support the monitoring of small group math instruction (K-12).	Walk-through form, best-practices for small group instruction	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2022	Provide training on RTI academic and behavioral framework for elementary and secondary level new teachers, administrators, and other staff.	District RtI handbook and framework	Deputy Superintendent of Teaching and Learning, district RtI specialist, Assistant Superintendent of Curriculum and Instruction
Fall 2022	Provide training of RTI academic and behavioral framework for returning elementary and secondary level teachers, administrators, and other staff.	District RtI handbook and framework	Deputy Superintendent of Teaching and Learning, district RtI specialist, Assistant Superintendent of Curriculum and Instruction
Fall 2022	Provide training for new teachers, para-professionals, and administrators on the process manuals for special populations and how to implement actions.	Process manuals, Education Service Centers, district program leads	Campus Administrators, campus special program designees, district program leads

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Provide updated training for returning teachers, para-professionals, and administrators on the process manuals for special populations and how to implement actions.	Process manuals, Education Service Centers, district program leads	Campus Administrators, campus special program designees, district program leads
Fall 2022	Train new teachers, para-professionals, and administrators on the district-wide system where students track and measure their performance in all core subjects.	District tracking system	Deputy Superintendent of Teaching and Learning
Fall 2022	Update training for returning teachers, para-professionals, and administrators on the district-wide system where students track and measure their performance in all core subjects.	District tracking system	Deputy Superintendent of Teaching and Learning
Fall 2022	Continue to implement a district-wide system where students track and measure their performance in all core subjects.	Data tracking tools, curriculum and instruction modeling	Campus administrators, classroom Teachers

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Review and revise, as needed, summer programs addressing acceleration, remediation, and enrichment, contingent on funding.	Federal and SCE funding	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, program leads
Fall 2022	Provide new teachers and administrators training in differentiated instruction.	Differentiated instruction guideline documents, JISD professional learning leaders	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, special programs coordinators or designees
Fall 2022	Provide returning teachers and administrators updated training in differentiated instruction.	Differentiated instruction guideline documents, JISD professional learning leaders	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, special programs coordinators or designees

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Provide support for implementation of differentiated instruction.	Professional Learning Communities, Curriculum unit map guides, SPED differentiated instruction program	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, special education support staff, campus administrators
Fall 2022	Train new teachers on lesson planning format.	Lesson plan format	Department of Curriculum and Instruction
Fall 2022	Review training on the lesson planning format for returning teachers.	Lesson plan format	Department of Curriculum and Instruction
Fall 2022	Train new administrators on lesson planning format.	Lesson plan format	Department of Curriculum and Instruction
Fall 2022	Train returning administrators on the lesson planning format.	Lesson plan format	Department of Curriculum and Instruction
Fall 2022	Train new K-12 teachers and para-professionals on best practices for small group instruction in reading	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Train new K-12 administrators and instructional leaders on best practices for small group instruction in reading.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2022	Train returning K-12 administrators, teachers, and para-professionals on best practices for small group instruction in reading	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2022	Monitor the implementation of small group instruction in reading.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators
Fall 2022	Train new K-12 teachers and para-professionals on best practices for small group instruction in math.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2022	Train new K-12 administrators and instructional leaders on best practices for small group instruction in math.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Train returning K-12 administrators, teachers, and para-professionals on best practices for small group instruction in math.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2022	Monitor the implementation of small group instruction in math.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators
Fall 2022	Measure and track individual student growth in math (three times a year).	Universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department
Fall 2022	Measure and track individual student growth in reading (three times a year).	Literacy and language program universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department
Fall 2022	Train new administrators and instructional leaders on the revised ELAR walk-through form.	Revised ELAR walk-through form	Curriculum and instruction department



SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Train returning administrators and instructional leaders on the revised ELAR walk-through form.	Revised ELAR walk-through form	Curriculum and instruction department
Fall 2022	Provide continuous teacher training and support over the elements of ELAR instruction.	Curriculum and Instruction department. ELAR state standards, ELAR district scope and sequence	Curriculum and Instruction department
Fall 2022	Monitor the fidelity of implementation of the ELAR instructional framework.	Campus administrators, walk-through form	Assistant Superintendent of Curriculum and Instruction
Fall 2022	Review program data for effectiveness and eliminate ineffective instructional programs, as needed.	Program Data Reports	Program leaders, Curriculum and Instruction department, Special Education department, teachers
Spring 2023	Continue to implement a district-wide system where students track and measure their performance in all core subjects.	Data tracking tools, curriculum and instruction modeling	Campus administrators, classroom Teachers

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2023	Monitor the implementation of small group instruction in reading.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators
Spring 2023	Monitor the implementation of small group instruction in math.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators
Spring 2023	Review and revise, as needed, the format for consistent lesson planning.	Existing lesson plan templates, state standards	Deputy Superintendent of Teaching and Learning
Spring 2023	Collect and monitor the effectiveness of RTI framework.	RTI meeting notes, student data	Deputy Superintendent of Teaching and Learning, district RTI specialist, Assistant Superintendent of Curriculum and Instruction
Spring 2023	Review and revise, as needed, the district RTI framework.	District RTI Handbook and framework, student RTI data	District RTI specialist

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2023	Provide support for implementation of differentiated instruction.	Professional Learning Communities, Curriculum unit map guides, SPED differentiated instruction program	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, special education support staff, campus administrators
Spring 2023	Review and revise, as needed, the vertically aligned ELAR instructional framework.	Curriculum and Instruction department. ELAR state standards, ELAR district scope and sequence	Curriculum and Instruction department
Spring 2023	Provide continuous teacher training and support over the elements of ELAR instruction.	Curriculum and Instruction department. ELAR state standards, ELAR district scope and sequence	Curriculum and Instruction department
Spring 2023	Review and revise, as needed, the district walk-through forms to monitor implementation of the ELAR instructional framework elements.	Existing walk-through form, ELAR instructional framework	Curriculum and Instruction department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2023	Monitor the fidelity of implementation of the ELAR instructional framework.	Campus administrators, walk-through form	Assistant Superintendent of Curriculum and Instruction
Spring 2023	Measure and track individual student growth in math (three times a year).	Universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department
Spring 2023	Measure and track individual student growth in reading (three times a year).	Literacy and language program universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department
Spring 2023	Review and revise, as needed, the survey for review of curriculum guides.	Existing survey	Curriculum and Instruction department
Spring 2023	Administer teacher survey regarding curriculum guides.	Survey	Curriculum and Instruction department
Spring 2023	Review survey data regarding curriculum guides.	Survey results	Curriculum and Instruction department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Implement summer programs addressing acceleration, remediation, and enrichment, contingent on funding.	Federal and SCE funding	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, program leads
Summer 2023	Update protocol, as needed, to review effectiveness of instructional resources.	Curriculum and Instruction department, program coordinators	Assistant Superintendent of Curriculum and Instruction
Summer 2023	Review effectiveness of instructional resources.	Protocol, list of instructional resources	Assistant Superintendent of Curriculum and Instruction
Summer 2023	Review and revise, as needed, the district-wide system for students to track and measure their performance in all core subjects.	State standards for all core areas, district tracking system	Deputy Superintendent of Teaching and Learning
Summer 2023	Revise and enhance existing curriculum guides based on teacher feedback and student data.	Survey, feedback portal. student data reports	Curriculum and instruction department, content area teachers, professional learning leaders

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Review and revise, as needed, district-wide guidelines for differentiation of instruction.	Current district differentiation guidelines, research on differentiation techniques and strategies	Curriculum Board Advisory, Curriculum and Instruction department
Summer 2023	Review and revise, as needed, the campus walk-through form to support the monitoring of small group reading instruction (K-12).	Walk-through form, best-practices for small group instruction	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Summer 2023	Review and revise, as needed, the campus walk-through form to support the monitoring of small group math instruction (K-12).	Walk-through form, best-practices for small group instruction	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Summer 2023	Review and revise, as needed, the district-wide Response-to-Intervention (RtI) academic and behavioral framework, using a continuous improvement model.	TEA RtI Handbook	Deputy Superintendent of Teaching and Learning, Department of Curriculum and Instruction, RtI teachers

