Strategic Planning
Implementation Update

Presentation to Board of Trustees
February 9, 2015
The mission of Tyler ISD, a diverse community of learners, is to empower and inspire independent thinkers through innovative learning opportunities, in partnership with our community, to positively impact the world.
Life Cycle

- Birth 0
- Growth 5
- Maturity 10/0
- Crisis
- New Identity
- Homeostasis*
Implementation Process

• Alignment of staff roles and goals – mutual commitments
• Regular monitoring and reporting at district level - September/December/March/June
• Annual Strategic Planning Committee update - December
We will ensure safe and secure schools and facilities for all.

1.1 All district facilities have comprehensive security measures in place

- All doors have been checked and have locks
- Hubbard and Dogan now have perimeter fencing
- Instituted IAN software for teachers/administrators
- Sound may be a problem with surveillance
Strategy #1

We will ensure safe and secure schools and facilities for all.

1.2 Campus interventions support a safe learning environment for all students

- Coordinator of Student Intervention Services (SIS) and Coordinator of Behavioral Intervention Services (BIS) providing on-going support to campuses
- Instituted bullying investigation protocols
We will attract, train, reward, and hold all educators accountable in fulfilling the mission of the district.

2.1 District recruitment system for all positions
- Created a $2,500 incentive to all employees for hiring bilingual teachers. Result- 1 employee
- Updated our marketing package for recruiting to include benefits, salary, facilities, mission, goals, culture
- Conducted TASB salary survey
- Researched best practices and visited with Mesquite and Plano on ideas for low teacher turnover
- Currently developing an "on boarding" (new hire process and orientation) program for new employees....which will enable hiring to occur faster.

2.2 System of differentiated professional growth
- Biannual recognition for all employees and students with group employee recognitions, awards for distinctions (Dec and May)
- Implemented Aspiring Leadership Academy (ALA) – cohort 2 beginning in March
- Revising the New Teacher induction and mentoring program
- Creating a tiered professional development plan and “maps” to address the various levels needed
We will attract, train, reward, and hold all educators accountable in fulfilling the mission of the district.

2.3 District employee retention system
• Launching the employee “Voice Box” to receive feedback
• Implementing the Organizational Health Survey (OHI)
• New employee survey and exit interview data
• Employee recognition program with TISD Foundation
• Student Teachers – information sessions and visits

2.4 All educators are accountable for fulfilling the mission of the district (not scheduled for implementation 2014-2015)
We will provide the skills and capabilities to enable students to be technologically savvy.

3.1 Consistent and reliable internet bandwidth and Wi-Fi capabilities
- Master list by campus for replacement cycle, upgrades on WiFi
- Internet bandwidth increased from 250 to 1 full GB
- VDI capacity upgraded completed in mid-October
- Partnership with Suddenlink to offer low cost internet for families (Connect2Compete Program)

3.2 Consistent and sustainable funding source for maintaining and updating technology
- E-rate funding changes to upgrade the district's wired and wireless infrastructure - a max of $2.3 Million (Includes $461,580 of district funds) can be applied
- Bids closed and contracts on February board agenda – pending E-rate funding
- Grant writer hired and writing grants
We will provide the skills and capabilities to enable students to be technologically savvy.

**3.3** Every student has access to a wireless device that is appropriate for their age and educational level (*not scheduled for implementation 2014-2015*)

**3.4** Differentiated and ongoing professional learning opportunities with follow-up support for all employees focused on the integration of technology

- Piloting Chromebooks and PD support for classrooms
- Technopalooza – choice sessions
- Staffing and support in PLCs – Technology and Media Specialists
We will use innovative methods to provide skills that match the talents and aspirations of each student.

4.1 A holistic approach is utilized for students’ education and instruction
• Partnership with Fine Arts (STEAM)
• Effective behavioral support for teams and individual students
• Cultural responsiveness and mental health training

4.2 Campus relationships with students and parents support the success of each student
• Reduced class size in K-1 in regular education to 22:1 – assistance to those over 22:1
• Clustering bilingual campuses and recommending a bilingual model
• Revising enrollment process
• PTA very involved in building PTAs and engaging the parents
• Customer service video produced for staff regarding welcoming and phone etiquette
• Principals are keeping track of family events for the Community and Student Engagement ratings – newsletters, Facebook, School Connect, Alert Now, and automated phone systems
We will use innovative methods to provide skills that match the talents and aspirations of each student.

