

Santa Fe Independent School District

District Improvement Plan

2022-2023

Accountability Rating: B



Board Approval Date: September 19, 2022
Public Presentation Date: September 19, 2022

Mission Statement

Santa Fe ISD is an academic leader committed to excellence through continuous improvement by instilling high standards, building strong community partnerships, providing innovative opportunities, and empowering students for lifelong success.

Vision

Santa Fe ISD, in partnership with our community, is an innovative district building a legacy of excellence.

Core Beliefs

- Build meaningful, trusting relationships
- Inspire learning
- Cultivate a "We" culture
- Create a student-centered environment
- Strive towards excellence through continuous improvement

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Comprehensive Needs Assessment

Demographics

Demographics Summary

SFISD serves grades PK-12. In 2021-2022, SFISD had a student population (at snapshot) of 4365 and 4591 students in the Spring of 2022.

Economic Disadvantaged

50.22% Economic Disadvantaged enrollment in 2021-2022.

Ethnicity

Comprised of approximately 70% White students, 26% Hispanic students, and 2% 2 or more races. (All other races are under 2%.)

Student Groups

5.29% ESL students, 12.37% Special Education Students, and 51% at-risk students in 2021-2022.

Attendance

The District had an attendance average of 92.88% in 2021-2022.

The district attendance target is 96%.

Graduation and Drop-Out Rates

Published graduation rates lag by one year so our most current 4 year graduation rate is 92.6% in 2020-2021 which is an increase from 2019-2020 at 91.8%.

4 year graduation rates for the various student groups in the graduating class of 2021 are listed below:

All - 90.5

Hispanic - 93.9

White - 89.5

Economic Disadvantaged - 83.5

Special Education - 83.8

The federal graduation target is 90%.

The drop out rate decreased in 2020-2021 as compared to 2019-2020 by 0.2%.

Indian Success Academy

Indian Success Academy houses at-risk SFHS students who want to recover credits using an online program. 21 students graduated in 2021-2022 as compared to 26 graduates in 2020-2021.

College, Career, Military Readiness

63% of our class of 2021 seniors earned credit for College, Career, Military Readiness. Industry certifications were offered to students and more students took college-prep assessments such as ACT, SAT, TSIA, and Advanced Placement.

Student Achievement

Student Achievement Summary

Early Childhood Early Reading levels (at or above grade level):

Kindergarten- 76%

1st Grade- 76%

2nd Grade - 79%

Elementary Reading:

Grade 3 - 79% AGL, 52% Meets, 32% Masters

Grade 4 - 84% AGL, 61% Meets, 30% Masters

Grade 5 - 89% AGL, 65% Meets, 41% Masters

Elementary Math:

Grade 3 - 73% AGL, 46% Meets, 26% Masters

Grade 4 - 82% AGL, 61% Meets, 34% Masters

Grade 5 - 88% AGL, 62% Meets, 35% Masters

Elementary Science:

Grade 5 - 85% AGL, 57% Meets, 31% Masters

Junior High Reading:

Grade 6 - 73% AGL, 41% Meets, 22 % Masters

Grade 7 - 79% AGL, 52% Meets, 33% Masters

Grade 8 - 83% AGL, 54% Meets, 33 % Masters

Junior High Math:

Grade 6 - 65% AGL, 27% Meets, 7% Masters

Grade 7 - 55% AGL, 25% Meets, 7% Masters

Grade 8 - 63% AGL, 20% Meets, 1% Masters

Algebra - 99% AGL, 72% Meets, 41% Masters

Junior High Science and Social Studies:

8th Science - 61% AGL, 33% Meets, 15% Masters

8th Social Studies- 57% AGL, 27% Meets, 15% Masters

High School:

English 1- 54% AGL, 39% Meets, 6% Masters

English 2 - 63% AGL, 44% Meets, 4% Masters

Biology - 82% AGL, 52% Meets, 13% Masters

Algebra - 55% AGL, 19% Meets, 7% Masters

US History- 94% AGL, 72% Meets, 41% Masters

Graduation Rate

2021 Graduates: 92.6%

2021 Drop Out Rate: 1.2%

Student Achievement Strengths

- SFISD dropout rate decreased by 0.2%
- Hispanic graduation rate exceeded the federal target of 90%
- Special education student graduation rates dramatically increased from 65% in 2020 to 84% in 2021
- Dual credit enrollment increased in 21-22 to 389 from 220 the previous year.
- There were a total of 122 Industry Based Certifications (IBCs) earned during the 2020-2021 school year.
- 69 students earned College Bridge (College Prep) certification/credit in 21-22
- US History scores are above the state average.
- Biology scores improved as compared to last year.
- 100% of CCMR targets were met in Domain 3.
- Above state averages at both Barnett and Wollam in grades 3-5 Math, Reading, and Science and above state average at Kubacak in grades 4 and 5.
- All three elementary schools met all growth targets in Domain 3.
- Met the English Language Proficiency target in Domain 3 at all campuses except the high school.

2022 Accountability

District: 84 Overall

High School: 79 Overall

Junior High: 74 Overall

Barnett: 94 Overall

Kubacak: 91 Overall

Wollam: 93 Overall

Several distinctions were earned this year.

Barnett: Academic Achievement in Math, Science, Closing The Gaps, Post-Secondary Readiness

Kubacak: Academic Achievement in Science and Academic Growth

Wollam: Academic Achievement in Reading, Math, Science, Academic Growth, Closing The Gaps, Post-Secondary Readiness

High School: Academic Achievement in Science and Social Studies

District Culture and Climate

District Culture and Climate Summary

Core Values

- *Create a student-centered environment**
- *Inspire learning**
- *Cultivate a "we" culture**
- *Strive toward excellence through continuous improvement**
- *Build meaningful, trusting relationships**

School Culture

Santa Fe ISD strives to create a culture of learning throughout the district.

Professional Learning:

Campuses are in various stages of the development of Professional Learning Communities. The campuses and district leadership collaboratively work toward the development of highly effective professional learning communities.

- Teachers focus on professional learning and peer collaboration for the purpose of professional growth that directly impacts increased student achievement.
- All campuses utilize time built into the day to address both staff and student needs and for professional growth and peer collaboration.
- Campuses provide academic intervention in a variety of ways to ensure student success (after-school and before-school tutorials, advisory, etc.).

2022-2023 Professional Learning

- Continue to focus on the Strengthening of Literacy in ALL RLA Classrooms
 - Elementary Campuses- Mini-Lesson Refinement in Calkins
 - 6-8- Embedded Professional Learning in the workshop model focusing on small group instruction and independent reading.
 - 9-12- Professional Learning in Literacy Workshop Model
- Focus on Literacy across content areas.

- 6-8 Science launch Discovery Learning with a 5E approach embedding STEM resources supporting discourse, reading, and writing.
- Secondary Social Studies expand knowledge with Document Based Questioning Online to support discourse, reading, and writing.
- Refine the implementation of the new Math curriculum in all grades:
 - Implementing math curriculum: K-5 Eureka, 6-Algebra II Carnegie Learning
- Senior Mentor Principal Program Strengthened to Support ALL systems for learning
 - One-on-One Principal Mentorship
 - Principal group facilitation of professional learning
 - Assistant Principal group facilitation
 - Common goals and strategies with the Instructional Coaching Model
- Instructional Coaching:
 - Each elementary campus has a Math/Science and a Reading/Social Studies Instructional Coach.
 - Each secondary campus has three coaches that focus on a variety of content areas based upon need.
 - 1 additional instructional coach was added through ESSER III funds to each secondary campus
 - The coaching model was implemented in 2018-2019. There are two Curriculum and Instructional Coaching Coordinators that support campus instructional coaches and campus administrators with the implementation of curriculum, instruction, and assessments.
 - Coaches implement whole group and individual coaching cycles for core academic areas that occur on each campus.
 - Instructional Accountability for instructional coaches focuses on developing coaching skills to support teachers and positively impact student achievement.
- T.E.A.M. Mentor Program
 - The T.E.A.M (Together Everyone Achieves More) Mentor Program was implemented in 2018-2019.
 - The program focuses on training mentors with the tools needed for supporting new teachers.
 - First and second-year teachers are supported by mentors and instructional coaches with coaching cycles, mentor shadowing, and learning walks.
- Based on CTE audit in 2020-2021
 - CTE classes were expanded at the junior high level to bridge students to high school, adding Principles of Human Services to this year's options for students.
 - Teachers were encouraged to attend summer conferences, including those provided by the Association of Texas Agriculture Teachers (ATAT), Career & Technical Association of Texas (CTAT) Law and Administrators Conference, and Texas Health Occupations Association (THOA).
 - Cross-curricular training is scheduled for the Nov. Professional Learning Day to increase the integration of academics into the CTE courses.
 - CTE Teachers will continue their job shadowing to stay current in the labor market needs of their Program of Study by job shadowing during the January Professional Learning Day.

School Climate

The district has implemented the following.

- Parent, staff, and student surveys are sent out three times during the year. Responses are analyzed and needs identified.
- An SEL curriculum was implemented in 2020-2021 and has been embedded in daily practices through a new resource Character Strong in 2021-2022.
- PBIS was implemented in 2019-2020.
- The SFISD Police Department is a high functioning, well-trained police force and the officers are visible on the campuses on a daily basis with clear emergency plans.
- The SFISD Chief of Police provides training for all district employees in safety procedures.
- Threat assessment teams were created at each campus to implement the district's threat assessment policy and procedures.
- Counselors provide grade-appropriate information to students regarding topics such as anti-bullying, healthy relationships, suicide prevention, and the prevention of drug and alcohol abuse.
- Counselors and campus administrators are interacting throughout the day in both high traffic areas and individual student conferences in their effort of ensuring the safety of all SFISD students.
- Wellness counselors were added to each campus in 2018-2019.
- Advisory groups at each campus provide feedback to campus administrators and to the superintendent.
- Each campus has an instructional leadership team as well as a site-based decision making committee to make decisions, lead change, and set and monitor goals.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

(Data below is based on the 2020-2021 TAPR Report)

Total Staff: 640

Professional Staff

- Teachers: 261
- Professional Support: 91
- Campus Administration (School Leadership): 16
- Central Administration: 12

Educational Aides: 59

Auxiliary Staff: 201

Total Minority Staff: 114

Teachers by Ethnicity and Sex

- African American: 2
- Hispanic: 26
- White: 229
- Asian: 1
- Males: 48
- Females: 213

Teachers by Highest Degree Held

- Bachelors: 218
- Masters: 37
- Doctorate: 2

Years of Experience

- Beginning Teachers: 16
- 1-5 Years Experience: 78

- 6-10 Years Experience: 53
- 11-20 Years Experience: 77
- Over 20 Years Experience: 34

Number of Students per Teacher: 16

Average Years Experience of Teachers: 11 yrs.

Average Years Experience of Teachers with District: 6.7 yrs.

Average Years Experience of Principals: 7.4 yrs.

Average Years Experience of Principals with District: 5.4 yrs.

Average Years Experience of Assistant Principals: 5.6 yrs.

Average Years Experience of Assistant Principals with District: 4.3 yrs.

Turnover

Turnover rate for teachers: 17%

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Elementary:

SFISD curriculum and instruction documents are created from state adopted TEKS strands . By TEA and other accountability measures, the standards are vertically and horizontally analyzed, organized, and scaffolded to meet the grade level expectations for successful student achievement. Curriculum documents are organized in the following forms within our district: Year At a Glance (YAG)-provides a four-square overview of what TEKS/standards are covered within each nine-weeks, Week At A Glance (WAG) – provides a clear unit parameters, assessments schedule, and Power Standards for each nine-weeks, Unit Planning Guides- provides a framework and protocol for teachers to backwards design instruction with multiple pathways, Instructional Planning Guides –provides a framework for instruction that happens each day. District assessments of tested state standards are aligned to the TEKS/standards and a framework is used to assist in this alignment.

Vehicles for learning are provided throughout our district's various platforms. Learning can be accessed and facilitated in the following ways: physically-classroom environment; or electronically/virtually- CANVAS (Learning Management System) or Microsoft Office 365. Our classrooms tend to use a hybrid approach for facilitating learning to meet the needs of our digital learners.

Professional Learning Communities (PLCs) are organized on each campus. The relevance of these communities is to maximize the capacity of adult learning. Learning is ongoing, systemic, and based upon the cycle of continuous improvement. IC maps are being developed to help measure the impact of the work.

During the 2022-2023 school year, the District will continue the implementation of Readers and Writers Workshop. Students learn within the framework of Structured Literacy and grow as a readers, writers, speakers, and listeners. The workshop model allows students to be at the center of their literacy adventure with an exposure to areas of high interest for individual learners and to be instructed with an

explicit and systematic approach. RLA curriculum and instruction documents are created from best practices provided by a multitude of resources such as Ohio State University and Teacher's College at Columbia University, Heggerty Phonological Awareness, 95 Phonics and Patterns of Power. Math and Science will continue to focus upon creating literate learners within their content. Resource subject experts visited Santa Fe ISD multiple times this year to assist in our curriculum management to refine and design relevant pathways across grade levels to create clearer avenues for student success. The math curriculum for the 2022-2023 school year will be the continuation of Eureka Math. Stem Scopes and Discovery Science will be used as a resource in Science.

The Instructional Coaching Model continues for the 2022-2023 school year, and teachers have access to and support from subject specific instructional coaches to assist teachers in reaching their instructional goals resulting in higher student achievement.

Various learning cohorts and academies were formed within the District to strengthen and reinforce our leaning systems for academic success. Principals, assistant principals, teacher leaders, and other teacher representatives participated in book studies focused upon field related work to develop common practices and procedures to support adult and student learning.

Secondary:

SFISD curriculum and instruction documents are created from state adopted TEKS strands. By TEA and other accountability measures, the standards are vertically and horizontally analyzed, organized, and scaffolded to meet the grade level expectations for successful student achievement.