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Review and revise, as needed, the comprehensive framework for bilingual and ESL programs.	State guidelines for bilingual and ESL programs	Assistant Superintendent of Curriculum and Instruction, ELL Director ESL Coordinator, ESL and bilingual teachers
Summer 2023	Review and revise, as needed, the process manuals for special population (i.e., EL, SPED, 504, dyslexia, GT) identification, compliance, and implementation.	Federal and State program requirements, Educational Service Centers, district program leads	Campus administrators, campus special program designees, district program leads
Fall 2023	Provide training on RTI academic and behavioral framework for elementary and secondary level new teachers, administrators, and other staff.	District RtI handbook and framework	Deputy Superintendent of Teaching and Learning, district RtI specialist, Assistant Superintendent of Curriculum and Instruction
Fall 2023	Provide training of RTI academic and behavioral framework for returning elementary and secondary level teachers, administrators, and other staff.	District RtI handbook and framework	Deputy Superintendent of Teaching and Learning, district RtI specialist, Assistant Superintendent of Curriculum and Instruction

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Provide training for new teachers, para-professionals, and administrators on the process manuals for special populations and how to implement actions.	Process manuals, Education Service Centers, district program leads	Campus Administrators, campus special program designees, district program leads
Fall 2023	Provide updated training for returning teachers, para-professionals, and administrators on the process manuals for special populations and how to implement actions.	Process manuals, Education Service Centers, district program leads	Campus Administrators, campus special program designees, district program leads
Fall 2023	Train new teachers, para-professionals, and administrators on the district-wide system where students track and measure their performance in all core subjects.	District tracking system	Deputy Superintendent of Teaching and Learning
Fall 2023	Update training for returning teachers, para-professionals, and administrators on the district-wide system where students track and measure their performance in all core subjects.	District tracking system	Deputy Superintendent of Teaching and Learning



SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Continue to implement a district-wide system where students track and measure their performance in all core subjects.	Data tracking tools, curriculum and instruction modeling	Campus administrators, classroom Teachers
Fall 2023	Review and revise, as needed, summer programs addressing acceleration, remediation, and enrichment, contingent on funding.	Federal and SCE funding	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, program leads
Fall 2023	Provide new teachers and administrators training in differentiated instruction.	Differentiated instruction guideline documents, JISD professional learning leaders	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, special programs coordinators or designees

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Provide returning teachers and administrators updated training in differentiated instruction.	Differentiated instruction guideline documents, JISD professional learning leaders	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, special programs coordinators or designees
Fall 2023	Provide support for implementation of differentiated instruction.	Professional Learning Communities, Curriculum unit map guides, SPED differentiated instruction program	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, special education support staff, campus administrators
Fall 2023	Train new administrators and instructional leaders on the revised ELAR walk-through form.	Revised ELAR walk-through form	Curriculum and instruction department
Fall 2023	Train returning administrators and instructional leaders on the revised ELAR walk-through form.	Revised ELAR walk-through form	Curriculum and instruction department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Provide continuous teacher training and support over the elements of ELAR instruction.	Curriculum and Instruction department. ELAR state standards, ELAR district scope and sequence	Curriculum and Instruction department
Fall 2023	Monitor the fidelity of implementation of the ELAR instructional framework.	Campus administrators, walk-through form	Assistant Superintendent of Curriculum and Instruction
Fall 2023	Train new K-12 teachers and para-professionals on best practices for small group instruction in reading	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2023	Train new K-12 administrators and instructional leaders on best practices for small group instruction in reading.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2023	Train returning K-12 administrators, teachers, and para-professionals on best practices for small group instruction in reading	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Monitor the implementation of small group instruction in reading.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators
Fall 2023	Train new K-12 teachers and para-professionals on best practices for small group instruction in math.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2023	Train new K-12 administrators and instructional leaders on best practices for small group instruction in math.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2023	Train returning K-12 administrators, teachers, and para-professionals on best practices for small group instruction in math.	District adoption toolkits, supplemental district-approved resources	Deputy Superintendent of Teaching and Learning, Curriculum and Instruction department
Fall 2023	Monitor the implementation of small group instruction in math.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Measure and track individual student growth in math (three times a year).	Universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department
Fall 2023	Measure and track individual student growth in reading (three times a year).	Literacy and language program universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department
Fall 2023	Review program data for effectiveness and eliminate ineffective instructional programs, as needed.	Reports from systems and programs	Program leaders, Curriculum and Instruction department, Special Education department, teachers
Spring 2024	Review and revise, as needed, the format for consistent lesson planning.	Existing lesson plan templates, state standards	Deputy Superintendent of Teaching and Learning
Spring 2024	Collect and monitor the effectiveness of RTI framework.	RtI meeting notes, student data	Deputy Superintendent of Teaching and Learning, district RtI specialist, Assistant Superintendent of Curriculum and Instruction

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	Review and revise, as needed, the district RtI framework.	District RtI Handbook and framework, student RtI data	District RtI specialist
Spring 2024	Provide support for implementation of differentiated instruction.	Professional Learning Communities, Curriculum unit map guides, SPED differentiated instruction program	Deputy Superintendent of Teaching and Learning, Assistant Superintendent of Curriculum and Instruction, special education support staff, campus administrators
Spring 2024	Continue to implement a district-wide system where students track and measure their performance in all core subjects.	Data tracking tools, curriculum and instruction modeling	Campus administrators, classroom Teachers
Spring 2024	Monitor the implementation of small group instruction in reading.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators
Spring 2024	Monitor the implementation of small group instruction in math.	Walk-through forms	Deputy Superintendent of Teaching and Learning, campus administrators

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	Review and revise, as needed, the vertically aligned ELAR instructional framework.	Curriculum and Instruction department. ELAR state standards, ELAR district scope and sequence	Curriculum and Instruction department
Spring 2024	Provide continuous teacher training and support over the elements of ELAR instruction.	Curriculum and Instruction department. ELAR state standards, ELAR district scope and sequence	Curriculum and Instruction department
Spring 2024	Review and revise, as needed, the district walk-through forms to monitor implementation of the ELAR instructional framework elements.	Existing walk-through form, ELAR instructional framework	Curriculum and Instruction department
Spring 2024	Monitor the fidelity of implementation of the ELAR instructional framework.	Campus administrators, walk-through form	Assistant Superintendent of Curriculum and Instruction
Spring 2024	Measure and track individual student growth in math (three times a year).	Universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	Measure and track individual student growth in reading (three times a year).	Literacy and language program universal screener, mock exams, benchmarks, unit assessments	Campus administrators, classroom teachers, Curriculum and Instruction department
Spring 2024	Review and revise, as needed, the survey for review of curriculum guides.	Existing survey	Curriculum and Instruction department
Spring 2024	Administer teacher survey regarding curriculum guides.	Survey	Curriculum and Instruction department
Spring 2024	Review survey data regarding curriculum guides.	Survey results	Curriculum and Instruction department



# Involving Families & Community

## SMART GOAL:

By 2024, 100% of families and community members will be involved in Judson I. S. D.

## STRATEGY:

Develop district-wide systems that will bring together families, communities, and stakeholders to improve communication and increase involvement for student achievement.

