SSAISD Strategic Design- Implementation Timeline

Goal 1 Process Manager: *Michael Balderrama*		We will engage all school community members through transparency and effective communication to create an inclusive environment for all students.			
Specific Results		2015 2016	2016 2017	2017 2018	2018 2019	2019 2020

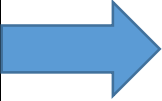|	Specific Results	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020
1A	Communicate all board action to the school community.	████████████████████████████████████▶				
1B	Establish effective District and campus platforms to allow open, two-way communication with the school community.		████████████████████████████▶			
1C	Promote District and campus community-based programs.		████████████████████████████▶			
1D	Implement additional online and paper surveys for all District stakeholders, including climate surveys.	████████████████████████████████████▶				
1E	Strengthen District and campus brands throughout the community.		████████████████████████████▶			
1F	Develop and enhance partnerships with area businesses to support the 21st Century Learner.	████████████████████████████████████▶				
1G	Launch and sustain an active marketing plan to recruit and increase volunteers.			████████████████████▶		

Specific Result 1B Action Steps:

- Develop an online registration form for community members to opt-in to receive E-News.
- Develop SMS News Campaign to send out campus/district news and alerts to parents and district staff.
- Inform parents bi-weekly on the latest campus/ district news through E-News and SMS.
- Create an online forum, "Ask the Superintendent/ Principal," where community members are able to submit their suggestions, comments, questions, and concerns to district administration.
- Establish a community open forum to solicit feedback from all key stakeholders, such as Teen Board, Key Connectors, Curriculum Council, and SSAISD Community members.

Specific Result 1C Action Steps:

- Highlight campus partnerships, clubs, and organizations on campus websites.
- Create an online Community Partnership Directory and plan to promote district-wide and campus programs.

Specific Result 1E Action Steps:

- Develop and execute a strategic campaign to showcase the district.
- Conduct neighborhood block walks to showcase district and campus achievements.
- Highlight a campus at each Board Meeting.
- Submit campus highlights to the district Communications Department.
- Promote positive campus news via social media platforms.

Goal 2 Process Manager: *Amy Shields*	We will develop a strong support system offering opportunities across the curriculum to create an innovative school experience, teaching students to value their education and motivate them to achieve excellence.				
Specific Results	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020
2A	Create and maintain a seamless school/home virtual connection to include online access to all textbooks, online instructional support, lessons, and virtual classrooms.				
2B	Establish and provide academic UIL opportunities for all students				
2C	Host recognition opportunities at every campus at the end of every quarter.				
2D	Provide options for hot spots or internet access outside of the campus setting for students.				
2E	Establish and sustain the middle schools as magnet schools--STEM, Fine Arts and Humanities, Business and Industry, Public Services.				
2F	Create and foster Instructional Leadership Teams at all levels of the district and school community.				

Specific Result 2C Action Steps:

- Schedule dates to hold recognition opportunities at the end of every quarter.
- Invite parents to attend recognition opportunities via all current communication platforms.
- Invite district personnel and community members to attend recognition opportunities.
- Create awards to highlight achievements such as honor roll, attendance, citizenship, etc.
- Post pictures from recognition opportunities on campus websites and social media outlets.

Goal 3 Process Managers: *Dr. Aja Gardner and Delinda Castro*	We will provide meaningful and innovative instruction that promotes critical thinking and problem solving.				
Specific Results	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020
3A	Implement teaching strategies that promote high levels of student engagement.	██▶				
3B	Immerse students in meaningful learning experiences by relating projects and lessons to real-world applications through project-based learning.			████████████████████▶		
3C	Establish and foster a Vertical Alignment Team that will help illustrate/ model vertical lesson planning.			████████████████████▶		
3D	Create and sustain a Digital Classroom Professional Development program.		███████████████████████████▶			
3E	Enhance the professional development program for all who impact the classroom that promotes innovative instruction, while integrating a purposeful use of technology.		███████████████████████████▶			
3F	Establish and sustain a comprehensive Early College Model.	██▶				

Specific Result 3D Action Steps:

- Develop an Instructional Technology Needs survey for district staff to determine comprehensive needs.
- Create a menu of Instructional Technology training sessions to address the needs identified by staff.
- Develop and deliver two trainings per month, one for elementary and one for secondary.
- Create an Instructional Technology website to archive professional development that can be accessed in real time.