Curriculum documents are organized in the following forms within our district: Year At a Glance (YAG)- provides a four-square overview of what TEKS/standards are covered within each nine-weeks, Week At A Glance (WAG) – provides a clear unit parameters, assessments schedule, and Power Standards for each nine-weeks, Backwards Planning Guides (BPG)- provide a framework and protocol for teachers to backwards design instruction with multiple pathways, Instructional Planning Guides (IPG) –provide a framework for instruction that happens each day.

District assessments of tested state standards are aligned to the TEKS/standards and a framework is used to assist in this alignment. Vehicles for learning are provided throughout our district's various platforms. Learning can be accessed and facilitated in the following ways: physical-classroom environment; or electronically/virtually CANVAS (Learning Management System) or Microsoft Office 365. Classrooms tend to use a hybrid approach for facilitating learning to meet the needs of our learners.

Professional Learning Communities (PLCs) are organized on each campus. The relevance of these communities is to maximize the capacity of adult learning. Learning is ongoing, systemic, and based upon the cycle of continuous improvement. Innovation Configuration (IC) maps to help measure the impact of the work.

During the 2022-2023 school year, the District will continue the implementation of Readers and Writers Workshop. Students learn within the framework of structured literacy and grow as a readers, writers, speakers, and listeners. The workshop model allows students to be at the center of their literacy adventure with an exposure to areas of high interest for individual learners and to be instructed with an explicit and systematic approach. Reading Language Arts curriculum and instruction documents are created from best practices provided by a multitude of resources such as Ohio State University, Teacher's College at Columbia University, and Patterns of Power.

Other core content areas, Math, Science and Social Studies, will continue to focus upon creating literate learners. Resource subject experts visited Santa Fe ISD multiple times this year to assist in our curriculum management to refine and design relevant pathways across grade levels to create clearer avenues for student success. Math curriculum was adopted in 2021-2022 called Eureka Math and Carnegie Learning. Discovery Science will be used as a resource in science for grades 6-12 with an emphasis on inquiry learning using a 5 E model and a focus on STEM investigations. Document Based Questioning (DBQ) Project Online will be used a resource for social studies. DBQ uses primary and secondary sources to support discourse and written expression on a variety of social studies topics.

Advanced Placement (AP) courses will use College Board online platform for preparing students to be successful on the AP exams. Spanish classes will access an online resource to for reading, writing, speaking, and listening. CTE courses will continue using resources aligned with their content. Many of the CTE courses will use the iCEV platform. High School Computer Science is focusing on software development with Houston Codes curriculum. Health Science has moved to the Kaduceus Patient Care Technician and certification to serve more students. All CTE teachers use TXCTE Resource center as an ancillary source for scopes and sequences and lesson plan ideas.

The Instructional Coaching Model continues for the 2022-2023 school year. Teachers have access to and support from subject specific instructional coaches to assist teachers in reaching their instructional goals resulting in higher student achievement. One additional instructional coach has been added to the junior high in 2021-2022 to support professional learning and increase student outcomes.

Various learning cohorts and academies were formed within the district to strengthen and reinforce our leaning systems for academic success. Principals, assistant principals, teacher leaders, and other teacher representatives participated in book studies focused upon field related work to develop common practices and procedures to support adult and student learning.

Parent and Community Engagement

Parent and Community Engagement Summary

SFISD supports family engagement through counselors and campus family engagement committees to promote activities that encourage lifelong learning and student success.

- Transition parent tours and additional scheduling counseling
- Increased formats of communication between parents and teachers
- District Parent Involvement Committee
- Campus Parent Involvement Committees
- District and campus survey data utilized to continually improve
- Increased written communication to parents
- Booster clubs
- SFISD Education Foundation
- Parent Advisory groups
- Parent conference and open house activities to encourage collaboration between parents, teachers, and students
- Family nights such as ESL Night, Math and Reading Nights, College Night
- Maintain an open and collaborative relationship with community members by working closely with the Education Foundation
- Promote campus activities, share student accomplishments, and provide district news by publishing a newsletter for the community
- Host special events during athletic games to encourage community support
- Promote community involvement by collaborating with parents and supporting Homecoming activities
- Actively support students with special needs by promoting Special Olympics through volunteer opportunities and fund raising
- CTE Advisory Boards members meet annually to provide input on the curriculum, equipment, and industry-based certifications that are part of our programs of study.
- Community Roundtables are hosted by the SFTX Education Foundation and superintendent to provide program information and to gain input from the community

District Context and Organization

District Context and Organization Summary

Santa Fe ISD consists of five campuses.

- All campuses are in close proximity to one another.
- The administration building is central to all campus locations.

Administrative/Counseling Campus Organization

Roy J. Wollam

- Principal, Michelle Pourchot
- Assistant Principal, Shannon Davidson
- Counselor, Lindsey Garcia

Dan J. Kubacak

- Principal, Casey Adoor
- Assistant Principal, Jamie Nichols
- Counselor, Hope Otto

William F. Barnett

- Principal, Destini Martin
- Assistant Principal, Marissa Harrison
- Counselor, Laura Timmons

Santa Fe Junior High

- Principal, Florence Adkins
- Assistant Principal, Gina Seyl
- Assistant Principal, Elizabeth Davis
- Assistant Principal, Kristen Lawrence
- Counselor, Katie Casey
- Counselor, Monica McCollum

Santa Fe High School

- Principal, Rachel Harris
- Associate Principal Karlee Custer
- Assistant Principal Dr. Cristianne Richardson
- Assistant Principal Adrian Bidulescu
- Assistant Principal Beth Yorlano
- Counselor, Sarah Luna
- Counselor, Rhonda Price
- Counselor, Mercedes Filoteo
- Counselor, Keri Duggan

Identified strengths of the SFISD school context and organization are as follows:

- Administrative/counseling organization by campus
- Exceptional extracurricular opportunities for students in fine arts, Career & Technical Student Organizations (FFA, TAFE, etc.), and athletics
- Robotics Club
- Indian Success Academy where students have the opportunity to make up credits and, at the same time, to attend College of the Mainland to work toward a certification
- 15 CTE programs of study aligned with the Texas Education Agency statewide Programs of Study
- Many Industry Based Certifications offered
- Increased offerings in AP and Dual Credit courses at the high school, adding embedded dual credit teachers to provide additional options to students
- Collegiate High School Cohort
- Instructional Support and Special Education support staff
- Targeted Response to Intervention Process (RTI)
- PBIS
- SOAR program is an innovative and effective way of meeting the educational needs of the districts ECSE students along with those of the children of district employees
- The STRIVE Program is an effective way to prepare our 18-21 year old special education students for transition into the work force and community living
- Creative Explorers offers the community and SFISD employees reliable child care before and after school
- All campuses provide Professional Learning Community (PLC) meeting, learning, and planning time for teachers. SFHS provides Late Start Wednesdays throughout the school year in order to build this time into the teachers' workday. SFJH has PLC time built into the school day. Elementary campuses schedule their PLC time during the day on a rotating basis.

- Instructional Coaching
- Teaming
- District Lead Counselor
- Threat Assessment Teams
- Academic and Wellness Counselors
- Social Worker
- District Lead Nurse
- Xello College and Career Development software for students and families, grades 6-12

Technology

Technology Summary

The District faces many challenges from aging computer equipment, equality, and standardization of technology devices between campuses. These challenges are being addressed in the District goals.

•During the summer of 2022, the District purchased 24 interactive touch panels for Kubacak and RJ Wollam and 25 laser projectors for secondary to begin refreshing aging STAR Boards and bulb projectors.

•In 2021-2022. The District purchased 1,000 Dell touch screen laptops through the Emergency Connectivity Fund (ECF) grant to continue to refresh secondary student laptops. 100 teacher laptops were also purchased through ECF to meet the needs of increased staff numbers and para-professionals that work directly with students each day.

•In 2020-2021, the District purchased 2,000 Dell laptops through the Operation Connectivity grant. These devices were used to refresh secondary student devices.

•In 2019-2020, the District refreshed student computers for kindergarten and first grade. These touchscreen devices that can be used like a tablet or a full laptop. Additionally, the District refreshed classroom teacher laptops with Dell touchscreen devices that can mirror cast to the classroom projectors.

•Cybersecurity is a top priority for Santa Fe ISD. In March of 2022, the District implemented a managed internal broadband service (MIBS) plan that includes a 24/7 monitoring piece that will alert key staff in a timely manner in the event a breach is detected. Additionally, multiple levels of protection, including a firewall with an additional fail over firewall, have been implemented.

Beginning in 2020-21, the Technology Department consists of 2 staff members trained to facilitate instructional technology professional development for District staff. The district continues to take advantage of cloud infrastructure. Microsoft Office 365 and Cloud storage will allow students and staff to have access to files and applications from any location with internet access. Microsoft InTune allows district issued student devices to be monitored and managed off-premise.

Canvas, the district's Learning Management System, is used to provide students with a portal to access a variety of instructional tools and materials which include lesson plans, assignments, quizzes, research materials, and a calendar to keep up with due dates. The District is rebooting how we use this system to make sure we are getting the most for the money invested in this program. Including the ability for teachers to have direct access to Canvas for technical assistance using the Chat Tier one support that was purchased for this year.

In 2020-2021, the District adopted Linewize, in conjunction with Gaggle, as the district content filter and student safety monitoring. These systems archive all internet history and allow the District to address policy issues and help with building good Digital citizens.

In 2021-2022, the District added ClassWize to allow teachers to monitor classroom device activity from one location. This allows teachers to refocus students if they begin to veer off the intended assignment site and allows teachers to interact with students from their device to and individual student, a group, or whole class.

PK-6th grade classrooms are all equipped with student laptop carts. In 2022-23, students in grades 7-12 will receive a student laptop, charger, and protective carrying case. This provides students with the tools necessary to succeed in 21st-century learning.

Technology Strengths

- **The addition of Lightspeed will now allow the district to address the internet filtering concerns. This system will archive all internet history and allow the District to address policy issues and help with building good Digital citizens. The teacher classroom management will finally give teachers the control they need to control the student computers. From locking the computer screens to opening up or closing websites depending on classroom instruction needs. With this control, they will also have the ability to go back and see the archive of their student browsing history to verify that students are staying on task. Finally having the ability to meet the request of parents to have access to their child's search history is another tool to help parents feel connected. This is planned to be pushed out for the 2019-20 and will be a great tool for everyone in the District. The Lightspeed filter is a Cloud-based solution and filters any SFISD devices in or out of the Districts network. This opens up options for moving to a true 1:1 program that could allow students to take home devices in the future.**
- **Connectivity between campuses consists of redundant, 10GB fiber connections that provide fast transfer of data between locations and redundancy in the event one of these lines get compromised.**
- **Internet bandwidth has been increased the 2019-20 school year from 700Mbps to 1 GB to provide enough bandwidth to support over 6,000 computers that will give the end-user high-speed access to web content.**
- **Internet bandwidth has been increased from 1GB to 1.5 GB in 2021-2022 .**
- **Our Technology Staff is built of skilled technicians that support the district needs and maintain the technology equipment.**
- **The Eduphoria HelpDesk application greatly enhances our ability to track and keep up with technology requests and keeps the operation of the technology department running efficiently.**
- **SFISD campuses have wireless connectivity suitable to support the growing number of student computers. Wireless access points are present in every classroom and in common areas, ensuring solid connections during classroom instruction.**
- **There are student laptop carts in every core classroom, ranging between 40 to 50 carts per campus and over 6,000 student laptops in total. This provides students with the tools necessary to succeed in 21st-century learning.**

- **Desktop computer labs have reduced in numbers at the campuses due to the current availability of student laptop computers. However, some computer labs are still in place provide additional technology learning environments for students as well as specialized instruction geared towards software applications and successful research practices with Technology TEKS focus. In 2021-2022, a MAC computer lap was installed at SFHS for CTE and Fine Arts use.**
- **Wireless video streaming adapters have proven to be an effective solution to streaming instructional content. The cost of adding the wireless adapters are less than 1/3 the cost of conventional wall plates and provides the teacher to move about the room and interact with the student.**
- **Interactive whiteboards and touch monitors provide the interactive ability for teachers to engage students in instruction through the use of technology.**
- **Microsoft Office 365 provides flexibility to staff and students' file access and storage needs. In addition, Microsoft continues to increase security and add collaborative applications that are useful in classroom instruction.**
- **Microsoft Office 365 provides storage and file access for staff and students. In addition, Microsoft continues to increase security and add collaborative applications that are useful in classroom instruction and include assistive technology features.**
- **The Technology staff is being retooled to provide classroom technology support and training on available technology devices and applications. Teachers will become more fluent and comfortable using the applications selected to meet instructional needs.**

Goals

Revised/Approved: September 12, 2022

Goal 1: SFISD utilizes funds in a fiscally responsible manner to optimize student educational experiences.





Performance Objective 1: Athletics utilizes funds in a fiscally responsible manner to optimize student educational and athletic experiences.

Strategy 1 Details	Formative Reviews		
Strategy 1: The Athletic Department will train coaches to be responsible for their athletic budget, and will responsibly spend their operating budget without exceeding their limit. Strategy's Expected Result/Impact: Athletic Department funds will be utilized in a responsible manner to increase the overall educational and athletic experience.	Formative		
	Nov	Feb	May
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>			

Goal 1: SFISD utilizes funds in a fiscally responsible manner to optimize student educational experiences.

Performance Objective 2: Curriculum and Instruction utilizes funds in a fiscally responsible manner to optimize student educational experiences.