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE \ DEPARTMENT
Spring 2020	Establish a Research Committee.	List of interested stakeholders, elected officials, business partnerships, and interested District Personnel	Communication/ Technology departments
Spring 2020	Gather and review existing ways of communicating with Family & Community members (i.e. social media, PTSO, Parent Connections).	Communication media used in the district	Research Committee members
Spring 2020	Gather and review existing ways of involving Family & Community members (i.e. attendance at district and school events and committees).	Events held at campuses and across the district	Research Committee members

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2020	Analyze the effectiveness of existing media used to communicate with and engage Family & Community members (by the end of August).	Comprehensive list of media used	Research Committee members
Spring 2020	Analyze the effectiveness of events held to involve Family & Community members (by the end of August).	Comprehensive list of events held	Research Committee members
Fall 2020	Review and update membership in the Research Committee.	List of interested stakeholders, elected officials, business partnerships, and interested District Personnel	Current Research Committee members
Fall 2020	Establish Communication Research Sub-committee.	Membership list or sign-in sheets	Research Committee members
Fall 2020	Generate recommendations to enhance or improve communication with Family & Community members in Judson ISD.  (Collaborate with Positive School Culture strand.)	Comprehensive list of effective media for continued use	Communication Research Sub-committee
Fall 2020	Establish Family & Community Involvement Research Sub-committee.	Membership list or sign-in sheets	Research Committee members

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2020	Generate recommendations to enhance and/or improve involvement and engagement of Family & Community members in Judson ISD.  (Collaborate with Positive School Culture strand.)	Comprehensive list of current Family & Community involvement activities	Family & Community Involvement Sub-committee members
Spring 2021	Generate actions to enhance and/or improve communication with Family & Community members in Judson ISD (include Effective School Framework 3.4).	Comprehensive list of actions, Effective School Framework 3.4	Communication Research Sub-committee
Spring 2021	Review draft of Family & Community Involvement actions for alignment with district vision, mission, and beliefs.	Draft Family & Community Involvement plan, district vision, mission, and community beliefs	Communication Research Sub-committee
Spring 2021	Review draft of Family & Community Involvement plan for inclusion of SCOT from strategic planning and suggestions from the Judson school board and leadership team.	Draft Family & Community Involvement plan, SCOT, School board and leadership team input to strategic plan	Communication Research Sub-committee

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2021	Review draft of Family & Community Involvement plan for collaboration opportunities with other strategic planning strands (Positive School Culture and Effective Instruction) and note in draft plan.	Draft Family & Community Involvement plan, Judson ISD Strategic Plan	Communication Research Sub-committee
Spring 2021	Ensure the Family & Community Involvement action plan includes periodic monitoring, review, and revision (at least annually).	Draft Family & Community Involvement plan	Communication Research Sub-committee
Spring 2021	Finalize the Family & Community Involvement action plan.	Draft Family & Community Involvement plan	Communication Research Sub-committee
Spring 2021	Generate actions to enhance and/or improve involvement and engagement of Family & Community members in Judson ISD (include Effective School Framework 3.4).	Comprehensive list of actions, Effective School Framework 3.4	Family & Community Involvement Research Sub-committee members
Spring 2021	Review draft of Family & Community Involvement action plan for alignment with district vision, mission, and beliefs.	Draft Family & Community Involvement action plan, district vision, mission, and community beliefs	Family & Community Involvement Research Sub-committee members

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2021	Review draft of Family & Community Involvement action plan for inclusion of SCOT from strategic planning and suggestions from the Judson school board and leadership team.	Draft Family & Community Involvement action plan, SCOT, School board and leadership team input to strategic plan	Family & Community Involvement Research Sub-committee members
Spring 2021	Review draft of Family & Community Involvement action plan for collaboration opportunities with other strategic planning strands (Positive School Culture and Effective Instruction) and note in draft plan.	Draft Family & Community Involvement action plan, Judson ISD Strategic Plan	Family & Community Involvement Research Sub-committee members
Spring 2021	Ensure the Family & Community Involvement action plan includes periodic monitoring, review, and revision (at least annually).	Draft Family & Community Involvement action plan	Family & Community Involvement Research Sub-committee members
Spring 2021	Finalize the Family & Community Involvement action plan.	Draft Family & Community Involvement action plan	Family & Community Involvement Research Sub-committee members
Spring 2021	Present Action Plans to Board for approval to proceed	Draft Family & Community Involvement and Communication action plans	Research committee members

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2021	Review and update membership in the Research Committee.	List of interested stakeholders, elected officials, business partnerships, and interested district personnel	Current Research Committee members
Fall 2021	Update membership in the Communication Research Sub-committee.	List of interested stakeholders, elected officials, business partnerships, and interested district personnel	Current Research Committee members
Fall 2021	Update membership in the Family & Community Involvement Research Sub-committee.	List of interested stakeholders, elected officials, business partnerships, and interested district personnel	Current Research Committee members
Fall 2021	Integrate Communication action plan into the Judson ISD Strategic Plan (pending board approval) to ensure implementation, monitoring, and review.	Approved Communication action plan, Judson ISD electronic strategic plan	Research Committee members
Fall 2021	Integrate Family & Community Involvement action plan into the Judson ISD Strategic Plan (pending board approval) to ensure implementation, monitoring, and review.	Approved Family & Community Involvement action plan, Judson ISD electronic strategic plan	Research Committee members

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2022	Evaluate Family & Community Involvement and Communication action plans to enhance and/or improve involvement with Family & Community members in Judson ISD.	Data from district events and communication efforts	Research Committee members
Fall 2022	Review and update membership in the Research Committee.	List of interested stakeholders, elected officials, business partnerships, and interested District Personnel	Current Research Committee members
Spring 2023	Evaluate Family & Community Involvement and Communication action plans to enhance and/or improve involvement with Family & Community members in Judson ISD.	Data from district events and communication efforts	Research Committee members
Fall 2023	Review and update membership in the Research Committee.	List of interested stakeholders, elected officials, business partnerships, and interested District Personnel	Current Research Committee members

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	Evaluate Family & Community Involvement and Communication action plans to enhance and/or improve involvement with Family & Community members in Judson ISD.	Data from district events and communication efforts	Research Committee members



# Positive School Culture

## SMART GOAL:

By 2024, 100% of Judson I. S. D. students and staff will feel involved, connected, supported, safe, and valued in their pursuit of excellence.

## STRATEGY 1:

Develop a district-wide system that allows students to become involved in the school and district activities.

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2020	Create a nomination form for the District Involvement Committee.		Superintendent designee
Spring 2020	Create District Student Involvement Committee.	Self-nomination form	Superintendent designee
Spring 2020	Create Student Involvement committees on all campuses.	Self-nomination form	Campus administrator
Spring 2020	Gather ideas and ways students are given voice in campus life from each campus.	Email to campus administrators and counselors	District Student Involvement Committee
Spring 2020	Create a list of ways students can be given a voice on campus.	Student voice ideas	District Student Involvement Committee
Spring 2020	Create student and staff involvement and activities interest survey.	Google forms, list of current and potential activities	District Student Involvement committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2020	Distribute student and staff involvement and activities interest survey.  (Collaborate with Effective Instruction.)	Survey, student and staff list, electronic media	District Student Involvement committee
Spring 2020	Analyze data to identify student interests and where there is a need to create activities to meet student interests.	Survey data	District Student Involvement committee
Spring 2020	District directors and Campus Student Involvement Committees submit tentative 2020-2021 Student Involvement Calendars (Competitions, showcases, activities, etc.) to District Student Involvement Committee.	District and Campus Calendar	District Student Involvement committee
Spring 2020	Establish student involvement collaboration site on the District Portal.	JISD Portal	Instructional Technology department
Spring 2020	Research systems for positive interaction among students and between students and staff. (How to create relationships with students - i.e. The Leader In Me, PBIS, Capturing Kids Hearts, Restorative Practices, etc.).	Research, other districts or campus systems	District Student Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2020	Propose to district leadership the implementation of a district-wide system for positive social interaction.	List of possible systems for positive social interaction	District Student Culture Committee
Spring 2020	Create a training for all staff on positive social interaction system.  (Collaborate with Effective Instruction.)	Trainer, materials, schedule for fall	District Student Involvement Committee
Spring 2020	Review and revise, as needed, a district-wide system of appropriate response to student conduct violations.	Current behavior system, positive social interaction system	Superintendent designee, campus administrators
Spring 2020	Create a baseline of student discipline referrals on all campuses.	Campus PIEMS data	District Student Involvement Committee
Fall 2020	Review and revise, as needed, the nomination form for the District Student Involvement Committee.	Existing nomination form	District Student Involvement Committee
Fall 2020	Update membership of the District Student Involvement Committee.	List of interested community, family, and staff	District Student Involvement Committee
Fall 2020	Update membership in the Student Involvement committees on all campuses.	List of interested community, family, and staff (students on secondary campuses)	Campus administrators