Specific Result 3E Action Steps:

- Conduct a comprehensive needs assessment of instructional practices and trends.
- Provide ongoing professional development to targeted groups, such as Principals, Teachers, New Teachers, Special Populations staff (BE/ESL, CTE, GT, Spec Ed, Head Start, etc).
- Implement job-embedded trainings, such as Instructional Coaching, Learning Walks, and Face-to-Face Feedback Sessions.
- Provide SAMR training to all personnel who impact instruction to support the use of technology in the planning and execution of high-quality instruction.

Goal 4 Process Manager: *Monica Lopez*	We will recruit, attract, retain and develop exceptional personnel in order to accomplish the goals of the school community.				
Specific Results	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020
4A	Conduct a comprehensive marketing campaign to showcase the district and communicate our beliefs, vision and goals.				
4B	Create a sense of belonging through a positive culture.				
4C	Implement and maintain benefits and compensation plans that are competitive with comparable school districts.				
4D	Establish and provide a standardized toolkit to include technology resources, professional development, and required information through a position-specific orientation.				
4E	Create and maintain a streamlined volunteer application process.				
4F	Implement and strengthen a new teacher and principal mentor program to provide comprehensive support.				

Specific Result 4B Action Steps:

- Develop a social committee to organize functions/events to develop collegiality and a positive culture.
- Committee will develop a needs assessment to seek input from district employees.
- Committee will develop a schedule of events for staff to attend.
- Committee will organize, advertise and host all social events/functions.

Specific Result 4D Action Steps:

- Provide job-specific orientation on district benefits, policy & procedures for employees districtwide.
- Provide customized professional development for each job category to enhance job performance.
- Provide each employee resources including technology to successfully perform duties.

Specific Result 4E Action Steps:

- Develop an online registration form for community members to volunteer.
- Develop a process to conduct background checks.
- Create a database to communicate all approved volunteers.

Goal 5 Process Managers: *Ruperto Becerra, Jesus Salazar and Jesse Martinez*	We will prioritize district revenues to guide student future choices.				

Specific Results	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020
5A	Develop a committee to research and plan a TRE proposal.		✔			
5B	Develop a committee to research and plan a Bond proposal.		✔			
5C	Create a needs-based budget that supports the needs of the campuses.			➡		
5D	Strengthen purchasing and procurement processes and procedures to increase efficiency and effectiveness in the district.		➡			

Specific Result 5A Action Steps:

- Identify stakeholder groups needed to develop a TRE committee.
- Collaborate with School Finance and Accountability experts
- Develop a process to select representatives from stakeholder groups.
- Identify representatives from all stakeholder groups.

Specific Result 5B Action Steps:

- Identify stakeholder groups needed to develop a Bond committee.
- Collaborate with School Finance and Accountability experts
- Develop a process to select representatives from stakeholder groups.
- Identify representatives from all stakeholder groups.

Specific Result 5D

- Develop regulations to ensure the District is in compliance with state and federal requirements.
- Streamline the procurement processes to increase efficiency and effectiveness.
- Publish vendor lists by commodities and services.
- Provide annual training to district personnel on the procurement processes.

Goal 6 Process Managers: *Lorraine De Leon, Eusebio Vega, and Chief Eugene Tovar*	We will promote and ensure a safe and secure learning environment for all students.				
Specific Results	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020
6A	Create clear policies and procedures for student conduct, incorporating Positive Behavior Intervention Supports (PBIS).				
6B	Establish and foster frequent and effective communication with parents, families, and the school community on student support and wellness.				
6C	Establish a Safe Schools Committee.				
6D	Allocate funding to enhance facilities for safety.				

Specific Result 6A Action Steps:

- Conduct a comprehensive needs assessment of data and trends related to student conduct.
- Develop a Flowchart to communicate procedures to provide support and interventions for students.
- Provide ongoing professional development on Behavior RtI and PBIS Strategies.

Specific Result 6B Action Steps:

- Advertise the district bullying reporting website on campuses and campus/district websites.
- Maintain the BRIM database and follow up on trends identified by supporting campuses with PBIS strategies to decrease/ eliminate the occurrences of bullying.
- Deliver parent workshops on various student support and wellness topics.

Specific Result 6C Action Steps:

- Develop a process to select representatives from stakeholder groups.
- Identify representatives from all stakeholder groups.
- Collaborate with SSAISD police department and local authorities to identify and address trends within and around the school community.
- Schedule bi-monthly meetings with SSAISD police and local authorities.
- Report findings at District Cabinet meetings and Principal Professional Learning Committees.