Strategy 1 Details	Formative Reviews		
Strategy 1: C&I will correctly utilize the budget guidelines and all expenditures will be in support of district and campus goals which are based on the district and campus needs assessment. Staff Responsible for Monitoring: Chief Academic Officer Funding Sources: - Title I, - Title II, - Title III, - Title 4, - IMA, - SCE, - Perkins-CTE, - ESL-Local, - Curr&Inst, - CTE-Local, - Local	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: C&I utilizes a vetted process aligned with state requirements and district learning goals for the Instructional Material Selection Process. Strategy's Expected Result/Impact: Alignment of resources to curriculum and state standards Staff Responsible for Monitoring: Instructional Coordinators and Chief Academic Officer	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: C&I will utilize third party, research-based experts to formally review and audit instructional programs, resources, curriculum, personnel, and master schedules on an annual rotational basis. Strategy's Expected Result/Impact: Improve and update gaps in instructional programs, resources, curriculum, personnel, and master schedules to maximize educational experience for students. Staff Responsible for Monitoring: Chief Academic Officer	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: Special Services will maximize Medicaid reimbursement by monitoring and implementing mandatory timelines for billing by Licensed Specialist in School Psychology, Personal Care Providers including transportation, Related Services, and Speech Pathologists. Strategy's Expected Result/Impact: Maximized funding for evaluations and psychological services. Staff Responsible for Monitoring: Coordinator and Director of Special Services and Administrative Assistant.	Formative		
	Nov	Feb	May

Strategy 5 Details	Formative Reviews		
Strategy 5: Career & Technical Education will prioritize budgeting for community- and workforce-driven initiatives based on the Comprehensive Local Needs Assessment. Strategy's Expected Result/Impact: Programs of Study completers will increase; CTE Program of Study enrollment will more closely align to occupations targeted by the Gulf Coast Workforce Development Board. Staff Responsible for Monitoring: CTE Director, High School Principal Funding Sources: Updated equipment for Programs of Study tied to high demand occupations - Perkins-CTE - Carl Perkins Grant, Local Funds	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 1: SFISD utilizes funds in a fiscally responsible manner to optimize student educational experiences.

Performance Objective 3: Finance utilizes funds in a fiscally responsible manner to optimize student educational experiences.

Strategy 1 Details	Formative Reviews		
Strategy 1: Finance utilizes funds in a fiscally responsible manner to optimize student educational experiences, and we will continually review of business and tax office practices to maintain transparency and accountability for staff of both departments	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Finance utilizes funds in a fiscally responsible manner to optimize student educational experiences, and we will review and update our Business continuity plan (BCP) to account for new and unforeseen events, including freezes, hurricanes, fires and other.	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Finance utilizes funds in a fiscally responsible manner to optimize student educational experiences, and develop Business Services employee on-boarding materials (Internal controls, procedure manual, bonding (if applicable) and code of conduct).	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: Finance utilizes funds in a fiscally responsible manner to optimize student educational experiences, and develop a Grant accounting process to increase efficiency and reporting abilities, by working with Grant writer and accountant.	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
Strategy 5: Finance utilizes funds in a fiscally responsible manner to optimize student educational experiences, and * Review Contracts prior to signing to make sure that they are in the best interest of the district and provide the necessary clauses to support that.	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
Strategy 6: Finance utilizes funds in a fiscally responsible manner to optimize student educational experiences, and start the process to become fully digital and continue to work on the implementation of digital time sheets. (This may be a several years project).	Formative		
	Nov	Feb	May

Strategy 7 Details	Formative Reviews		
Strategy 7: Finance utilizes funds in a fiscally responsible manner to optimize student educational experiences, and implement and streamline commodity code tracking and reporting.	Formative		
	Nov	Feb	May
Strategy 8 Details	Formative Reviews		
Strategy 8: Finance utilizes funds in a fiscally responsible manner to optimize student educational experiences, and review vendors and inactivate those who have not been active in Skyward.	Formative		
	Nov	Feb	May
Strategy 9 Details	Formative Reviews		
Strategy 9: Finance utilizes funds in a fiscally responsible manner to optimize student educational experiences, by continuing cross training team members into areas of the business cycle, this allows for an impromptu audit when processes do not work and allows for backup in case it is needed. Strategy's Expected Result/Impact: This will increase understanding of the business processes and will decrease reliance on one individual to perform single duties. Staff Responsible for Monitoring: Director of Finance	Formative		
	Nov	Feb	May
Strategy 10 Details	Formative Reviews		
Strategy 10: Finance utilizes funds in a fiscally responsible manner to optimize student educational experiences, by having periodical audits of petty cash, accounts, general ledger, and accounts payable, this will maintain proper records and will allow to spot any errors that may occur throughout the year and allow for time to correct.	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 1: SFISD utilizes funds in a fiscally responsible manner to optimize student educational experiences.





Performance Objective 4: Human Resources and Communications utilize funds in a fiscally responsible manner to optimize student educational experiences.

Strategy 1 Details	Formative Reviews		
Strategy 1: Establish processes and communications focused on reducing employee turn over resulting in decreased spending on recruiting and hiring. Strategy's Expected Result/Impact: Increased retention of employees. Staff Responsible for Monitoring: Human Resources Department	Formative		
	Nov	Feb	May
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>			

Goal 1: SFISD utilizes funds in a fiscally responsible manner to optimize student educational experiences.

Performance Objective 5: Maintenance and Operations utilizes funds in a fiscally responsible manner to optimize student educational experiences.





Strategy 1 Details	Formative Reviews		
Strategy 1: To utilize funds in a fiscally responsible manner to optimize student educational experiences by optimizing inventory warehouse inventorying programs to improve consumable organization, efficiently track usages by campus, reduce inventory requests, and improve warehouse clerk route efficiency. Strategy's Expected Result/Impact: Usable product; less money in inventory due to accurate records. We have implemented schooldude inventory direct program for all warehouse consumable materials and are tracking custodial materials at each campus and inside the warehouse including deliveries. Staff Responsible for Monitoring: Exec., Director of Maintenance, Director of Maintenance, Facility Manager, Administrative Assistant	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: To utilize funds in a fiscally responsible manner to optimize student educational experience by continuing to develop the capital improvement replacement plan through life cycle identification and asset valuation for the next 5 to 10 years. Strategy's Expected Result/Impact: Maintain projects within budget, planning between general fund expenditures and capital expenditures which will maximize funding for the educational purposes. Staff Responsible for Monitoring: Exec., Director of Maintenance, Director of Maintenance, Facility Manager, Maintenance staff, custodial, campus personnel.	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: To utilize funds in a fiscally responsible manner to optimize student educational experience by creating valuation documents to identify asset value and current life cycle stage.	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: To utilize funds in a fiscally responsible manner to optimize student educational experience by continuing to improve energy efficiency through commissioning services and BAS monitoring software.	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
Strategy 5: To utilize funds in a fiscally responsible manner to optimize student educational experience by accurately capturing rental funds from the community and non-profit rentals to improve facilities during future projects.	Formative		
	Nov	Feb	May

Strategy 6 Details	Formative Reviews		
Strategy 6: To utilize funds in a fiscally responsible manner to optimize student educational experience by preparing and leading a bond planning committee to determine the best way to move forward with projected growth and capital maintenance needs.	Formative		
	Nov	Feb	May
<div> <div>  No Progress </div> <div>  Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>			

Goal 1: SFISD utilizes funds in a fiscally responsible manner to optimize student educational experiences.





Performance Objective 6: Nutrition Services utilizes funds in a fiscally responsible manner to optimize student educational experiences.

Strategy 1 Details	Formative Reviews		
Strategy 1: To utilizes Nutrition Services funds in a fiscally responsible manner to optimize student educational experience, budget development is accomplished collaboratively, and in a way that is aligned with district goals to insure a high level of fiscal responsibility, accountability, and accuracy. Strategy's Expected Result/Impact: Completion of project transition to TDA program. Training of staff and students on meal portion and servings will continue all year. Staff Responsible for Monitoring: Director of Nutrition Services, HS Cafeteria manager, and HS Nutrition services staff	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: To utilizes Nutrition Services funds in a fiscally responsible manner to optimize student educational experience with site financial data being accumulated and assessed to best analyze the financial needs unique to each school building.	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: To utilizes Nutrition Services funds in a fiscally responsible manner to optimize student educational experience, financial targets are set for each school based on their specific situation and managers are trained to meet those goals.	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: To utilizes Nutrition Services funds in a fiscally responsible manner to optimize student educational experience by reaching a free and reduced lunch program percentage goal of 50%.	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
Strategy 5: To utilizes Nutrition Services funds in a fiscally responsible manner to optimize student educational experience by encouraging households to apply for free and reduced meals in every way possible to reach them.	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
Strategy 6: To utilizes Nutrition Services funds in a fiscally responsible manner to optimize student educational experience by reaching a daily participation goal of 25% for breakfast, and 55% for lunch.	Formative		
	Nov	Feb	May

Strategy 7 Details	Formative Reviews		
Strategy 7: To utilizes Nutrition Services funds in a fiscally responsible manner to optimize student educational experience by not exceeding the board approved purchase order amount.	Formative		
	Nov	Feb	May
Strategy 8 Details	Formative Reviews		
Strategy 8: To utilizes Nutrition Services funds in a fiscally responsible manner to optimize student educational experience by following all USDA required procurement procedures for making any purchases.	Formative		
	Nov	Feb	May
Strategy 9 Details	Formative Reviews		
Strategy 9: To utilizes Nutrition Services funds in a fiscally responsible manner to optimize student educational experience, Nutrition Services and the Director of Finance will conduct a quarterly review of P & L.	Formative		
	Nov	Feb	May
<div> <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div> </div>			





Goal 1: SFISD utilizes funds in a fiscally responsible manner to optimize student educational experiences.

Performance Objective 7: The police department utilizes funds in a fiscally responsible manner to optimize student educational experiences.

Strategy 1 Details	Formative Reviews		
Strategy 1: The police department utilizes LEOSE funds received from the Texas Comptroller's Office, to offset law enforcement specific professional development training. District budgeted training funds, do not sufficiently cover legislatively mandated but unfunded training classes. Strategy's Expected Result/Impact: Police Department personnel will be in training compliance with state requirements. Staff Responsible for Monitoring: Chief Ruben Espinoza	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Police department will rely on funds generated through high school student parking permit sales to supplement operating budget. Strategy's Expected Result/Impact: Police department will have necessary funding to accomplish its mission. Staff Responsible for Monitoring: Chief Ruben Espinoza	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





Goal 1: SFISD utilizes funds in a fiscally responsible manner to optimize student educational experiences.

Performance Objective 8: The technology department utilizes funds in a fiscally responsible manner to optimize student educational experiences.

Strategy 1 Details	Formative Reviews		
Strategy 1: To utilize funds in a fiscally responsible manner to optimize student educational experiences by re-assessing and modifying inventory procedures for all district technology. Strategy's Expected Result/Impact: Maintain projects within budget. Staff Responsible for Monitoring: Director of Technology	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: To utilize funds in a fiscally responsible manner to optimize student educational experiences by implementing student insurance on 1:1 devices that are used for school and home. Strategy's Expected Result/Impact: Less expenditures in copying/printing Staff Responsible for Monitoring: Director of Technology and Business Services	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: To utilize funds in a fiscally responsible manner to optimize student educational experiences by monitoring and assessing the financial impact and effectiveness of the District's 1:1 laptop initiative. Strategy's Expected Result/Impact: Increase student engagement and access to 21st century learning. Di Staff Responsible for Monitoring: Chief Academic Officer and Director of Technology	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: To utilize funds in a fiscally responsible manner to optimize student educational experiences, we will create and revise a long range plan of infrastructure, classroom instructional technology needs, and student/ staff devices. Strategy's Expected Result/Impact: Ongoing efforts to keep district technology running at optimum performance, refresh district equipment in efficient and timely manner with an emphasis on cutting edge technology while remaining fiscally responsible. Staff Responsible for Monitoring: Chief Academic Officer and Director of Technology	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





Goal 1: SFISD utilizes funds in a fiscally responsible manner to optimize student educational experiences.

Performance Objective 9: The transportation department utilizes funds in a fiscally responsible manner to optimize student educational experiences.

Strategy 1 Details	Formative Reviews		
Strategy 1: To utilizes funds in a fiscally responsible manner to optimize student educational experiences by analyzing purchases that maximize student and staff safety. We will continue to seek grants allowing us to replace older buses which are becoming costly to maintain with newer standardized buses streamlining repairs. The newer buses also come equipped with seat belts and other safety features to protect students during transport. Strategy's Expected Result/Impact: Safer buses, reduced maintenance costs, replacement of capital projects on a rotation bases Staff Responsible for Monitoring: Dir. and Asst. Dir. of Transportation	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: To utilizes funds in a fiscally responsible manner to optimize student educational experiences by focusing on safety and accident free travels which will support student and staff safety and minimize driving accidents which are very costly . Strategy's Expected Result/Impact: Student and staff safety number 1 priority. Reduce/eliminate accidents. Reduce the cost of auto insurance, and loss of capital assets Staff Responsible for Monitoring: Director, Assistant Director, Drivers, Routing Coordinator, Monitors, and Dispatchers.	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





Goal 2: SFISD raises awareness of how funds are maximized to enhance student learning.

Performance Objective 1: The Athletic Department will utilize school funds to purchase items that directly influence and enhance the student athlete's educational and athletic experience.

Strategy 1 Details	Formative Reviews		
Strategy 1: The Athletic Department will review purchases and make sure the coaches are making reasonable purchases that will enhance the student athlete's athletic and educational learning experience. Strategy's Expected Result/Impact: Athletic coaches will purchase equipment and goods that will influence the student athlete athletic experience.	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: The Athletic staff will receive continual training on purchasing procedures throughout the 2020-2021 school year. Strategy's Expected Result/Impact: All head coaches will use training procedures learned when purchasing equipment for the school year.	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: SFISD raises awareness of how funds are maximized to enhance student learning.

Performance Objective 2: Curriculum and Instruction raises awareness of how funds are maximized to enhance student learning.