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2020	Review and revise, as needed, the list of ways students can be given a voice on campus.	Student voice ideas	District Student Involvement Committee
Fall 2020	Distribute the list of ways students can be given a voice on campus.	List of student voice ideas	District Student Involvement Committee
Fall 2020	Train all staff on positive social interaction system. (Collaborate with Effective Instruction.)	Trainer, materials	District Student Involvement Committee
Fall 2020	Implement positive social interaction system with students on all campuses.	Materials	Campus administrators, teachers, staff
Fall 2020	Train all staff in the district-wide system of appropriate response to student conduct violations. (Collaborate with Effective Instruction.)	Materials, behavior response list	Campus administrators
Fall 2020	Publish 2020-2021 student involvement calendar.	List of events and activities	District Student Involvement Committee
Spring 2021	Submit list of campus needs to District Student Involvement Committee to request funding, sponsorship, or support.	List of campus needs	Campus Student Involvement committees

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2021	Seek sponsors, funding, and support for student involvement needs.	Grant writing, solicitation notice	District Student Involvement committee
Spring 2021	Review and revise, as needed, the end-of-year survey to measure student involvement and where there is a need to create activities to meet student interests.	Electronic survey	District Student Involvement Committee
Spring 2021	Administer student involvement survey.	Survey, student list	District Student Involvement Committee
Spring 2021	Correlate end-of-year survey with PEIMS data and analyze results.	Survey and PEIMS data, Director of Student Information	District Student Involvement Committee
Spring 2021	Publish correlation data results and share with campuses.	Change in key indicators relative to student involvement	District Student Involvement Committee
Spring 2021	Adjust student involvement activities based on data analysis.	Change in key indicators relative to student involvement, list of current activities and student need survey data	District Student Involvement Committee, Campus Student Involvement Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2021	Monitor implementation of positive social interaction system with students on all campuses.	Materials	Campus administrators, teachers, staff
Spring 2021	Track number of student discipline referrals on all campuses.	Campus PIEMS data	District Student Involvement Committee
Spring 2021	Review and revise, as needed, the district-wide system for positive social interaction.	System for positive social interaction	District Student Culture Committee
Spring 2021	Review and revise, as needed, the district-wide system of appropriate response to student conduct violations.	Current behavior system, positive social interaction system	Superintendent designee, campus administrators
Spring 2021	Collect information on students who are not involved in school or district activities.	Involvement data, attendance, grades, behavior	Campus counselors
Spring 2021	Meet individually with students (and families) to determine interests or needs.	List of students	Campus counselors
Spring 2021	Establish student involvement recognition program to recognize student and staff achievements and participation.	Collaboration Portal	District Student Involvement Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2021	District directors and Campus Student Involvement Committees submit tentative 2021-2022 Student Involvement Calendars (Competitions, showcases, activities, etc.) to District Student Involvement Committee.	District and Campus calendars	District Student Involvement committee
Spring 2021	Review and revise, as needed, the student involvement collaboration site on the District Portal.	JISD Portal	Instructional Technology department
Fall 2021	Review and revise, as needed, the nomination form for the District Student Involvement Committee.	Existing nomination form	District Student Involvement Committee
Fall 2021	Update membership of the District Student Involvement Committee.	List of interested community, family, and staff	District Student Involvement Committee
Fall 2021	Update membership in the Student Involvement committees on all campuses.	List of interested community, family, and staff (students on secondary campuses)	Campus administrators
Fall 2021	Publish 2021-2022 student involvement calendar.	List of events and activities	District Student Involvement Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2021	Update training for all staff on positive social interaction system.  (Collaborate with Effective Instruction.)	Trainer, materials	District Student Involvement Committee
Fall 2021	Implement positive social interaction system with students on all campuses.	Materials	Campus administrators, teachers, staff
Fall 2021	Update training for all staff in the district-wide system of appropriate response to student conduct violations.  (Collaborate with Effective Instruction.)	Materials, behavior response list	Campus administrators
Fall 2021	Collect information on students who are not involved in school or district activities.	Involvement data, attendance, grades, behavior	Campus counselors
Fall 2021	Meet individually with students (and families) to determine interests or needs.	List of students	Campus counselors
Fall 2021	Review and revise, as needed, the list of ways students can be given a voice on campus.	Student voice ideas	District Student Involvement Committee
Fall 2021	Distribute the list of ways students can be given a voice on campus.	List of student voice ideas	District Student Involvement Committee



SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2021	Establish computer system to track student involvement and community service.	School Link	Technology department
Fall 2021	Track student involvement and community service.	School link, student activity lists	Campus Student Involvement committees
Fall 2021	Create a long-term student recognition program that results in graduation recognition for involvement.	School Link	District Student Involvement Committee
Spring 2022	Continue to track student involvement and community service.	School link, student activity lists	Campus Student Involvement committees
Spring 2022	Submit list of campus needs to District Involvement committee to request funding, sponsorship, or support.	List of campus needs	Campus Student Involvement committees
Spring 2022	Seek sponsors, funding, and support for student involvement needs.	Grant writing, solicitation notice	District Student Involvement committee
Spring 2022	Review and revise, as needed, the end-of-year survey to measure student involvement and where there is a need to create activities to meet student interests.	Electronic survey	District Student Involvement Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2022	Administer student involvement survey.	Survey, student list	District Student Involvement Committee
Spring 2022	Correlate end-of-year survey with PEIMS data and analyze results.	Survey and PEIMS data, Director of Student Information	District Student Involvement Committee
Spring 2022	Publish correlation data results and share with campuses.	Change in key indicators relative to student involvement	District Student Involvement Committee
Spring 2022	Adjust student involvement activities based on data analysis.	Change in key indicators relative to student involvement, list of current activities and student need survey data	District Student Involvement Committee, Campus Student Involvement Committee
Spring 2022	Monitor implementation of positive social interaction system with students on all campuses.	Materials	Campus administrators, teachers, staff
Spring 2022	Track number of student discipline referrals on all campuses.	Campus PEIMS data	District Student Involvement Committee
Spring 2022	Review and revise, as needed, the district-wide system for positive social interaction.	System for positive social interaction	District Student Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2022	Review and revise, as needed, the district-wide system of appropriate response to student conduct violations.	Current behavior system, positive social interaction system	Superintendent designee, campus administrators
Spring 2022	Collect information on students who are not involved in school or district activities.	Involvement data, attendance, grades, behavior	Campus counselors
Spring 2022	Meet individually with students (and families) to determine interests or needs.	List of students	Campus counselors
Spring 2022	Recognize at graduation student involvement.	School Link	District Student Involvement Committee
Spring 2022	District directors and Campus Student Involvement Committees submit tentative 2022-2023 Student Involvement Calendars (Competitions, showcases, activities, etc.) to District Student Involvement Committee.	District and Campus calendars	District Student Involvement committee
Fall 2022	Review and revise, as needed, the nomination form for the District Student Involvement Committee.	Existing nomination form	District Student Involvement Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Update membership of the District Student Involvement Committee.	List of interested community, family, and staff	District Student Involvement Committee
Fall 2022	Update membership in the Student Involvement committees on all campuses.	List of interested community, family, and staff (students on secondary campuses)	Campus administrators
Fall 2022	Update training for all staff on positive social interaction system.  (Collaborate with Effective Instruction.)	Trainer, materials	District Student Involvement Committee
Fall 2022	Implement positive social interaction system with students on all campuses.	Materials	Campus administrators, teachers, staff
Fall 2022	Update training for all staff in the district-wide system of appropriate response to student conduct violations.  (Collaborate with Effective Instruction.)	Materials, behavior response list	Campus administrators
Fall 2022	Collect information on students who are not involved in school or district activities.	Involvement data, attendance, grades, behavior	Campus counselors
Fall 2022	Meet individually with students (and families) to determine interests or needs.	List of students	Campus counselors