4.3 Comprehensive community involvement supports student success on each campus

- School is Cool event – August 15th – huge success!
- Hearts and Hands Volunteer Fair - October
- Faith Based Network – organizing a community wide school supply drive
- Principal for a Day – November and February
- Developed partnership "package" for businesses to become engaged w/ campuses.

4.4 An array of alternative settings are available to support student success

- Implemented a night school program at Plyler in Fall – re-evaluating for 2015-2016
- Created a Dean of Student Life (REL) - freshman designed position and 9th Grade Academy (JT)
- Redesign of PACE to become a separate campus with part/full day opportunities at A.T. Stewart
We will use innovative methods to provide skills that match the talents and aspirations of each student.

4.5 Students learn in an environment infused with opportunities to collaborate, explore their interests, and express their learning through technology (*not scheduled for implementation in 2014-2015*).

4.6 Students engage in learning with real world interaction and embedded work force ready skills
- 8th grade Career Exploration class
- 4 year graduation plan with endorsement
- Career Cruising software
- Career days, visits, speakers, CTE programs / clinical rotations
We will develop character, social, and emotional skills in all students.

5.1 All campuses have a district-defined character education initiative with clear parameters and goals
- Character Counts program in all elementary schools
- Steering committee formed and conducting needs assessment

5.2 All students are equipped with tools to positively address specific social and emotional challenges
- The Guidance and Counseling webpage updated with resources for students/parents
- Trainings and meetings to increase partnerships with community and health organizations to increase social and emotional skills of students
- All teachers and students were provided training on anti-bullying which included digital citizenship training
- The Gallup Student Poll planned for students in September 2015 and the data will be analyzed to set goals.

5.3 All campuses have a mentoring program that prepares students to be socially, emotionally, and behaviorally equipped to positively impact our community (*not scheduled for implementation in 2014-2015*)
We will offer flexible and specialized schools to meet all students’ needs Pre-K through 12.

6.1 Intentional school choice offerings inspire and engage students in grades K-12
- Tyler ISD – My Choice campaign began in August 2014
- Utilizing the redesign process to examine possible choice schools with alternative schedules/programs
- Campus CPOC committees are discussing alternative and innovative options
- PACE redesign

6.2 Support for campuses offering an innovative learning environment
- A new position was created at the high school level for a Career & Technical Education for the Disabled (CTED) program for life skills students
- New CTE teachers (8) were hired to start programs at either the campus or district level, to expand high student-interest programs and access for more students
We will offer flexible and specialized schools to meet all students’ needs Pre-K through 12.

6.3 Students receive on-going advising about existing and future educational opportunities in preparation for post-secondary success
- Your Future is Now night in October (MS) and College Night (Spring) for Juniors
- A Pathway Selection Guide (30+ pathways) provided to counselors and all current 8th, 9th, and 10th grade students in the district
- The CTE program has established an Executive Committee made up of high ranking business and community members in order to guide program specific to Smith County needs.

6.4 Pre-K opportunities throughout the district (*not scheduled for implementation in 2014-2015*)

6.5 A specialized middle school with an emphasis on Fine Arts
- Results from parent/student surveys didn’t show an interest currently
- Continued focus on quality fine arts program at all M.S.
We will offer flexible and specialized schools to meet all students’ needs Pre-K through 12.

6.6 A specialized school with an emphasis on Early College High School
- Partnership with TJC – summer bridge program
- Waiting for notification of Designation from TEA
- Applications – deadline today, February 9

6.7 Science, Technology, Engineering, Math (STEM) opportunities throughout the district
- J.T. received T-STEM designation – 9th grade STEM program
- Boulter offering 8th grade robotics course for 2015-16 in addition to GTT
- Robotics in place at most MS campuses through after-school ACE program
Objectives

• All students will graduate prepared for college or career, and life-ready to compete in a global economy.
• All students will learn in schools that meet the needs of our diverse community.
• All students will learn from highly effective educators.
• All students will learn in a safe, secure, and positive learning environment.
• All students will learn through comprehensive and innovative education.
• All students will learn using a cutting edge technology device in the educational environment.
• Gather input and make adjustments as necessary to strategies
• Determine scorecard for measuring the objectives
• Determine the profiles (portraits) of:
  – Student (Graduate)
  – Teacher
  – Administrator