Strategy 1 Details	Formative Reviews		
Strategy 1: C&I will involve stakeholders at both the district as well as the campus level to determine the best use of funds in support of identified needs. Staff Responsible for Monitoring: Chief Academic Officer	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Career & Technical Education will train teachers on the effective use of Program of Study budgets to maximize real-world experiences in the CTE classrooms and labs. Strategy's Expected Result/Impact: Increased industry-based certifications; Increased student post-secondary success (employment and/or college enrollment). Staff Responsible for Monitoring: Executive Director of CTE	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: SFISD raises awareness of how funds are maximized to enhance student learning.

Performance Objective 3: Finance raises awareness of how funds are maximized to enhance student learning.

Strategy 1 Details	Formative Reviews		
Strategy 1: To raise awareness of how funds are maximized to enhance student learning by creating new how to videos, presentations and seminars. Creating an open line of communication with our taxpayers and the community allows for better understanding of how the funds utilized in the district are maximized	Formative		
	Nov	Feb	May
<div><div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div><div></div><div></div></div><div>Continue/Modify</div></div><div><div><div><div></div><div></div></div><div>Discontinue</div></div></div></div></div></div></div>			





Goal 2: SFISD raises awareness of how funds are maximized to enhance student learning.

Performance Objective 4: Maintenance and Operations raises awareness of how funds are maximized to enhance student learning.

Strategy 1 Details	Formative Reviews		
Strategy 1: To raise awareness of how funds are maximized to enhance student learning by continuing to utilize timely and accurate reports that capture utility usage, success and challenges, and project updates.	Formative		
	Nov	Feb	May
<div><div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div>→</div><div>Continue/Modify</div></div><div><div>✖</div><div>Discontinue</div></div></div></div>			

Goal 2: SFISD raises awareness of how funds are maximized to enhance student learning.

Performance Objective 5: Nutrition Services raises awareness of how funds are maximized to enhance student learning.





Strategy 1 Details	Formative Reviews		
Strategy 1: To raise awareness of how funds are maximized to enhance student learning by submitting timely and accurate Board reports. Communicate accomplishments weekly and new year department strategies that support District goals by May 15th of each year. Strategy's Expected Result/Impact: Accurate information to make informed decisions Staff Responsible for Monitoring: Nutrition Services Director	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: SFISD raises awareness of how funds are maximized to enhance student learning.

Performance Objective 6: The police department raises awareness of how funds are maximized to enhance student learning.

Goal 2: SFISD raises awareness of how funds are maximized to enhance student learning.

Performance Objective 7: The technology department raises awareness of how funds are maximized to enhance student learning.

Strategy 1 Details	Formative Reviews		
Strategy 1: The technology department raises awareness of how funds are maximized to enhance student learning by actively seeking out E-rate & Grant opportunities to help supplement existing district technology. Staff Responsible for Monitoring: Technology Director and Chief Academic Officer	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: The technology department raises awareness of how funds are maximized to enhance student learning by reviewing vendor contracts annually, and seeking out competitive bids that meet or exceed current contracted services. Strategy's Expected Result/Impact: Reduced spending of District funds Staff Responsible for Monitoring: Director of Technology	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: The technology department raises awareness of how funds are maximized to enhance student learning by providing usage reports for instructional applications and student safety monitoring to the Board and ongoing professional development to increase use of instructional applications aligned to TEKS. Strategy's Expected Result/Impact: Focus professional development in areas of need based off usage reports and continuous improvement of filtering practices based off student safety reports Staff Responsible for Monitoring: Director of Technology and Chief Academic Officer	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: SFISD raises awareness of how funds are maximized to enhance student learning.

Performance Objective 8: The transportation department raises awareness of how funds are maximized to enhance student learning.

Strategy 1 Details	Formative Reviews		
Strategy 1: To raise awareness of how funds are maximized to enhance student learning by submitting timely and accurate Board reports. Communicate accomplishments weekly and new year department strategies that support District goals by May 15th of each year. Strategy's Expected Result/Impact: accurate information to make informed decisions Staff Responsible for Monitoring: Director of Transportation	Formative		
	Nov	Feb	May
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>			

Goal 3: SFISD provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Performance Objective 1: The Athletic Department will establish effective lines of communication with all stakeholders through social media and the district athletic websites.





Strategy 1 Details	Formative Reviews		
Strategy 1: The Athletic Department will train staff members on the operation and guidelines for updating the website with relevant and current information. Strategy's Expected Result/Impact: The Athletic and team websites will be updated regularly by each head coach.	Formative		
	Nov	Feb	May
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>			

Goal 3: SFISD provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Performance Objective 2: Curriculum and Instruction provides effective modes of communication to disseminate information and obtain feedback both internally and externally.





Strategy 1 Details	Formative Reviews		
Strategy 1: Special Services information will be updated on the Santa Fe ISD web page. The information will include the referral process (Child Find), Dyslexia, and links to Special Education Resources from the Texas Education Agency, as well as links to information related to Section 504 Strategy's Expected Result/Impact: The community will be informed of the services provided by Special Services and how to request those services. Staff Responsible for Monitoring: Coordinator and Director of Special Services and Service Providers from each area.	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Gifted & Talented - Information regarding the Gifted & Talented services in the district will be available on the SFISD web page. This information will include, but is not limited to, screening/testing dates, links for parents, the district GT Handbook, and the Texas State Plan for the Education of Gifted/Talented Students. Strategy's Expected Result/Impact: The community will be informed of the services provided the district's Gifted/Talented students. Staff Responsible for Monitoring: Rigor & Relevance Instructional Coach	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: SEL/PBIS - Information regarding the Positive Behavior Interventions and Supports/Social Emotional Learning services in the district will be provided on the SFISD website, district social media accounts, and marquee signs outside each campus. Information will also be sent out via district email and messenger applications such as Class Dojo. This information will include definitions utilized for the program, campus expectations, positive reinforcements given to students, and celebrations based on meeting campus rules and expectations. Skyward, Smore, and Microsoft Forms will also be utilized as modes of communication and collection. In coordination with UHCL, Gulf Coast and SFISD will collect universal screeners for each student to determine SEL and counseling needs. SEL Videos will be used for Professional Development at all campuses. Character Strong will be shared with all stakeholders as the SEL Curriculum. Strategy's Expected Result/Impact: The community will be informed of the techniques utilized in building positive and predictable environments at all campuses. Staff Responsible for Monitoring: District Lead Counselor	Formative		
	Nov	Feb	May

Strategy 4 Details	Formative Reviews		
Strategy 4: The Career and Technical Education (CTE) department will utilize the CTE website and social media to inform parents/students/staff about the CTE program offerings and provide information about our students' achievements (competitions & industry certifications). Strategy's Expected Result/Impact: All SFISD stakeholders will become more aware of the CTE Programs of Study, CTSOs available for students, and the importance of the CTE programs. Staff Responsible for Monitoring: Exec. Director of CTE	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
Strategy 5: CTE (2) - The CTE Advisory Boards will meet annually to complete a needs assessment, determine next steps for the CTE department, and guide the CTE department to continuing to improve their programs. The advisory boards will be made up of CTE teachers, administrators, counselors, parents, post-secondary, and business/industry partners. Strategy's Expected Result/Impact: Parents, teachers, community members, and educational partners will all have input as to which direction the district moves forward in the area of CTE. Staff Responsible for Monitoring: Exec. Director of CTE	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
Strategy 6: Advanced Academics - The district will utilize both the Message Center in Skyward and the mass call system through School Messenger to communicate important information on a more frequent basis to Advanced & AP students/parents. AP teachers will also provide clear communication to parents regarding their course and the AP assessments. Strategy's Expected Result/Impact: Parents will be more aware of the Advanced & AP programs that are offered, understand the rigors of the Advanced & AP courses, and the components of AP assessments. Staff Responsible for Monitoring: SFHS Admin Team, SFHS Counseling Team	Formative		
	Nov	Feb	May
Strategy 7 Details	Formative Reviews		
Strategy 7: Advanced Academics (2) - An Advanced Academic Committee will be formed. This committee will seek input from all stakeholders to ensure that our current systems for Dual Credit, Collegiate High School, and AP are best preparing our students for success and earning the maximum number of CCMR points. Strategy's Expected Result/Impact: Parents, students, teachers, community members, and educational partners will all have input as to which direction the district moves forward in the area of advanced academics. Staff Responsible for Monitoring: Exec. Director of CTE, SFHS Admin Team	Formative		
	Nov	Feb	May

Strategy 8 Details	Formative Reviews		
Strategy 8: Attendance -Attendance and Truancy Prevention-Monitor attendance daily. Campuses call chronic absentees daily. Attendance Administrator checks in with each campus weekly to address chronic absentees. Strategy's Expected Result/Impact: The District ADA will increase to 96% for the 2022-2023 school year. The goal is to keep students on Tier 1. When students are on Tier 2, use of Intervention Plans will decrease absences. The goal for Tier 3 is to help students be successful with interventions to avoid Truancy and help increase attendance. Staff Responsible for Monitoring: Attendance Administrator;Campus Principals;Campus AP assigned to attendance; Teachers, Counselors and the District Attendance Success Team.	Formative		
	Nov	Feb	May
Strategy 9 Details	Formative Reviews		
Strategy 9: English as a Second Language (ESL) administrators will provide effective modes of communication internally and externally by involving all stakeholders in decision making processes and by explaining the why behind decisions. Decisions will be based on data and research. Documents will be translated, as appropriate. Staff Responsible for Monitoring: Exec. Director of State Federal Programs, LPAC Administrators	Formative		
	Nov	Feb	May
Strategy 10 Details	Formative Reviews		
Strategy 10: Parent Family Engagement (PFE) committees will provide effective modes of communication internally and externally by involving all stakeholders in decision making processes and by explaining the why behind decisions. Decisions will be based on data and research. PFE committees will be held at the campus level and district parent involvement policy will be discussed as part of the campus engagement and DEIC agendas. Parents and community members will be part of these committees. Staff Responsible for Monitoring: Exec. Director of Federal and State Programs, ALC Coordinator, Campus Administrators	Formative		
	Nov	Feb	May
Strategy 11 Details	Formative Reviews		
Strategy 11: The C&I team will provide effective modes of communication internally and externally by involving all stakeholders in decision making processes and by explaining the why behind decisions. Decisions will be based on data and research. Communication will be distributed using video, newsletters, websites, Facebook, parent communication, etc. Staff Responsible for Monitoring: Chief Academic Officer	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





Goal 3: SFISD provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Performance Objective 3: Finance provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Strategy 1 Details	Formative Reviews		
Strategy 1: To provide effective modes of communication to disseminate information and obtain feedback both internally and externally by maximizing efficiency and increasing productivity by creating processes and updating current methods. This can be measured by new Business Services personnel reviewing the procedure manual and making revisions before the annual bookkeeper training. Strategy's Expected Result/Impact: New and informative information posted to the business services website. Staff Responsible for Monitoring: Asst Sup of Operations and Dir. of Finance	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: To provide effective modes of communication to disseminate information and obtain feedback both internally and externally, by continuing to maintain our record keeping clean and improve efficiency in entries by reviewing GL on a month to month basis. This can be measured at the end of the year , because monthly data integrity checks will help us with a smoother audit at year end.	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: To provide effective modes of communication to disseminate information and obtain feedback both internally and externally, by continuing to develop videos and post to the website with updated financial information.	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





Goal 3: SFISD provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Performance Objective 4: Human Resources and Communications provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Strategy 1 Details	Formative Reviews		
Strategy 1: Utilize multiple modes of communication to disseminate human resources onboarding process to both new hires and the hiring supervisor. Strategy's Expected Result/Impact: Clear understanding of the employment process for the hiring managers and the newly hired employee. Staff Responsible for Monitoring: Human Resources Department	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Collaborate with the Superintendent of Schools to create monthly Podcast about relevant and trending topics. Strategy's Expected Result/Impact: Positive and transparent communication with stakeholders. Staff Responsible for Monitoring: Communications Department	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Utilize all communications platforms to highlight the districts unique strengths and successes. Strategy's Expected Result/Impact: Media data analytics reflecting increased engagement in response to district communications. Staff Responsible for Monitoring: Communications Department	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: Create videos to provide insight into the student learning environment. Strategy's Expected Result/Impact: Stakeholder engagement in response to videos shared on social media platforms. Staff Responsible for Monitoring: Communications Department	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





Goal 3: SFISD provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Performance Objective 5: Maintenance and Operations provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Strategy 1 Details	Formative Reviews		
Strategy 1: To provide effective modes of communication to disseminate information and obtain feedback both internally and externally, by continuing to develop and refine communications, both internally and externally, regarding projects, facility usage and availability, and day to day operations--conduct monthly maintenance meetings with campus leadership and athletic departments--walk facilities with maintenance staff and campus personnel--with an overall streamlined maintenance process that creates a positive impact on students, teachers, and staff. Strategy's Expected Result/Impact: Status update information to all stakeholders Staff Responsible for Monitoring: Exec. and Asst. Director of Maintenance	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Maintenance and Operations provides effective modes of communication to disseminate information and obtain feedback both internally and externally by ensuring departmental information is updated and disseminated across the district and community--website information contains up to date data for all facilities. Strategy's Expected Result/Impact: Status updated information to all stakeholders Staff Responsible for Monitoring: Exec and Asst Director of Maintenance	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





Goal 3: SFISD provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Performance Objective 6: Nutrition Services provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Strategy 1 Details	Formative Reviews		
Strategy 1: To provide effective modes of communication to disseminate information and obtain feedback both internally and externally, by communicating the end of free meals for all households due to pandemic waivers granted by USDA. All households will return to the National School Lunch Program where meals are claimed free/reduced and paid. Strategy's Expected Result/Impact: Encourage the use of School Cafe to apply for free or reduced price meals. Encourage the use of School Cafe to make online payments with a credit card and manage account balances. Staff Responsible for Monitoring: Director of Nutrition Services	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: To provide effective modes of communication to disseminate information and obtain feedback both internally and externally, by communicating new meal prices to all households. Strategy's Expected Result/Impact: Menu prices will be advertised on social media as well as on printed menus and will be provided to campus principals to include in school newsletters. Staff Responsible for Monitoring: Director of Nutrition Services	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