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Review and revise, as needed, the list of ways students can be given a voice on campus.	Student voice ideas	District Student Involvement Committee
Fall 2022	Distribute the list of ways students can be given a voice on campus.	List of student voice ideas	District Student Involvement Committee
Fall 2022	Review and revise, as needed, the computer system to track student involvement and community service.	School Link	Technology department
Fall 2022	Continue to track student involvement and community service.	School link, student activity lists	Campus Student Involvement committees
Fall 2022	Review and revise, as needed, the long-term student recognition program that results in graduation recognition for involvement.	School Link	District Student Involvement Committee
Fall 2022	Promote student involvement and increase involvement capacity by filling unmet student interests.	Marketing materials, funding, sponsors, and support	Campus and District Student Involvement Committees
Fall 2022	Publish 2022-2023 student involvement calendar.	List of events and activities	District Student Involvement Committee
Spring 2023	Continue to track student involvement and community service.	School link, student activity lists	Campus Student Involvement committees

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2023	Submit list of campus needs to District Involvement committee to request funding, sponsorship, or support.	List of campus needs	Campus Student Involvement committees
Spring 2023	Seek sponsors, funding, and support for student involvement needs.	Grant writing, solicitation notice	District Student Involvement committee
Spring 2023	Review and revise, as needed, the end-of-year survey to measure student involvement and where there is a need to create activities to meet student interests.	Electronic survey	District Student Involvement Committee
Spring 2023	Administer student involvement survey.	Survey, student list	District Student Involvement Committee
Spring 2023	Correlate end-of-year survey with PEIMS data and analyze results.	Survey and PEIMS data, Director of Student Information	District Student Involvement Committee
Spring 2023	Publish correlation data results and share with campuses.	Change in key indicators relative to student involvement	District Student Involvement Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2023	Adjust student involvement activities based on data analysis.	Change in key indicators relative to student involvement, list of current activities and student need survey data	District Student Involvement Committee, Campus Student Involvement Committee
Spring 2023	Recognize at graduation student involvement.	School Link	District Student Involvement Committee
Spring 2023	Monitor implementation of positive social interaction system with students on all campuses.	Materials	Campus administrators, teachers, staff
Spring 2023	Track number of student discipline referrals on all campuses.	Campus PIEMS data	District Student Involvement Committee
Spring 2023	Review and revise, as needed, the district-wide system for positive social interaction.	System for positive social interaction	District Student Culture Committee
Spring 2023	Review and revise, as needed, the district-wide system of appropriate response to student conduct violations.	Current behavior system, positive social interaction system	Superintendent designee, campus administrators
Spring 2023	Collect information on students who are not involved in school or district activities.	Involvement data, attendance, grades, behavior	Campus counselors

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2023	Meet individually with students (and families) to determine interests or needs.	List of students	Campus counselors
Spring 2023	District directors and Campus Student Involvement Committees submit tentative 2023-2024 Student Involvement Calendars (Competitions, showcases, activities, etc.) to District Student Involvement Committee.	District and Campus calendars	District Student Involvement Committee
Fall 2023	Review and revise, as needed, the nomination form for the District Student Involvement Committee.	Existing nomination form	District Student Involvement Committee
Fall 2023	Update membership of the District Student Involvement Committee.	List of interested community, family, and staff	District Student Involvement Committee
Fall 2023	Update membership in the Student Involvement committees on all campuses.	List of interested community, family, and staff (students on secondary campuses)	Campus administrators
Fall 2023	Publish 2023-2024 student involvement calendar.	List of events and activities	District Student Involvement Committee



SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Update training for all staff on positive social interaction system.  (Collaborate with Effective Instruction.)	Trainer, materials	District Student Involvement Committee
Fall 2023	Implement positive social interaction system with students on all campuses.	Materials	Campus administrators, teachers, staff
Fall 2023	Update training for all staff in the district-wide system of appropriate response to student conduct violations.  (Collaborate with Effective Instruction.)	Materials, behavior response list	Campus administrators
Fall 2023	Collect information on students who are not involved in school or district activities.	Involvement data, attendance, grades, behavior	Campus counselors
Fall 2023	Meet individually with students (and families) to determine interests or needs.	List of students	Campus counselors
Fall 2023	Review and revise, as needed, the list of ways students can be given a voice on campus.	Student voice ideas	District Student Involvement Committee
Fall 2023	Distribute the list of ways students can be given a voice on campus.	List of student voice ideas	District Student Involvement Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Review and revise, as needed, the computer system to track student involvement and community service.	School Link	Technology department
Fall 2023	Continue to track student involvement and community service.	School link, student activity lists	Campus Student Involvement committees
Fall 2023	Review and revise, as needed, the long-term student recognition program that results in graduation recognition for involvement.	School Link	District Student Involvement Committee
Fall 2023	Promote student involvement and increase involvement capacity by filling unmet student interests.	Marketing materials, funding, sponsors, and support	Campus and District Student Involvement Committees
Fall 2023	Publish 2023-2024 student involvement calendar.	List of events and activities	District Student Involvement Committee
Spring 2024	Continue to track student involvement and community service.	School link, student activity lists	Campus Student Involvement committees
Spring 2024	Submit list of campus needs to District Involvement committee to request funding, sponsorship, or support.	List of campus needs	Campus Student Involvement committees

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	Seek sponsors, funding, and support for student involvement needs.	Grant writing, solicitation notice	District Student Involvement committee
Spring 2024	Review and revise, as needed, the end-of-year survey to measure student involvement and where there is a need to create activities to meet student interests.	Electronic survey	District Student Involvement Committee
Spring 2024	Administer student involvement survey.	Survey, student list	District Student Involvement Committee
Spring 2024	Correlate end-of-year survey with PEIMS data and analyze results.	Survey and PEIMS data, Director of Student Information	District Student Involvement Committee
Spring 2024	Publish correlation data results and share with campuses.	Change in key indicators relative to student involvement	District Student Involvement Committee
Spring 2024	Adjust student involvement activities based on data analysis.	Change in key indicators relative to student involvement, list of current activities and student need survey data	District Student Involvement Committee, Campus Student Involvement Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	Monitor implementation of positive social interaction system with students on all campuses.	Materials	Campus administrators, teachers, staff
Spring 2024	Track number of student discipline referrals on all campuses.	Campus PIEMS data	District Student Involvement Committee
Spring 2024	Review and revise, as needed, the district-wide system for positive social interaction.	System for positive social interaction	District Student Culture Committee
Spring 2024	Review and revise, as needed, the district-wide system of appropriate response to student conduct violations.	Current behavior system, positive social interaction system	Superintendent designee, campus administrators
Spring 2024	Collect information on students who are not involved in school or district activities.	Involvement data, attendance, grades, behavior	Campus counselors
Spring 2024	Meet individually with students (and families) to determine interests or needs.	List of students	Campus counselors
Spring 2024	Recognize at graduation student involvement.	School Link	District Student Involvement Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	District directors and Campus Student Involvement Committees submit tentative 2024-2025 Student Involvement Calendars (Competitions, showcases, activities, etc.) to District Student Involvement Committee.	District and Campus calendars	District Student Involvement Committee

## STRATEGY 2:

**Develop a district-wide system that encourages and invites staff to be involved, supported, and feel valued.**

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2020	Create a committee nomination form.		Strategic Action Plan committee
Spring 2020	Form a District Staff Culture Committee with all stakeholders represented that will monitor measures.	Nomination form potential campus representative members, potential district representative members	Strategic Action Plan Committee
Spring 2020	Develop guidelines for campuses to create their own Staff Culture Committees.	Committee feedback and input	District Staff Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2020	Develop Campus Staff Culture Committee nomination form.	District nomination form, feedback	District Staff Culture Committee
Spring 2020	Form Campus Staff Culture Committees.	Nomination form, list of interested staff	District Staff Culture Committee, Campus Administrators
Spring 2020	Develop guidelines staff culture data discussion protocols, solutions, and recommendations.	Data protocol samples	District Staff Culture Committee
Spring 2020	Share staff culture data protocols with campus culture committees.	Staff culture data protocols	District Staff Culture Committee
Spring 2020	Review TASB & Holdsworth survey to identify baseline data regarding staff feelings of being involved, supported, and valued.	TASB survey results, Holdsworth survey results	District Staff Culture Committee
Spring 2020	Share data analysis from TASB & Holdsworth with campus staff culture committees.	Analysis of TASB survey results, Holdsworth survey results	District Staff Culture Committee
Spring 2020	Campus committees will discuss data results and make recommendations on programs, activities, or professional development to increase feelings of involvement, support, and value.	Staff culture data protocol, data analysis results (top 3/bottom 3) from district TASB survey results and Holdsworth survey results	Campus Staff Culture Committees