Goal 3: SFISD provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Performance Objective 7: The police department provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Strategy 1 Details	Formative Reviews		
Strategy 1: Police Department will regularly update the departments website to assure the dissemination of timely and factual information. Strategy's Expected Result/Impact: Availability of timely and accurate information for district stakeholders Staff Responsible for Monitoring: Jennifer Smith	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Police Department will maintain and monitor Police department Facebook page Strategy's Expected Result/Impact: District stakeholders and the general public will have an additional avenue to contact and share information with the police department staff. Staff Responsible for Monitoring: Jennifer Smith	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: "Tribal Tips" Anonymous Tip Program Strategy's Expected Result/Impact: Allows for an anonymous platform for students, staff, and visitors, to anonymously report safety and security concerns to the police department without the fear of retaliation or repercussions. Staff Responsible for Monitoring: Chief Ruben Espinoza	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: SFISD provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Performance Objective 8: The technology department provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Strategy 1 Details	Formative Reviews		
Strategy 1: The technology department provides effective modes of communication to disseminate information and obtain feedback both internally and externally, by utilizing the website, ClassLink dashboard, and Eduphoria HelpDesk to provide central locations for technology related FAQs, how to resources, and current Technology Department information and updates. Strategy's Expected Result/Impact: Up to date information and ease of access for all staff, students, and community Staff Responsible for Monitoring: Technology Director and Chief Academic Officer	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: The technology department provides effective modes of communication to disseminate information and obtain feedback both internally and externally, by distributing surveys a minimum of 2 times per year to staff and community. Strategy's Expected Result/Impact: More transparency of Technology Department and clear communication amongst schools, departments, and community. Staff Responsible for Monitoring: Director of Technology and Chief Academic Officer	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: The technology department provides effective modes of communication to disseminate information and obtain feedback both internally and externally, by the use of social media and the district website as tools when communicating with stakeholders. Strategy's Expected Result/Impact: Up to date information and ease of access. Staff Responsible for Monitoring: Director of Technology and Chief Academic Officer	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: SFISD provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Performance Objective 9: The transportation department provides effective modes of communication to disseminate information and obtain feedback both internally and externally.

Strategy 1 Details	Formative Reviews		
Strategy 1: To provide effective modes of communication to disseminate information and obtain feedback both internally and externally by communicating with staff and parents any changes that impact daily transportation using Skyward, Transfinder communication tools, and Bus Conduct. Strategy's Expected Result/Impact: Increase number of communications to stakeholders. Staff Responsible for Monitoring: Dir. and Asst. Dir. of Transportation	Formative		
	Nov	Feb	May
<div><div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div>→</div><div>Continue/Modify</div></div><div><div>✖</div><div>Discontinue</div></div></div></div>			

Goal 4: SFISD ensures a positive culture of high expectations for all students, staff, families, and the community.

Performance Objective 1: The Athletic Department will provide and establish high expectations with an emphasis on sportsmanship to all student athletes.





Strategy 1 Details	Formative Reviews		
Strategy 1: The Athletic Department will utilize character development lessons on a regular basis to enhance and increase good sportsmanship practices. Strategy's Expected Result/Impact: Student Athletes will conduct themselves in a manner that represents good sportsmanship.	Formative		
	Nov	Feb	May
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>			

Goal 4: SFISD ensures a positive culture of high expectations for all students, staff, families, and the community.

Performance Objective 2: Curriculum and Instruction ensures a positive culture of high expectations for all students, staff, families, and the community.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: SEL/PBIS -SFISD will utilize PBIS and SEL to build positive relationships among all stakeholders and teach socially appropriate skills and strategies in a positive and supportive environment in order to educate the whole student so that they will be successful in their life's endeavors. Positive Behavior Supports and Interventions will be utilized on each campus in order to create expectations for students to achieve. These expectations include various character building qualities that will be taught and celebrated by their respective campus in order to reinforce desired behaviors for success. Staff will consistently use the language of those expectations to ensure campus-wide clarity for students and positively reinforce these expectations to increase buy-in from students. Using the 5 SEL qualities presented by CASEL (Collaborative for Academic Social Emotional Learning) of Self-Awareness, Self-Management, Social Awareness, Relationship Skills and Responsible Decision-Making, SFISD will work to educate students on the importance of and the use of these competencies to enhance students' capacity to integrate skills, attitudes, and behaviors to deal effectively and ethically with daily tasks and challenges. All schools will be using their own verbiage to align with the CASEL competencies. Based on last year's classroom observations, the need for growth was exhibited in the areas of Social Awareness and Responsible Decision-Making. The Character Strong curriculum will aid in developing a more positive culture.</p> <p>Strategy's Expected Result/Impact: Data will be collected in the areas of discipline, campus culture, and academic success in order to determine needs for each campus's PBIS/SEL goals and strategies. At the end of the year, a qualitative data collection will be done through classroom visits to see where growth is needed. Quantitative data will be collected through surveys to all stakeholders.</p> <p>Staff Responsible for Monitoring: District Lead Counselor, All campus staff</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Attendance -Attendance & Truancy Prevention: Prepare students for success by increasing motivation and taking responsibility for their own attendance at school daily. Campus Success Coaches and the District Success team will work to provide appropriate interventions for chronic absentees.</p> <p>Strategy's Expected Result/Impact: Data will be collected on intervention strategies. Students on Tiers 2 and 3 will be monitored for intervention effectiveness. Special Education will convene ARD meetings for students with increased absences.</p> <p>Staff Responsible for Monitoring: Attendance Administrator; Campus attendance Success Coaches,; AP for Attendance, Counselors, Special Education and the members of the District Success Team.</p>	Formative		
	Nov	Feb	May

Strategy 3 Details	Formative Reviews		
Strategy 3: Discipline - All SFISD campuses will continue work to encourage best practices within PBIS and grow their campus SEL strategies. Campuses will utilize data collection protocols to track their disciplinary data, consider areas that need growth, and create plans with their campus teams to improve in these areas. Strategy's Expected Result/Impact: Santa Fe ISD will see a 5% decrease in office referrals, suspensions, and alternative placements when each month is compared to the 2021-2022 school year Staff Responsible for Monitoring: Exec. Director of State and Federal Programs, Chief Academic officer, Alternative Learning Coordinator	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: To facilitate a positive culture with the community Special Services will facilitate the development of a parent advisory group to promote collaboration with parents and community stakeholders. Strategy's Expected Result/Impact: Santa Fe ISD will see regularly scheduled meetings with an increase in participation Staff Responsible for Monitoring: Coordinator and Director of Special Education	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
Strategy 5: SFISD Alternative Learning Center will create a campus culture based on specific values and set high expectations for students in both the Discipline Alternative Education Placement (DAEP) as well as the Indian Success Academy (ISA) to begin at intake to the program and to be monitored by all staff on the campus. Strategy's Expected Result/Impact: Data will be collected on number of incidents for programs as well as survey data with students attending program. Staff Responsible for Monitoring: Alternative Learning Center Coordinator Funding Sources: - SCE	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
Strategy 6: Implement the SEL curriculum called Character Strong district-wide. Staff Responsible for Monitoring: District Lead Counselor Funding Sources: - Title 4	Formative		
	Nov	Feb	May
Strategy 7 Details	Formative Reviews		
Strategy 7: SFISD's Indian Success Academy will work to build a more solid transition program from the school campus an academic or professional role upon graduation. Strategy's Expected Result/Impact: Ensure students have next steps from graduation. Staff Responsible for Monitoring: Alternative Learning Center Coordinator.	Formative		
	Nov	Feb	May

Strategy 8 Details	Formative Reviews		
Strategy 8: C&I will help provide support to the High School campus to minimize and recover drop outs by providing systems for prevention and recovery, maintaining a recovery and watch list, and assist with home visits to get students enrolled in our alternative credit recovery program. Strategy's Expected Result/Impact: Increased completion rates. Staff Responsible for Monitoring: CAO, Executive Director for Federal and State Programs, High School Principal, Alternative Learning Center Coordinator Funding Sources: - SCE	Formative		
	Nov	Feb	May
Strategy 9 Details	Formative Reviews		
Strategy 9: To assist with transition from Junior High to High School, a freshman "Fish Camp" will be developed to support 9th grade students. To assist with transition from 5th grade to 6th grade, parent/student tours and orientation will be offered before the start of the school year. Strategy's Expected Result/Impact: Increased student transition success Staff Responsible for Monitoring: C&I	Formative		
	Nov	Feb	May
Strategy 10 Details	Formative Reviews		
Strategy 10: To help prepare high school students for college, the PSAT will be administered to all 10th grade students. The SAT (and tutorials) will be offered to all seniors. Strategy's Expected Result/Impact: Increased SAT results Staff Responsible for Monitoring: HS Principal Funding Sources: - Title 4	Formative		
	Nov	Feb	May
Strategy 11 Details	Formative Reviews		
Strategy 11: On-Campus Dual Credit, Industry Based Certifications, and Collegiate High School options will increase to provide more rigorous learning opportunities for students. Strategy's Expected Result/Impact: Increase dual credit enrollment; Increased industry-based certifications earned by graduates. Staff Responsible for Monitoring: Executive Director of CTE	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 4: SFISD ensures a positive culture of high expectations for all students, staff, families, and the community.

Performance Objective 3: Finance ensures a positive culture of high expectations for all students, staff, families, and the community.

Strategy 1 Details	Formative Reviews		
Strategy 1: Finance ensures a positive culture of high expectations for all students, staff, families, and the community by continued development of strategies to maintain people accountable	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Finance ensures a positive culture of high expectations for all students, staff, families, and the community by work together as a team to review areas where change may be needed.	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Finance ensures a positive culture of high expectations for all students, staff, families, and the community, actively reviewing personnel performance, actions, and work to make sure that above standard levels are maintained	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: Finance ensures a positive culture of high expectations for all students, staff, families, and the community, by working with external groups such as booster clubs and bookkeepers to assist and maintain proper records	Formative		
	Nov	Feb	May
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>			





Goal 4: SFISD ensures a positive culture of high expectations for all students, staff, families, and the community.

Performance Objective 4: Human Resources and Communications ensures a positive culture of high expectations for all students, staff, families, and the community.

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide information to educate supervisors regarding employee engagement and retention. Strategy's Expected Result/Impact: Increased retention of employees. Staff Responsible for Monitoring: Human Resources Department	Formative		
	Nov	Feb	May
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>			





Goal 4: SFISD ensures a positive culture of high expectations for all students, staff, families, and the community.

Performance Objective 5: Maintenance and Operations ensures a positive culture of high expectations for all students, staff, families, and the community.

Strategy 1 Details	Formative Reviews		
Strategy 1: Maintenance and Operations ensures a positive culture of high expectations for all students, staff, families, and the community, by ensuring maximum efficiency and availability of district facilities and staff to support student learning. Strategy's Expected Result/Impact: Survey and input from the administration of each campus. Staff Responsible for Monitoring: Exec. and Asst. Director of Maintenance	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Maintenance and Operations ensures a positive culture of high expectations for all students, staff, families, and the community by, conducting weekly building checks with the maintenance and operations staff to ensure all facilities are maintained properly and kept in a high state of readiness--reinforce departmental goals with the maintenance and operations staff--conduct monthly safety audits with staff to help ensure their roles are understood.	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Maintenance and Operations ensures a positive culture of high expectations for all students, staff, families, and the community by, instilling and developing a positive working environment, centered on supporting campus administration, teachers, staff, and students--use staff buy-in to promote a positive culture, provide facilities that are clean, secure, and comfortable and that accommodate learning and promote pride.	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





Goal 4: SFISD ensures a positive culture of high expectations for all students, staff, families, and the community.

Performance Objective 6: Nutrition Services ensures a positive culture of high expectations for all students, staff, families, and the community.

Strategy 1 Details	Formative Reviews		
Strategy 1: Nutrition Services ensures a positive culture of high expectations for all students, staff, families, and the community, by ensuring the health and safety of our students. Strategy's Expected Result/Impact: Build strong teams and interpersonal skills within the department. By offering each child an opportunity to purchase foods that will add to his/her physical well-being so they are ready to learn once they enter the classroom. By providing each child the opportunity to purchase a meal that meets at least one-third of his/her nutritional requirements at a price the child can afford to pay. By ensuring personal hygiene is maintained to a level that shows pride in ones own profession. Ensuring all principals of safety and sanitation are taught to staff and modeled to students. By ensuring that health department scores exceed 90 with no major violations in the kitchens of all facilities. By ensuring that hot food is consistently served between 140-160 degrees and cold food is consistently served at 40 degrees or below. Staff Responsible for Monitoring: Director of Nutrition Services	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Nutrition Services ensures a positive culture of high expectations for all students, staff, families, and the community, by ensuring that each YUM! Nutrition Services staff member has a current and thorough knowledge of state requirements for school foodservice and safety and that sanitation is maintained by each staff member as measured by completing required professional development hours on an annual basis and measured by Galveston County Health Department inspection scores.	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Nutrition Services ensures a positive culture of high expectations for all students, staff, families, and the community, by ensuring food and supplies are purchased from approved vendors that follow Hazard Analysis Critical Control Points (HACCP) procedures in their facilities and are stored according to prescribed sanitation standards.	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: Nutrition Services ensures a positive culture of high expectations for all students, staff, families, and the community by ensuring the Nutrition Department is in compliance with the Healthy Hunger-Free Kids Act of 2010.	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





Goal 4: SFISD ensures a positive culture of high expectations for all students, staff, families, and the community.

Performance Objective 7: The police department ensures a positive culture of high expectations for all students, staff, families, and the community.

Strategy 1 Details	Formative Reviews		
Strategy 1: Campus Officers proactively reaching out to students by initiating communication when opportunities arise. Strategy's Expected Result/Impact: Students will be exposed to information concerning making smart responsible choices, good decision making, anti-bullying strategies, and drug and alcohol abuse prevention. Staff Responsible for Monitoring: Chief Ruben Espinoza	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 4: SFISD ensures a positive culture of high expectations for all students, staff, families, and the community.





Performance Objective 8: The technology department ensures a positive culture of high expectations for all students, staff, families, and the community.

Strategy 1 Details	Formative Reviews		
Strategy 1: The technology department ensures a positive culture of high expectations for all students, staff, families, and the community, by increasing technology staff visibility on all campuses, throughout all departments, and community and ensuring all department names and job descriptions are posted on the district website. Strategy's Expected Result/Impact: Transparency of the technology department along with clear intent of collaboration among all parts of the district and community Staff Responsible for Monitoring: Technology Director and Chief Academic Officer	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: The technology department ensures a positive culture of high expectations for all students, staff, families, and the community, through ongoing professional development and refinements of goals. Strategy's Expected Result/Impact: Continuous improvement of department and maintaining highly qualified staff Staff Responsible for Monitoring: Technology Director and Chief Academic Officer	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: The technology department ensures a positive culture of high expectations for all students, staff, families, and the community, through planning and implementation of student, parent and community training on technology devices and/or software. Additionally, monitoring of student online activity by designated staff as it relates to social emotional health and violation of the District's acceptable use policy. Strategy's Expected Result/Impact: Continuous efforts to keep network, staff, and students safe Staff Responsible for Monitoring: Technology Director and Chief Academic Officer	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 4: SFISD ensures a positive culture of high expectations for all students, staff, families, and the community.





Performance Objective 9: The transportation department ensures a positive culture of high expectations for all students, staff, families, and the community.

Strategy 1 Details	Formative Reviews		
Strategy 1: The transportation department ensures a positive culture of high expectations for all students, staff, families, and the community, to ensure a positive culture of high expectations for all transportation staff by continuing cross training all staff so reliance on one employee does not hinder any ongoing work if they are unavailable. Continue to develop routing proficiency with dispatchers. Increase parent communication through Zonar app. Utilize Zonar app for student riders, and monitor delivery and pickup times. Monitor and communicate issues with campuses of arrival and departure times. Strategy's Expected Result/Impact: On time arrivals and departures. Staff Responsible for Monitoring: Dir. and Asst. Dir. of Transportation	Formative		
	Nov	Feb	May

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Goal 5: SFISD impacts student achievement positively through high standards of professional learning.

Performance Objective 1: The Athletic Department will provide and suggest professional development to enhance the athletic experience for our student athletes.

Strategy 1 Details	Formative Reviews		
Strategy 1: Coaches will attend and complete additional trainings that relate to improving the learning environment. Strategy's Expected Result/Impact: The athletic and educational environment increase and implement high standards of learning.	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: The Athletic Director will hold professional development sessions with all levels of Physical Education to ensure vertical alignment. Strategy's Expected Result/Impact: All levels of Physical Education will incorporate fine motor skills that translate to sports.	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: SFISD impacts student achievement positively through high standards of professional learning.

Performance Objective 2: Curriculum and Instruction impacts student achievement positively through research based professional learning.





Strategy 1 Details	Formative Reviews		
Strategy 1: CTE - CTE teachers will participate in conferences, job shadowing, and advisory boards and apply professional learning from in the areas of special education strategies, TEKS alignment with core content areas, instructional best practices training, and writing in all content areas. Strategy's Expected Result/Impact: CTE students and special education students enrolled in CTE courses should see increases of 5% in Algebra 1 EOC scores, 10% in English I & II EOC scores and 5% in industry certifications. Staff Responsible for Monitoring: Executive Director of CTE, SFHS administration, SFISD Special Services Department Results Driven Accountability	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: The Curriculum and Instruction team will create and support professional learning systems to improve practice through collaborative culture of continuous improvement resulting in increased student achievement. Professional learning will be 100% aligned to both district as well as campus goals. Staff Responsible for Monitoring: Chief Academic Officer	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: The Special Services department will facilitate professional learning for teachers and paraprofessionals in the following areas: differentiated instruction, accommodating vs. modifying, and disability awareness. Strategy's Expected Result/Impact: Evidence of differentiated instruction by teachers. Increased student academic achievement on informal and formal assessments in all core content areas. Staff Responsible for Monitoring: Coordinator and Director of Special Services. Funding Sources: - Title II	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: Gifted and Talented - 100% of core teachers at the elementary and secondary level will complete their 30 hours of GT professional development (by January 1, 2023) and maintain their yearly 6-hour update. GT trainings are provided through face to face and online courses. Strategy's Expected Result/Impact: Teachers will have knowledge of strategies that are effective for Gifted/Talented students. Staff Responsible for Monitoring: Rigor & Relevance Instructional Coach, Teachers, Campus Principals	Formative		
	Nov	Feb	May

Strategy 5 Details	Formative Reviews		
Strategy 5: SEL/PBIS - All campus teachers will be given professional learning specific to their PBIS/SEL action plans for their campus. Because some campuses are further along in the process, these trainings will be personalized to the needs of each campus. Furthermore, individual or smaller group training may take place based on campus needs with PBIS/SEL system. Character Strong training, as well as implementation plans, will be given to each campus and followed by staff. Counselors will be utilized as an SEL resource for PLC time and planning to aid staff in appropriate strategies and activities for SEL and PBIS development. Strategy's Expected Result/Impact: Teachers will receive information they need in order to best support the PBIS/SEL framework for their campus and meet the expectations set forth by their administrators. Staff Responsible for Monitoring: Teachers, Campus Principals	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
Strategy 6: Advanced Academics - AP teachers will participate in an AP Teacher PLC. This PLC will focus on the professional learning of our AP teachers in regards to preparing their students to succeed in the course and on the AP exams. Teachers will be provided with resources, knowledge about AP testing, and curriculum guidance. Strategy's Expected Result/Impact: The percentage of students scoring a 3 or better on the AP assessment will increase by 10% in 2020-2021. Staff Responsible for Monitoring: SFHS Admin Team, Chief Academic Officer	Formative		
	Nov	Feb	May
Strategy 7 Details	Formative Reviews		
Strategy 7: The ESL department will support campuses with a professional learning plan utilizing the trained ESL core team and incorporating prior learning into the differentiated instruction focus this school year.. Strategy's Expected Result/Impact: Increased achievement for ESL students. Staff Responsible for Monitoring: Exec. Director of Federal and State Programs, LPAC Administrators Results Driven Accountability Funding Sources: UHCL Consultant - Title III	Formative		
	Nov	Feb	May
Strategy 8 Details	Formative Reviews		
Strategy 8: The ESL department will provide support to the ESL administrators at each campus for ELPS implementation. Strategy's Expected Result/Impact: Increased academic achievement for ESL students Staff Responsible for Monitoring: LPAC Administrators, Exec. Dir. of Fed. and State Programs	Formative		
	Nov	Feb	May
Strategy 9 Details	Formative Reviews		
Strategy 9: The Alternative Learning Center staff will receive professional learning through a weekly PLCs to improve practice, consider ways to strengthen campus culture, and improve student learning experiences in the programs offered. Strategy's Expected Result/Impact: Increased team conversations for both student and employee success at ALC. Staff Responsible for Monitoring: Alternative Learning Coordinator	Formative		
	Nov	Feb	May

Strategy 10 Details	Formative Reviews		
Strategy 10: Curriculum and Instruction will support teachers with the implementation of new curriculum resources and instructional practices through a variety of professional learning opportunities such as book studies, learning designs, workshops, PLCs, or instructional coaching cycles. Strategy's Expected Result/Impact: Increased academic achievement for all students. Staff Responsible for Monitoring: Chief Academic Officer, Curriculum & Instruction Coordinators Funding Sources: coaching dashboard, Coaching from Learning Forward - Title II	Formative		
	Nov	Feb	May
Strategy 11 Details	Formative Reviews		
Strategy 11: A principal PLC will be formed and led by senior principals to support learning. Strategy's Expected Result/Impact: Capacity building in principals through collaboration and mentorship Funding Sources: - Title II	Formative		
	Nov	Feb	May
Strategy 12 Details	Formative Reviews		
Strategy 12: Instructional Coaching PLC will be formed and led by curriculum coordinators to support learning. Strategy's Expected Result/Impact: Capacity building with instructional coaching through collaboration and mentorship Staff Responsible for Monitoring: Chief Academic Officer	Formative		
	Nov	Feb	May
Strategy 13 Details	Formative Reviews		
Strategy 13: C&I will facilitate a Tribal Academy to provide teacher training and continuing education in the areas of leadership. Strategy's Expected Result/Impact: Increased leadership capacity in teachers Staff Responsible for Monitoring: Chief Academic Officer Funding Sources: - Title II	Formative		
	Nov	Feb	May
Strategy 14 Details	Formative Reviews		
Strategy 14: C&I will facilitate a new teacher mentoring program to provide support and help to provide professional development. Strategy's Expected Result/Impact: Retention of new teachers Staff Responsible for Monitoring: Mentor Program Administrator and Chief Academic Officer	Formative		
	Nov	Feb	May
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>			





Goal 5: SFISD impacts student achievement positively through high standards of professional learning.

Performance Objective 3: Finance impacts student achievement positively through looking at TASBO, TASA, and other organizations for professional development of the team

Strategy 1 Details	Formative Reviews		
Strategy 1: Finance impacts student achievement positively through high standards of professional learning by, readily having learning opportunities and cross training for Business Services staff members. The learning opportunities will focus on needs assessments of staff members. The needs assessments will align with the skills needed to successfully perform current duties and prepare staff members for growth to other positions. This can be measured by an increased number of professional development/training offered to the Business Services staff. Strategy's Expected Result/Impact: Attendance and sharing of knowledge. Staff Responsible for Monitoring: Asst Sup of Operations and Dir. of Finance	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Finance impacts student achievement positively through high standards of professional learning by, working to establish a strong team to support all areas of business practices by cross training and segregating duties across the department. This can be measured by ensuring all inquiries are able to be addressed and completed even if the responsible personnel is unavailable for their duties. Strategy's Expected Result/Impact: reduced errors, in compliance with Texas Education Code, less audit prep time Staff Responsible for Monitoring: Asst Sup of Operations, Dir. of Finance, Accountant, Business Services staff, bookkeepers and secretaries	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Finance impacts student achievement positively through high standards of professional learning by, implementing training on revenue cycles and accounting processes to all staff members involved in the accounting process.	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: SFISD impacts student achievement positively through high standards of professional learning.





Performance Objective 4: Maintenance and Operations impacts student achievement positively through high standards of professional learning.

Strategy 1 Details	Formative Reviews		
Strategy 1: Maintenance and Operations impacts student achievement positively by, impacting student learning though high standards of professional development and skilled trade improvement. Strategy's Expected Result/Impact: Successful completion of training. Daily operations, HVAC, and systems controls Staff Responsible for Monitoring: Exec. and Asst. Director of Maintenance	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Maintenance and Operations impacts student achievement positively by, attending formal training to further develop trade knowledge resulting in highly trained staff that supports the district's goals.	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Maintenance and Operations impacts student achievement positively by, conducting quarterly events that cross trains maintenance and operations staff to better support the district's facilities and their staff.	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: SFISD impacts student achievement positively through high standards of professional learning.

Performance Objective 5: Nutrition Services impacts student achievement positively through high standards of professional learning.

Strategy 1 Details	Formative Reviews		
Strategy 1: Nutrition Services impacts student achievement positively through high standards of professional learning by, selecting and training new managers to move into place when long-term managers retire. Strategy's Expected Result/Impact: Have a depth of personnel ready to move into integral positions within the department to promote continuity when long term manager's retire. Staff Responsible for Monitoring: Cafe Supervisor and Director	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Nutrition Services impacts student achievement positively through high standards of professional learning by, implementing customer service ensuring all staff will understand what excellent customer service looks like through specific trainings and leadership examples. Customer service is defined and modeled from the administrative level to the site management and then to the staff. Strategy's Expected Result/Impact: Attend all required trainings before start of employment. Staff Responsible for Monitoring: Director of Nutrition Services	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Nutrition Services impacts student achievement positively through high standards of professional learning by, ensuring all food will be of a consistent quality because it is prepared using sound culinary principles, following standardized recipes, and utilizing prescribed sanitation standards. Strategy's Expected Result/Impact: Requirements for annual trainings annually: Specialist - 6 hours, Managers - 10 hours, and Admin - 12 hours. Staff Responsible for Monitoring: Director of Nutrition Services	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: Nutrition Services impacts student achievement positively through high standards of professional learning by, implementing an integrated management approach for continuous improvement, ensuring accurate and consistent data is generated and archived to build a history of performance.	Formative		
	Nov	Feb	May





Strategy 5 Details	Formative Reviews		
Strategy 5: Nutrition Services impacts student achievement positively through high standards of professional learning by, ensuring data is studied and benchmarked and the district and site goals are set based on the findings. Cafeteria managers are trained to understand the information derived from the data findings and how to meet their sites performing standards. Strategy's Expected Result/Impact: Cafe managers will track meal participation for their site and respond if there is a decrease in meal service. Cafe managers will track and adjust inventories, review health department inspections and keep on track with set targets for each site. Staff Responsible for Monitoring: Cafe Supervisor and Director	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
Strategy 6: Nutrition Services impacts student achievement positively through high standards of professional learning by, ensuring a sense of professionalism is instilled through district training opportunities, professional development and instilling a sense of ownership of the program by the management and staff. Strategy's Expected Result/Impact: Instill a sense of pride in cafe staff to be proud of the healthy meals they serve and to care for the facilities where they work. Staff Responsible for Monitoring: Cafe Supervisor and Director	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: SFISD impacts student achievement positively through high standards of professional learning.

Performance Objective 6: The police department impacts student achievement positively through high standards of professional learning.

Goal 5: SFISD impacts student achievement positively through high standards of professional learning.

Performance Objective 7: The technology department impacts student achievement positively through high standards of professional learning.