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2020	Develop an end-of-year survey to collect additional data (not included in TASB or Holdsworth survey and based on district committee data analysis) on how the staff feels regarding being involved, supported, and valued to include collecting qualitative data.	Campus Staff Culture Committees recommendations	District Staff Culture Committee
Spring 2020	Collect baseline data for number of teachers who work in Title 1 campuses.	Campus staff data	Human Resources department, Federal Programs & Grants department
Spring 2020	Collect data and tier teachers based upon their effectiveness.	STAAR student data, T-TESS results	Campus administrators, Assistant Superintendent of Teaching and Learning or designee
Spring 2020	Track data on the retention of highly-effective staff on all campuses.	Retention data, Tiers of teachers	Assistant Superintendent of Teaching and Learning or designee
Spring 2020	Implement end-of-year survey. (Collaborate with Effective Instruction.)	Push survey out electronically	Technology department, District Staff Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2020	Update membership in the District Staff Culture Committee.	List of potential campus representative members, potential district representative members	Current District Staff Culture Committee members
Fall 2020	Review and revise, as needed, the Campus Staff Culture Committee nomination form.	Current nomination form	District Staff Culture Committee
Fall 2020	Update Campus Staff Culture Committees membership.	Nomination form, list of interested staff	District Staff Culture Committee
Fall 2020	Review and revise, as needed, guidelines staff culture data discussion protocols, solutions, and recommendations.	Current staff culture data protocol	District Staff Culture Committee
Fall 2020	Share updated staff culture data protocols with campus culture committees.	Staff culture data protocols	District Staff Culture Committee
Fall 2020	Create a benchmark from the end-of-year survey in order to evaluate changes in staff feelings.	Survey results	District Staff Culture Committee



SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2020	Create a beginning-of-year survey to collect data on how the staff feels regarding being involved, supported, and valued.	Campus Staff Culture committees recommendations and findings	District Staff Culture Committee
Fall 2020	Implement beginning-of-year survey.	Survey	District Staff Culture Committee
Fall 2020	Review beginning-of-year survey data.	Beginning-of-year survey data	District Staff Culture Committee
Fall 2020	Share beginning-of-year survey data with campuses to analyze.	Staff culture data protocol, data analysis results (top 3/bottom 3)	District Staff Culture Committee
Fall 2020	Share end-of-year survey analysis with Campus Staff Culture Committees.	Data findings	District Staff Culture Committee
Fall 2020	Review and analyze beginning-of-year and end-of-year data.	Staff culture data protocol, data analysis results (top 3/bottom 3)	Campus Staff Culture committees
Fall 2020	Create recommendations and findings based upon analysis of beginning-of-year and end-of-year survey data.	Staff culture data protocol, data analysis results	Campus Staff Culture committees

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2020	Create a repository for event and activity ideas to encourage involvement and feelings of support and being valued.	Campus committee recommendation results  Examples- monthly birthday celebrations, cultural months, off site events, team building, after hour events, Staff Perfect Attendance, New Teacher Ceremony, Spirit of Judson, Employee of the Month	District Staff Culture Committee, Instructional Technology department
Fall 2020	Share on-line repository of ideas and activities to support staff with campus administration and campus staff culture committees.	On-line repository	District Staff Culture Committee
Spring 2021	Develop protocol for "Teacher/Staff Rounds".	Agenda item for principal meeting and Campus Leadership Meeting	Curriculum and Instruction department
Spring 2021	Develop "Teacher/Staff Round" question stems.	Agenda item in a principal meeting	Administrators, Curriculum and Instruction department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2012	Train staff on "Teacher/Staff Rounds" protocol and purpose.	"Teacher/Staff Rounds" protocol and question stems	Campus administrators, Curriculum and Instruction department
Spring 2021	Implement "Teacher/Staff Rounds" to increase feelings of connectedness and support (ex. prioritize new teachers/2 teachers per week)	"Teacher/Staff Rounds" protocol and question stems	Campus administrators, department or grade-level leads
Spring 2021	Train all staff on customer service/effective communication (treating each other as the customer). (Collaborate with Effective Instruction.)	Customer Service Module	Campus administrators, district administrators
Spring 2021	Implement an activity on each campus or district-wide related to encouraging involvement and feelings of support.	On-line repository	Campus administrators, district administrators
Spring 2021	Implement an activity on each campus or district-wide related to increasing feelings of being valued.	On-line repository	Campus administrators, district administrators

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2021	Review and revise the end-of-year survey to collect data (on how the staff feels regarding being involved, supported, and valued.	Campus Staff Culture Committees recommendations	District Staff Culture Committee
Spring 2021	Implement end-of-year survey. (Collaborate with Effective Instruction.)	Push survey out electronically	Technology department, District Staff Culture Committee
Fall 2021	Update membership in the District Staff Culture Committee.	List of potential campus representative members, potential district representative members	Current District Staff Culture Committee members
Fall 2021	Review and revise, as needed, the Campus Staff Culture Committee nomination form.	Current nomination form	District Staff Culture Committee
Fall 2021	Update Campus Staff Culture Committees membership.	Nomination form, list of interested staff	District Staff Culture Committee
Fall 2021	Review and revise, as needed, guidelines staff culture data discussion protocols, solutions, and recommendations.	Current staff culture data protocol	District Staff Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2021	Share updated staff culture data protocols with campus culture committees.	Staff culture data protocols	District Staff Culture Committee
Fall 2021	Review and revise, as needed, the beginning-of-year survey to collect data on how the staff feels regarding being involved, supported, and valued.	Campus Staff Culture committees recommendations and findings	District Staff Culture Committee
Fall 2021	Implement beginning-of-year survey.	Survey	District Staff Culture Committee
Fall 2021	Review beginning-of-year survey data.	Beginning-of-year survey data	District Staff Culture Committee
Fall 2021	Share beginning-of-year survey data with campuses to analyze.	Staff culture data protocol, Data Analysis Results (top 3/bottom 3)	District Staff Culture Committee
Fall 2021	Share end-of-year survey analysis with Campus Staff Culture Committees.	Data findings	District Staff Culture Committee
Fall 2021	Review and analyze beginning-of-year and end-of-year data.	Staff culture data protocol, data analysis results (top 3/bottom 3)	Campus Staff Culture committees

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2021	Create recommendations and findings based upon analysis of beginning-of-year and end-of-year survey data.	Staff culture data protocol, data analysis results	Campus Staff Culture committees
Fall 2021	Track changes in staff feelings of being involved, supported, and valued based on end-of-year survey results.	Survey data	District Staff Culture Committee
Fall 2021	Update the repository for event and activity ideas to encourage involvement and feelings of support and being valued.	Campus committee recommendation results	District Staff Culture Committee, Instructional Technology department
Fall 2021	Share on-line repository of ideas and activities to support staff with campus administration and campus staff culture committees.	On-line repository	District Staff Culture Committee
Fall 2021	Review and revise, as needed, the protocol for "Teacher/Staff Rounds".	Agenda item for principal meeting and Campus Leadership Meeting	Curriculum and Instruction department
Fall 2021	Review and revise, as needed, "Teacher/Staff Round" question stems.	Agenda item in a principal meeting	Administrators, Curriculum and Instruction department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2021	Train staff on "Teacher/Staff Rounds" protocol and purpose.	"Teacher/Staff Rounds" protocol and question stems	Campus administrators, Curriculum and Instruction department
Fall 2021	Implement "Teacher/Staff Rounds" to increase feelings of connectedness and support (ex. prioritize new teachers/2 teachers per week)	"Teacher/Staff Rounds" protocol and question stems	Campus administrators, department or grade-level leads
Fall 2021	Continue to train all staff on customer service and effective communication (treating each other as the customer).  (Collaborate with Effective Instruction.)	Customer Service Module	Campus administrators, district administrators
Fall 2021	Implement an activity on each campus or district-wide related to encouraging involvement and feelings of support.	On-line repository	Campus administrators, district administrators
Fall 2021	Implement an activity on each campus or district-wide related to increasing feelings of being valued.	On-line repository	Campus administrators, district administrators