Strategy 1 Details	Formative Reviews		
Strategy 1: The technology department impacts student achievement positively through high standards of professional learning by, seeking out and supporting professional development opportunities for all department staff. Strategy's Expected Result/Impact: Higher efficacy of staff and increased ability to troubleshoot issues as they arise. Staff Responsible for Monitoring: Technology Director and Chief Academic Officer	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: The technology department impacts student achievement positively through high standards of professional learning by, facilitating training opportunities for staff, students, and the community. Strategy's Expected Result/Impact: Ongoing support of District staff Staff Responsible for Monitoring: Technology Director and Chief Academic Officer	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: The technology department impacts student achievement positively through high standards of professional learning by, identifying and assessing skills needed for employees and students to be successful with technology. Strategy's Expected Result/Impact: Ongoing support of students and staff Staff Responsible for Monitoring: Chief Academic Officer and Director of Technology	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: SFISD impacts student achievement positively through high standards of professional learning.

Performance Objective 8: The transportation department impacts student achievement positively through high standards of professional learning.

Strategy 1 Details	Formative Reviews		
Strategy 1: The transportation department impacts student achievement positively through high standards of professional learning, encouraging all department personnel to attend TAPT certification classes when offered locally. Key personnel attending classes offered at various times when offered state-wide. All transportation staff train in love and logic for student management. Strategy's Expected Result/Impact: Successful completion of training. Staff Responsible for Monitoring: Dir. and Asst. Dir. of Transportation	Formative		
	Nov	Feb	May
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>			

Goal 6: SFISD provides strategies for literacy development for all students.

Performance Objective 1: The Athletic Department will support and enhance the academic environment through monitoring student athletes grades and discipline.

Strategy 1 Details	Formative Reviews		
Strategy 1: Coaches will create and input grade and discipline checks will all student athletes. Strategy's Expected Result/Impact: Student athletes will remain eligible and pass all grade checks and report card reporting periods.	Formative		
	Nov	Feb	May
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>			





Goal 6: SFISD provides strategies for literacy development for all students.

Performance Objective 2: Curriculum and Instruction provides processes for implementing a standards-aligned, guaranteed, and viable curriculum with assessments that support literacy development for all students.

Evaluation Data Sources: document check lists, SBA and UBA rubrics, lesson plans, Learning Walks, Campus Audits, and use of data in campus PLCs to achieve student growth

Strategy 1 Details	Formative Reviews		
Strategy 1: Develop a repository of curriculum documents with Year-at-a-Glance (YAG), Week-at-a-Glance (WAG), Unit Planning Guides (UPG), and Instructional Planning Guides (IPG) for all subjects aligned to state standards. Strategy's Expected Result/Impact: Completed documents to support student achievement Staff Responsible for Monitoring: Instructional Coordinators, Instructional Coaches, Campus Administration, Chief Academic Officer, Executive Director of CTE	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Instructional resources and materials are aligned PreK-12 to support the instructional implementation of curriculum and implemented with fidelity as measured by documents such as lesson plans, LMS (Canvas), IC maps using learning walks, and campus audits. Strategy's Expected Result/Impact: Increased student achievement for all students. Staff Responsible for Monitoring: Instructional Coordinators Instructional Coaches Campus Administration Chief Academic Officer	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Assessments are aligned within a framework of formative assessments, standards-based assessments, unit-based assessments, and interims to the expected level of rigor for multiple data points throughout the year to ensure student achievement in all subjects. Strategy's Expected Result/Impact: Formative and summative assessments will provide data for teachers to develop instruction that is tailored to students' needs resulting in an increase in the overall achievement Staff Responsible for Monitoring: Instructional Coordinators Instructional Coaches Campus Administrators Chief Academic Officer	Formative		
	Nov	Feb	May

Strategy 4 Details	Formative Reviews		
Strategy 4: Gifted and Talented - Teachers will encourage literacy and challenge students beyond their grade level through student participation in enrichment projects in grades K-5 and advanced courses in grades 8-12. Strategy's Expected Result/Impact: Students will develop advanced-level products and/or performances, as required by the Texas State Plan for the Education of Gifted/Talented Students (4.3 and 4.3.1). Staff Responsible for Monitoring: Rigor & Relevance Instructional Coach, Teachers K - 8	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
Strategy 5: Special Services will utilize a trainer of trainer models to ensure that Instructional Support Teachers will receive training on dyslexia accommodations and supporting students' use of technology. Strategy's Expected Result/Impact: Increased student engagement and increased academic achievement in core subjects and informal/formal assessments. Staff Responsible for Monitoring: Coordinator and Director of Special Services. Results Driven Accountability	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
Strategy 6: Advanced Academics - AP teachers will incorporate writing/essays multiple times per week. Furthermore, AP teachers will actively monitor student progress and growth based on assessment formats that mirror the AP assessments. Strategy's Expected Result/Impact: The percentage of students earning a 3 or higher on their AP exams will increase by 10% from the 2020-2021 school year. Staff Responsible for Monitoring: HS Principal	Formative		
	Nov	Feb	May
Strategy 7 Details	Formative Reviews		
Strategy 7: Increase ESL student academic success in the classroom by developing reading, writing, listening, and speaking skills using effective language objectives. Strategy's Expected Result/Impact: Increased academic performance in the classroom, on STAAR, and on TELPAS. Staff Responsible for Monitoring: Administrators Exec. Director of Federal and State Programs Results Driven Accountability Funding Sources: - ESL-Local	Formative		
	Nov	Feb	May

Strategy 8 Details	Formative Reviews		
Strategy 8: Santa Fe ISD will increase the amount of students earning a point for College, Career, and Military Readiness by 10% overall and within all sub-populations (75% of all students, 75% ESL, 61% Special Education, 70% Economically disadvantaged, and 70% Hispanic). Strategy's Expected Result/Impact: This strategy will significantly impact the accountability score for SFISD and the Santa Fe High School campus. Furthermore, it will help us prepare a greater number of students for college, career, and/or the military in their post secondary lives. This includes increasing the number of AP testers as well as SAT testers. Staff Responsible for Monitoring: Executive Director of Federal and State Programs, high school administrators, SFISD Lead Counselor, Exec. Director of CTE Funding Sources: - Title 4	Formative		
	Nov	Feb	May
Strategy 9 Details	Formative Reviews		
Strategy 9: Support literacy development for ESL students in grades 2-8 by providing experiential learning opportunities with an ESL camp during the summer. Funding Sources: - Title III	Formative		
	Nov	Feb	May
Strategy 10 Details	Formative Reviews		
Strategy 10: Instructional coaches will support literacy development in content areas by supporting teachers in PL opportunities such as coaching cycles, use of learning designs within PLCs, or learning walks. Strategy's Expected Result/Impact: Data will be collected through coaching logs, student assessments, and IC Maps used in learning walks for measuring impact on student growth. Staff Responsible for Monitoring: Elementary and Secondary Instructional Coordinators, Chief Academic officer	Formative		
	Nov	Feb	May
Strategy 11 Details	Formative Reviews		
Strategy 11: A multi-tiered system of support (MTSS) will be implemented with Response to Intervention (RtI) team at each campus to provide tiered supports for students. Strategy's Expected Result/Impact: MTSS will provide an opportunity for students with gaps to be successful with learning outcomes. Staff Responsible for Monitoring: C & I Coordinators, Special Services, Chief Academic Officer	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 6: SFISD provides strategies for literacy development for all students.

Performance Objective 3: Finance provides strategies for literacy development for all students.

Goal 6: SFISD provides strategies for literacy development for all students.

Performance Objective 4: Maintenance and Operations provides strategies for literacy development for all students.

Strategy 1 Details	Formative Reviews		
Strategy 1: Maintenance and Operations provides strategies for literacy development for all students by keeping all buildings cool, clean and well maintained for students and staff. I Strategy's Expected Result/Impact: Clean and comfortable environment will encourage staff and students to attend in person Staff Responsible for Monitoring: Exec. and Asst. Director of Maintenance	Formative		
	Nov	Feb	May
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>			

Goal 6: SFISD provides strategies for literacy development for all students.

Performance Objective 5: Nutrition Services provides strategies for literacy development for all students.

Strategy 1 Details	Formative Reviews		
Strategy 1: Nutrition Services provides strategies for literacy development for all students by encouraging participation in the Nutrition Services feeding program. Strategy's Expected Result/Impact: Daily participation of meals by each student at each campus. Staff Responsible for Monitoring: Director of Nutrition Services	Formative		
	Nov	Feb	May
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>			

Goal 6: SFISD provides strategies for literacy development for all students.

Performance Objective 6: The police department provides strategies for literacy development for all students.

Goal 6: SFISD provides strategies for literacy development for all students.





Performance Objective 7: The technology department provides strategies for literacy development for all students.

Strategy 1 Details	Formative Reviews		
Strategy 1: The technology department provides strategies for literacy development for all students by, coordinating with C&I to continually analyze and update literacy software, participating in District literacy events, providing training for adaptive software that supports literacy. Strategy's Expected Result/Impact: Highly effective technology that meets the needs of our students Staff Responsible for Monitoring: Technology Director and Chief Academic Officer	Formative		
	Nov	Feb	May
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>			

Goal 6: SFISD provides strategies for literacy development for all students.

Performance Objective 8: The transportation department provides strategies for literacy development for all students.

Strategy 1 Details	Formative Reviews		
Strategy 1: The transportation department provides strategies for literacy development for all students by on time arrival and pickup of buses. Students arrive on time for breakfast at campuses and teachers and staff are able to participate in after school events and planning sessions. This year's goal is on time arrival of 95% at elementary campuses and 100% at secondary campuses; discounting for unavoidable delays, such as: unknown construction, traffic due to accidents, trains blocking roads, etc. This goal has been moderated to accommodate the desired later stop time for the high school. Strategy's Expected Result/Impact: On time arrival and pick-up at campuses; Data received from Zonar to track arrivals and pick-up times. Staff Responsible for Monitoring: Dir. and Asst. Dir. of Transportation	Formative		
	Nov	Feb	May

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Goal 7: SFISD develops collaborative partnerships with students, staff, families, and the community.





Performance Objective 1: The Athletic Department will develop a collaborative partnership with all stakeholders by holding parent meetings, home visits, and communicating regularly with parents, students, and other staff members.

Strategy 1 Details	Formative Reviews		
Strategy 1: Coaches will regularly communicate with parents, staff, and students about athletics. Strategy's Expected Result/Impact: All stakeholders will be able to collaborate with athletic coaches on a regular basis.	Formative		
	Nov	Feb	May
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>			

Goal 7: SFISD develops collaborative partnerships with students, staff, families, and the community.





Performance Objective 2: Curriculum and Instruction develops collaborative partnerships with students, staff, families, and the community.

Strategy 1 Details	Formative Reviews		
Strategy 1: Parent and Family Engagement committees will meet to set annual goals to increase partnerships with students, staff, families and the community. PFE committees operate at the campus level and distribute survey data to determine areas of focus. PFE goals and policy will also be discussed at the district level through the District Education Involvement Committee. Staff Responsible for Monitoring: Exec. Director of Federal and State Programs	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Special Services will implement new procedures to enhance communication between campuses and the department to identify all students identified as Homeless and all students involved with Child Protective Services, and in Foster Care. Strategy's Expected Result/Impact: Providing timely and adequate services and increased attendance as well as improved grades of the students impacted in the areas. Staff Responsible for Monitoring: District Social Worker Campus Registrars, Counselors Coordinator and Director of Special Services	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Special Services will continue to create partnerships and collaborate with community stakeholders to provide transition for paid employment, volunteer work, college, and independent living of students with disabilities. Strategy's Expected Result/Impact: More students with disabilities graduating with community connects such as: community support resources, college connections, employment support, and independent living opportunities. Staff Responsible for Monitoring: Transition Coach High School Teachers Coordinator and Director of Special Services	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: Provide opportunities for parents of ESL students to learn about how to support their child at home as they learn both the language and the content. Staff Responsible for Monitoring: Exec. Dir. of Fed. and State Programs Funding Sources: - Title III	Formative		
	Nov	Feb	May

Strategy 5 Details	Formative Reviews		
Strategy 5: Campuses and Counselors especially will focus on making students more college and career ready by building and supporting SEL development and implementing Xello. All 8th graders have a General Employability Skills class, where they will be introduced to and utilize the Xello program. Guest speakers will be utilized throughout that class and CTE classes to strengthen community ties with stakeholders. Elementary schools will promote post-secondary pursuits by having dress-up days and collaborative projects. Coffee Talks will also be a strong focus to build parent partnerships. Staff Responsible for Monitoring: Counselors, GES Teachers, Executive Director of CTE	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
Strategy 6: CTE Faculty will focus on providing more real-world and work-based learning opportunities for students by developing more community partnerships that engage in the classroom. Strategy's Expected Result/Impact: Increase Program of Study Completers, Increased Industry-Based Certifications Staff Responsible for Monitoring: Executive Director of CTE	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





Goal 7: SFISD develops collaborative partnerships with students, staff, families, and the community.

Performance Objective 3: Finance develops collaborative partnerships with students, staff, families, and the community.

Strategy 1 Details	Formative Reviews		
Strategy 1: Finance develops collaborative partnerships with students, staff, families, and the community by, collaborating with vendors to streamline purchasing processes and possibly creating a portal to input vendor information. Strategy's Expected Result/Impact: Employees back at work as quickly as possible, reduced cost, collaborative environment to solve and evaluate very tough problems. Staff Responsible for Monitoring: Dir of Finance, Rick management coordinator, Budget Managers, Campus Administration	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Finance develops collaborative partnerships with students, staff, families, and the community by, collaborating with departments and campuses by notification of new vendors for published bids, monthly reports for new food and promotional services.	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Finance develops collaborative partnerships with students, staff, families, and the community by, continual development of relationships with partners across the community.	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





Goal 7: SFISD develops collaborative partnerships with students, staff, families, and the community.

Performance Objective 4: Human Resources and Communications develops collaborative partnerships with students, staff, families, and the community.

Strategy 1 Details	Formative Reviews		
Strategy 1: Collaborate with hiring supervisors to improve the efficiency of hiring procedures. Strategy's Expected Result/Impact: A hiring process that requires less time and effort. Staff Responsible for Monitoring: Human Resources Department	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Develop and strengthen partnerships while highlighting their services and contributions to the district. Strategy's Expected Result/Impact: Data analytics communicated to partners. Staff Responsible for Monitoring: Communications Department	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 7: SFISD develops collaborative partnerships with students, staff, families, and the community.





Performance Objective 5: Maintenance and Operations develops collaborative partnerships with students, staff, families, and the community.

Strategy 1 Details	Formative Reviews		
Strategy 1: Maintenance and Operations develops collaborative partnerships with students, staff, families, and the community by, continuing to develop partnerships with community organizations, local governance, vendors and campus administrators to maximize facility usages and rentals. Providing staff, vendors and the community transparent information on building information and projects. Strategy's Expected Result/Impact: sharing of information and knowledge and coming up with the best idea Staff Responsible for Monitoring: Exec. and Asst. Director of Maintenance	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Maintenance and Operations develops collaborative partnerships with students, staff, families, and the community by, continuing to review and update emergency plans with the operations departments to evaluate the effectiveness and adjust through lessons learned and after actions reporting.	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Maintenance and Operations develops collaborative partnerships with students, staff, families, and the community by, seeking staff and campus leadership buy-in for projects and renovations.	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: Maintenance and Operations develops collaborative partnerships with students, staff, families, and the community by, providing a detailed plan to all staff for any emergency operations that will be conducted. Implementation of emergency action plan, if needed. Providing emergency plan link on the district website.	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 7: SFISD develops collaborative partnerships with students, staff, families, and the community.

Performance Objective 6: Nutrition Services develops collaborative partnerships with students, staff, families, and the community.

Strategy 1 Details	Formative Reviews		
Strategy 1: Nutrition Services develops collaborative partnerships with students, staff, families, and the community by, ensuring YUM! Nutrition Services staff members attend parent assembly meetings, school board meetings, and superintendent advisory group meetings. Strategy's Expected Result/Impact: Results will be monitored and listed in the monthly Board reports. Increased meal participation Staff Responsible for Monitoring: Director of Nutrition Services	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Nutrition Services develops collaborative partnerships with students, staff, families, and the community by, ensuring student surveys are conducted to determine acceptability of new menu items. Strategy's Expected Result/Impact: Review response to COVID-19; Update HACCP book with standard operating procedures for COVID-19. Staff Responsible for Monitoring: Director of Nutrition Services	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Nutrition Services develops collaborative partnerships with students, staff, families, and the community by, conducting regular site visits by management to include talking with principals, students and staff. Strategy's Expected Result/Impact: Use reports from COVID-19 home delivery. Staff Responsible for Monitoring: Director of Nutrition Services	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: Nutrition Services develops collaborative partnerships with students, staff, families, and the community by, ensuring the YUM! Nutrition Services supervisor has visibility in the cafeteria during lunch time. Strategy's Expected Result/Impact: Provide opportunities for students to learn about the importance of eating local; Post to social media about eating at local events. Staff Responsible for Monitoring: Director of Nutrition Services	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
Strategy 5: Nutrition Services develops collaborative partnerships with students, staff, families, and the community by, ensuring efforts are made to meet the dietary needs of all students.	Formative		
	Nov	Feb	May

Strategy 6 Details	Formative Reviews		
Strategy 6: Nutrition Services develops collaborative partnerships with students, staff, families, and the community by, ensuring commitment to customer service is vocalized by use of website, menus, personal contact and local publications.	Formative		
	Nov	Feb	May
Strategy 7 Details	Formative Reviews		
Strategy 7: Nutrition Services develops collaborative partnerships with students, staff, families, and the community by, ensuring employee contributions are recognized.	Formative		
	Nov	Feb	May
Strategy 8 Details	Formative Reviews		
Strategy 8: Nutrition Services develops collaborative partnerships with students, staff, families, and the community by, ensuring YUM! Nutrition Services participation in the School Health Advisory Council and the cafeteria will serve as a learning laboratory for healthy meals.	Formative		
	Nov	Feb	May
Strategy 9 Details	Formative Reviews		
Strategy 9: Nutrition Services develops collaborative partnerships with students, staff, families, and the community by, providing a setting and assisting in teaching nutrition education. Also, providing nutrition education through the department webpage, newsletter and in-person trainings.	Formative		
	Nov	Feb	May
<div> <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div> </div>			

Goal 7: SFISD develops collaborative partnerships with students, staff, families, and the community.

Performance Objective 7: The police department develops collaborative partnerships with students, staff, families, and the community.

Strategy 1 Details	Formative Reviews		
Strategy 1: Campus officers working with Law Enforcement Career and Technical Education teacher to develop interest in Law Enforcement. Strategy's Expected Result/Impact: Establish and maintain positive relationships between campus police officers and students by participating in law enforcement training opportunities. Staff Responsible for Monitoring: Chief Ruben Espinoza	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Parents on Patrol Program Strategy's Expected Result/Impact: Establish buy in from parents through active participation in campus safety and security initiatives. Relationship building between campus officers and parents. Staff Responsible for Monitoring: Chief Ruben Espinoza	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Attempt to develop a new program geared toward elementary students to enhance self-confidence and positivity. Strategy's Expected Result/Impact: Establish positive relationships between campus police officers and students. Teach to improve interpersonal communications, anti bullying, and making responsible choices. Staff Responsible for Monitoring: Chief Ruben Espinoza	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
Strategy 4: Santa Fe ISD Employee Safety & Security Training Strategy's Expected Result/Impact: The police department presents initial safety and security training for all full-time and part-time (substitute) District employees. Courses presented are the Santa Fe I.S.D. Emergency Response Procedures (SERT) course, Texas State University's Civilian Response to Active Shooter Events (CRASE) Course, and the American College of Surgeons "Stop the Bleed" Course. Returning employees receive the SERT refresher annually. Staff Responsible for Monitoring: Chief Ruben Espinoza	Formative		
	Nov	Feb	May

Strategy 5 Details	Formative Reviews		
Strategy 5: Santa Fe Safety & Security Committee Strategy's Expected Result/Impact: Santa Fe I.S.D. has assembled a Safety & Security Committee comprised of staff, parents and community members, in compliance with legislative requirements. This committee will assist the district with annual reviews of the Districts multi hazard emergency operations plan, as well as make recommendations to the S.F.IS.D. Board of Trustees on safety and security matters. Staff Responsible for Monitoring: Chief Ruben Espinoza	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
Strategy 6: Community Outreach: Public Presentations Strategy's Expected Result/Impact: The Santa Fe I.S.D. Police Department offers the CRASE course to parents and community members, as well as private schools upon request. Staff Responsible for Monitoring: Chief Ruben Espinoza	Formative		
	Nov	Feb	May
Strategy 7 Details	Formative Reviews		
Strategy 7: Participating as a Chairperson on the Galveston County Safety and Security Task newly developed and initiated by Galveston County Commissioner Joe Giusti. Strategy's Expected Result/Impact: To develop and enhance safety and security protocols within Galveston county school districts and to develop relationships and strategies with local emergency management resources in preparation for time of need. Staff Responsible for Monitoring: Chief Ruben Espinoza	Formative		
	Nov	Feb	May
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>			





Goal 7: SFISD develops collaborative partnerships with students, staff, families, and the community.

Performance Objective 8: The technology department develops collaborative partnerships with students, staff, families, and the community.

Strategy 1 Details	Formative Reviews		
Strategy 1: Learning opportunities for students, staff, families, and communities to better understand technology applications being used on a daily basis. Strategy's Expected Result/Impact: Participating in District community events to offer opportunities for all stakeholders opportunities to interact with District instructional technology resources that support student success. Staff Responsible for Monitoring: Technology Director and Chief Academic Officer	Formative		
	Nov	Feb	May
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>			

Goal 7: SFISD develops collaborative partnerships with students, staff, families, and the community.

Performance Objective 9: The transportation department develops collaborative partnerships with students, staff, families, and the community.

Strategy 1 Details	Formative Reviews		
Strategy 1: The transportation department develops collaborative partnerships with students, staff, families, and the community by arranging guests to address student management, respect, tolerance and bullying as appropriate and available. Strategy's Expected Result/Impact: Reduced conflict being resolved quickly and efficiently. Staff Responsible for Monitoring: Dir. and Asst. Dir. of Transportation	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			





Goal 8: SFISD provides equitable access to technology for all students to increase engagement and learning.

Performance Objective 1: The Athletic Department will continue to increase the use of technology within the athletic environment to optimize the athletic learning experience.

Strategy 1 Details	Formative Reviews		
Strategy 1: Athletics will increase their technology usage to enhance the learning and athletic progression. Strategy's Expected Result/Impact: Through technology, student athletes will increase their athletic knowledge and participation.	Formative		
	Nov	Feb	May
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>			

Goal 8: SFISD provides equitable access to technology for all students to increase engagement and learning.

Performance Objective 2: Curriculum and Instruction provide equitable access to technology for all students to increase engagement and learning such as LMS (Canvas), online platforms, and library's online resources.

Strategy 1 Details	Formative Reviews		
Strategy 1: The Instructional Technology department will provide technology focused professional learning and support to teachers at the beginning of the school year, as well as throughout the year, to increase awareness and implementation of District resources that support equitable access to instructional technology . Staff Responsible for Monitoring: Chief Academic Officer	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Special Services will continue to provide access to curriculum through available technology as identified in(Special Education) Individual Education Plans, and (504)Individual Accommodations Plans: such as, text to speech, speech to text, word processing, and digital books. Strategy's Expected Result/Impact: Increased access to curriculum and improved grades and performance. Staff Responsible for Monitoring: Instruction al Support Teachers Coordinator and Director of Special Services Results Driven Accountability	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
Strategy 3: Curriculum and Instruction in conjunction with technology will provide vetted resources that will enhance a blended student-centered environment in content areas (reading language arts, math, science, and social studies), LOTE, and CTE learning environments. Strategy's Expected Result/Impact: Increased access to curriculum resources and student learning success Staff Responsible for Monitoring: Chief Academic Officer, Director of Technology, Technology Coordinator, Curriculum & Instruction Coordinators	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 8: SFISD provides equitable access to technology for all students to increase engagement and learning.





Performance Objective 3: Finance provides equitable access to technology for all students to increase engagement and learning.

Strategy 1 Details	Formative Reviews		
Strategy 1: Finance provides equitable access to technology for all students to increase engagement and learning by, providing information to staff, Board of Trustees, community and potential job applicants of the benefits of working at Santa Fe ISD. Increased awareness will draw more applicants to our website for placement. Strategy's Expected Result/Impact: Accurate and current plan. Staff Responsible for Monitoring: CFO and Dir. of Finance	Formative		
	Nov	Feb	May
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div></div>Continue/Modify</div><div><div><div></div></div>Discontinue</div></div>			

Goal 8: SFISD provides equitable access to technology for all students to increase engagement and learning.

Performance Objective 4: Maintenance and Operations provides equitable access to technology for all students to increase engagement and learning.

Strategy 1 Details	Formative Reviews		
Strategy 1: Maintenance and Operations provides equitable access to technology for all students to increase engagement and learning by, partnering with the technology department to support infrastructure improvements and requirements to support student learning. Meet with and collaborate with the technology department on all projects and facility needs. Ensure all maintenance and technology projects are completed when needed that support student leaning. Strategy's Expected Result/Impact: Strategy will allow stakeholders to see the future needs of the district as it applies to technology. Staff Responsible for Monitoring: Exec. and Asst. Director of Maintenance	Formative		
	Nov	Feb	May





 No Progress
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Goal 8: SFISD provides equitable access to technology for all students to increase engagement and learning.

Performance Objective 5: Nutrition Services provides equitable access to technology for all students to increase engagement and learning.

Goal 8: SFISD provides equitable access to technology for all students to increase engagement and learning.

Performance Objective 6: The police department provides equitable access to technology for all students to increase engagement and learning.

Strategy 1 Details	Formative Reviews		
Strategy 1: The police department utilizes LEOSE funds received from the Texas Comptroller's Office, to offset law enforcement specific professional development training. District budgeted training funds, do not sufficiently cover legislatively mandated but unfunded training classes. Strategy's Expected Result/Impact: Police Department personnel will be in training compliance with state requirements. Staff Responsible for Monitoring: Chief Ruben Espinoza	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Police department will rely on funds generated through high school student parking permit sales to supplement operating budget. Strategy's Expected Result/Impact: Police department will have necessary funding to accomplish its mission Staff Responsible for Monitoring: Chief Ruben Espinoza	Formative		
	Nov	Feb	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 8: SFISD provides equitable access to technology for all students to increase engagement and learning.

Performance Objective 7: The technology department provides equitable access to technology for all students to increase engagement and learning.

Strategy 1 Details	Formative Reviews		
Strategy 1: The technology department provides equitable access to technology for all students to increase engagement and learning by, staying current in emerging instructional technology practices and resources, increase networking opportunities with districts across the State, and ongoing collaboration with C&I, staff, and students regarding areas of greatest need and areas of improvement. Strategy's Expected Result/Impact: Accurate and current plan. Staff Responsible for Monitoring: Director of Technology	Formative		
	Nov	Feb	May
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Goal 8: SFISD provides equitable access to technology for all students to increase engagement and learning.

Performance Objective 8: The transportation department provides equitable access to technology for all students to increase engagement and learning.

Strategy 1 Details	Formative Reviews		
Strategy 1: The transportation department provides equitable access to technology for all students to increase engagement and learning by, seeking grant opportunities for no-cost or low-cost options for continuation of school bus educational wi-fi.	Formative		
	Nov	Feb	May
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