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2022	Continue to implement “Teacher/Staff Rounds” to increase feelings of connectedness and support (ex. prioritize new teachers/2 teachers per week)	“Teacher/Staff Rounds” protocol and question stems	Campus administrators, department or grade-level leads
Spring 2022	Review and revise the end-of-year survey to collect data (on how the staff feels regarding being involved, supported, and valued.	Campus Staff Culture Committees recommendations	District Staff Culture Committee
Spring 2022	Implement end-of-year survey. (Collaborate with Effective Instruction.)	Push survey out electronically	Technology department, District Staff Culture Committee
Spring 2020	Collect data and tier teachers based upon their effectiveness.	STAAR student data, T-TESS results	Campus administrators, Assistant Superintendent of Teaching and Learning or designee
Spring 2020	Track data on the retention of highly-effective staff on all campuses.	Retention data, Tiers of teachers	Assistant Superintendent of Teaching and Learning or designee
Spring 2022	Evaluate the teacher retention rates from Title 1 campuses where teachers received a stipend to work there.	Teacher retention data, Title One staff lists	Human Resources department, Federal Programs & Grants department, Equity committee



SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2022	Recommend if the stipend should continue, expand, or cease based on data.	Data Findings	Human Resources department, Federal Programs & Grants, Equity Committee
Spring 2022	Implement an activity on each campus or district-wide related to encouraging involvement and feelings of support.	On-line repository	Campus administrators, district administrators
Spring 2022	Implement an activity on each campus or district-wide related to increasing feelings of being valued.	On-line repository	Campus administrators, district administrators
Spring 2022	Provide training opportunities to increase understanding of student issues outside of school (ex. Trauma-informed, SEL, mindfulness, relationship building, or restorative discipline).  (Collaborate with Effective Instruction.)	Training materials	Curriculum and Instruction department, Professional Learning Team, Guidance & Counseling department
Fall 2022	Update membership in the District Staff Culture Committee.	List of potential campus representative members, potential district representative members	Current District Staff Culture Committee members

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Review and revise, as needed, the Campus Staff Culture Committee nomination form.	Current nomination form	District Staff Culture Committee
Fall 2022	Update Campus Staff Culture Committees membership.	Nomination form, list of interested staff	District Staff Culture Committee
Fall 2022	Review and revise, as needed, guidelines staff culture data discussion protocols, solutions, and recommendations.	Current staff culture data protocol	District Staff Culture Committee
Fall 2022	Share updated staff culture data protocols with campus culture committees.	Staff culture data protocols	District Staff Culture Committee
Fall 2022	Track retention of highly-effective teachers on all campuses.	Data report	Human Resources department
Fall 2022	Create a benchmark and track teacher attendance on all campuses.	Data report	Data Service department
Fall 2022	Review and revise, as needed, the beginning-of-year survey to collect data on how the staff feels regarding being involved, supported, and valued.	Campus Staff Culture committees recommendations and findings	District Staff Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Implement beginning-of-year survey.	Survey	District Staff Culture Committee
Fall 2022	Review beginning-of-year survey data.	Beginning-of-year survey data	District Staff Culture Committee
Fall 2022	Share beginning-of-year survey data with campuses to analyze.	Staff culture data protocol, Data Analysis Results (top 3/bottom 3)	District Staff Culture Committee
Fall 2022	Share end-of-year survey analysis with Campus Staff Culture Committees.	Data findings	District Staff Culture Committee
Fall 2022	Review and analyze beginning-of-year and end-of-year data.	Staff culture data protocol, data analysis results (top 3/bottom 3)	Campus Staff Culture committees
Fall 2022	Create recommendations and findings based upon analysis of beginning-of-year and end-of-year survey data.	Staff culture data protocol, data analysis results	Campus Staff Culture committees
Fall 2022	Update the repository for event and activity ideas to encourage involvement and feelings of support and being valued.	Campus committee recommendation results	District Staff Culture Committee, Instructional Technology department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Share on-line repository of ideas and activities to support staff with campus administration and campus staff culture committees.	On-line repository	District Staff Culture Committee
Fall 2022	Track changes in staff feelings of being involved, supported, and valued based on end-of-year survey results.	Survey data	District Staff Culture Committee
Fall 2022	Review and revise, as needed, the protocol for "Teacher/Staff Rounds".	Agenda item for principal meeting and Campus Leadership Meeting	Curriculum and Instruction department
Fall 2022	Review and revise, as needed, "Teacher/Staff Round" question stems.	Agenda item in a principal meeting	Administrators, Curriculum and Instruction department
Fall 2022	Train staff on "Teacher/Staff Rounds" protocol and purpose.	"Teacher/Staff Rounds" protocol and question stems	Campus administrators, Curriculum and Instruction department
Fall 2022	Implement "Teacher/Staff Rounds" to increase feelings of connectedness and support (ex. prioritize new teachers/2 teachers per week)	"Teacher/Staff Rounds" protocol and question stems	Campus administrators, department or grade-level leads

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Provide additional training opportunities to increase understanding of student issues outside of school (ex. Trauma-informed, SEL, mindfulness, relationship building, or restorative discipline).  (Collaborate with Effective Instruction.)	Training materials	Curriculum and Instruction department, Professional Learning Team, Guidance & Counseling department
Fall 2022	Continue to train all staff on customer service and effective communication (treating each other as the customer).  (Collaborate with Effective Instruction.)	Customer Service Module	Campus administrators, district administrators
Fall 2022	Create a nomination form for the Campus Beautification committee.		District Staff Culture committee
Fall 2022	Distribute nomination form to all interested stakeholders.	Nomination form, list of students, families, staff, and community	District Staff Culture committee
Fall 2022	Form a Campus Beautification Committee.	Nomination forms	Campus Staff Culture Committees

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Develop guidelines so campuses can visit other sites to gain ideas to increase campus curb appeal and campus environment.	Site visit procedures	District Staff Culture committee
Fall 2022	Implement an activity on each campus or district-wide related to encouraging involvement and feelings of support.	On-line repository	Campus administrators, district administrators
Fall 2022	Implement an activity on each campus or district-wide related to increasing feelings of being valued.	On-line repository	Campus administrators, district administrators
Spring 2023	Develop "Curb Appeal" standards.	Committee input	Campus Beautification Committee
Spring 2023	Monitor that campuses meet self-developed standards for curb appeal.	Campus standards	Campus Beautification Committee
Spring 2023	Create a district-wide report on each campus' curb appeal status and suggestions for improvement.	Completed monitoring of standards from campus	Campus Beautification Committee
Spring 2023	Distribute District-wide Campus Beautification report to all campus administrators.	District-wide Campus Beautification Report	Campus Beautification Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2023	Continue to implement "Teacher/Staff Rounds" to increase feelings of connectedness and support (ex. prioritize new teachers/2 teachers per week)	"Teacher/Staff Rounds" protocol and question stems	Campus administrators, department or grade-level leads
Spring 2023	Implement an activity on each campus or district-wide related to encouraging involvement and feelings of support.	On-line repository	Campus administrators, district administrators
Spring 2023	Implement an activity on each campus or district-wide related to increasing feelings of being valued.	On-line repository	Campus administrators, district administrators
Spring 2023	Review and revise the end-of-year survey to collect data on how the staff feels regarding being involved, supported, and valued.	Campus Staff Culture Committees recommendations	District Staff Culture Committee
Spring 2023	Implement end-of-year survey. (Collaborate with Effective Instruction.)	Push survey out electronically	Technology department, District Staff Culture Committee
Spring 2023	Collect data and tier teachers based upon their effectiveness.	STAAR student data, T-TESS results	Campus administrators, Assistant Superintendent of Teaching and Learning or designee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2023	Track data on the retention of highly-effective staff on all campuses.	Retention data, Tiers of teachers	Assistant Superintendent of Teaching and Learning or designee
Spring 2023	Evaluate the teacher retention rates from Title 1 campuses where teachers received a stipend to work there.	Teacher retention data, Title One staff lists	Human Resources department, Federal Programs & Grants department, Equity committee
Spring 2023	Recommend if the stipend should continue, expand, or cease based on data.	Data Findings	Human Resources department, Federal Programs & Grants, Equity Committee
Fall 2023	Update membership in the District Staff Culture Committee.	List of potential campus representative members, potential district representative members	Current District Staff Culture Committee members
Fall 2023	Review and revise, as needed, the Campus Staff Culture Committee nomination form.	Current nomination form	District Staff Culture Committee
Fall 2023	Update Campus Staff Culture Committees membership.	Nomination form, list of interested staff	District Staff Culture Committee
Fall 2023	Update membership in the Campus Beautification Committee.	Nomination forms	Campus Staff Culture Committees



SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Review and revise, as needed, the guidelines so campuses can visit other sites to gain ideas to increase campus curb appeal and campus environment.	Site visit procedures	District Staff Culture committee
Fall 2023	Review and revise, as needed, guidelines staff culture data discussion protocols, solutions, and recommendations.	Current staff culture data protocol	District Staff Culture Committee
Fall 2023	Share updated staff culture data protocols with campus culture committees.	Staff culture data protocols	District Staff Culture Committee
Fall 2023	Track changes in staff feelings of being involved, supported, and valued based on end-of-year survey results.	Survey data	District Staff Culture Committee
Fall 2023	Track retention of highly-effective teachers on all campuses.	Data report	Human Resources department
Fall 2023	Track teacher attendance on all campuses.	Data report	Data Service department
Fall 2023	Review and revise, as needed, the beginning-of-year survey to collect data on how the staff feels regarding being involved, supported, and valued.	Campus Staff Culture committees recommendations and findings	District Staff Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Implement beginning-of-year survey.	Survey	District Staff Culture Committee
Fall 2023	Review beginning-of-year survey data.	Beginning-of-year survey data	District Staff Culture Committee
Fall 2023	Share beginning-of-year survey data with campuses to analyze.	Staff culture data protocol, Data Analysis Results (top 3/bottom 3)	District Staff Culture Committee
Fall 2023	Share end-of-year survey analysis with Campus Staff Culture Committees.	Data findings	District Staff Culture Committee
Fall 2023	Review and analyze beginning-of-year and end-of-year data.	Staff culture data protocol, data analysis results (top 3/bottom 3)	Campus Staff Culture committees
Fall 2023	Create recommendations and findings based upon analysis of beginning-of-year and end-of-year survey data.	Staff culture data protocol, data analysis results	Campus Staff Culture committees
Fall 2023	Update the repository for event and activity ideas to encourage involvement and feelings of support and being valued.	Campus committee recommendation results	District Staff Culture Committee, Instructional Technology department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Share on-line repository of ideas and activities to support staff with campus administration and campus staff culture committees.	On-line repository	District Staff Culture Committee
Fall 2023	Provide additional training opportunities to increase understanding of student issues outside of school (ex. trauma-informed, SEL, mindfulness, relationship building, or restorative discipline).  (Collaborate with Effective Instruction.)	Training materials	Curriculum and Instruction department, Professional Learning Team, Guidance & Counseling department
Fall 2023	Continue to train all staff on customer service and effective communication (treating each other as the customer).  (Collaborate with Effective Instruction.)	Customer Service Module	Campus administrators, district administrators
Fall 2023	Review and revise, as needed, the protocol for "Teacher/Staff Rounds".	Agenda item for principal meeting and Campus Leadership Meeting	Curriculum and Instruction department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Review and revise, as needed, "Teacher/Staff Round" question stems.	Agenda item in a principal meeting	Administrators, Curriculum and Instruction department
Fall 2023	Train staff on "Teacher/Staff Rounds" protocol and purpose.	"Teacher/Staff Rounds" protocol and question stems	Campus administrators, Curriculum and Instruction department
Fall 2023	Implement "Teacher/Staff Rounds" to increase feelings of connectedness and support (ex. prioritize new teachers/2 teachers per week)	"Teacher/Staff Rounds" protocol and question stems	Campus administrators, department or grade-level leads
Fall 2023	Implement an activity on each campus or district-wide related to encouraging involvement and feelings of support.	On-line repository	Campus administrators, district administrators
Fall 2023	Implement an activity on each campus or district-wide related to increasing feelings of being valued.	On-line repository	Campus administrators, district administrators
Fall 2023	Train campus and district staff on "speaking a positive culture" changing the mindset (North end/South end schools).	Consultant, training materials	Curriculum and Instruction Professional Learning Team, Guidance and Counseling department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Train administrators on Crucial Conversations.	Consultant, training materials	Curriculum and Instruction Professional Learning Team
Spring 2024	Collect data and tier teachers based upon their effectiveness.	STAAR student data, T-TESS results	Campus administrators, Assistant Superintendent of Teaching and Learning or designee
Spring 2024	Track data on the retention of highly-effective staff on all campuses.	Retention data, Tiers of teachers	Assistant Superintendent of Teaching and Learning or designee
Spring 2024	Evaluate the teacher retention rates from Title 1 campuses where teachers received a stipend to work there.	Teacher retention data, Title One staff lists	Human Resources department, Federal Programs & Grants department, Equity committee
Spring 2024	Recommend if the stipend should continue, expand, or cease based on data.	Data Findings	Human Resources department, Federal Programs & Grants, Equity Committee
Spring 2024	Continue to implement "Teacher/Staff Rounds" to increase feelings of connectedness and support (ex. prioritize new teachers/2 teachers per week)	"Teacher/Staff Rounds" protocol and question stems	Campus administrators, department or grade-level leads

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	Implement an activity on each campus or district-wide related to encouraging involvement and feelings of support.	On-line repository	Campus administrators, district administrators
Spring 2024	Implement an activity on each campus or district-wide related to increasing feelings of being valued.	On-line repository	Campus administrators, district administrators
Spring 2024	Review and revise, as needed, the "Curb Appeal" standards.	Committee input	Campus Beautification Committee
Spring 2024	Monitor that campuses meet self-developed standards for curb appeal.	Campus standards	Campus Beautification Committee
Spring 2024	Create a district-wide report on each campus' curb appeal status and suggestions for improvement.	Completed monitoring of standards from campus	Campus Beautification Committee
Spring 2024	Distribute District-wide Campus Beautification report to all campus administrators.	District-wide Campus Beautification Report	Campus Beautification Committee
Spring 2024	Create a nomination form for the Innovation Committee.	Other nomination forms	District Staff Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	Distribute nomination form to interested stakeholders.	Nomination form, lists of students, staff, families, and community	District Staff Culture Committee
Spring 2024	Develop an Innovation Committee to discuss options for magnet programs in elementary schools.	Nomination forms (Voluntary up to 15)	District Staff Culture Committee, Operations representative, senior staff representative
Spring 2024	Discuss reorganizing feeder school pattern.	Committee feedback/input	Innovation Committee, Operations representative, senior staff representative
Spring 2024	Develop feeder pattern opportunities for team building (ex. after convocation).	Consultant, training materials	Innovation Committee
Spring 2024	Review and revise the end-of-year survey to collect data (on how the staff feels regarding being involved, supported, and valued.	Campus Staff Culture Committees recommendations	District Staff Culture Committee
Spring 2024	Implement end-of-year survey. (Collaborate with Effective Instruction.)	Push survey out electronically	Technology department, District Staff Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	Track changes in the end-of-year survey data (goal of 100%).	End-of-year survey data	District Staff Culture Committee





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