



***Achieve Today. Excel Tomorrow.
2016-2021 Strategic Plan***

Mid-year Update

**Dr. Steven Wurtz
Chief Academic Officer**

We Believe

Our success depends upon

A commitment by all to a clear and focused vision

Effective teaching and leadership

A positive culture that promotes continuous improvement by all

An engaged community

Our students can excel



Strategy Analysis & Timeline Development

Teams analyzed groups of identified strategies connected to each performance objective

Deconstructed comprehensive strategies into smaller “chunks” for appropriate sequencing

Identification of high impact strategies and the design of a responsible rollout

High Impact: System-wide financial, human capital, and time implications

Strategy Sequencing



Sequencing vs. Prioritizing

Sequencing over the 5-year timeline

Parameters for sequencing:

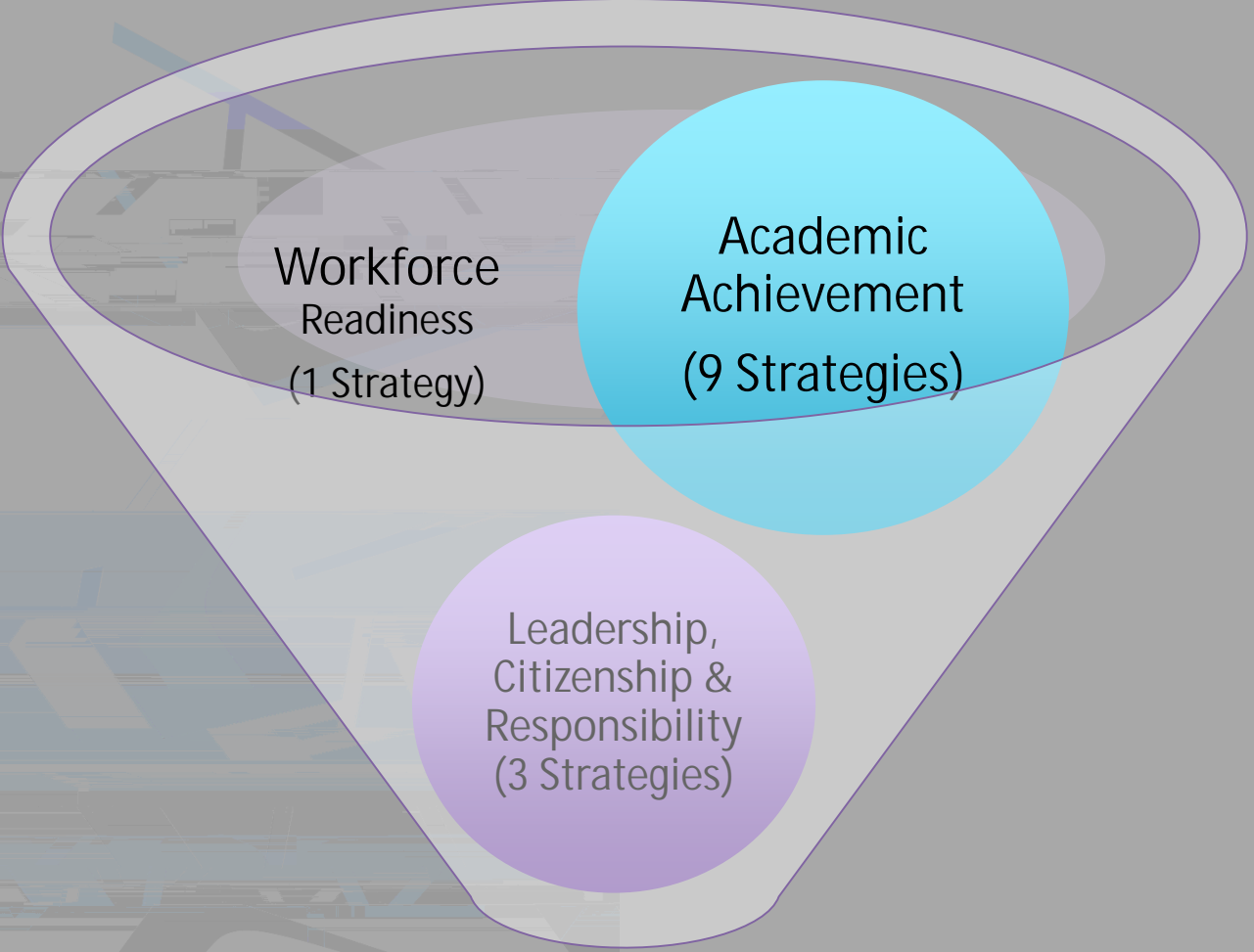
- No more than 25% of the plan implemented in any one year

- Balance high impact strategies over the first four years

- Ensure strategies that include foundational activities are appropriately sequenced for sustainability

- Ensure quick win in year one

 - High impact for all stakeholders



Year Two

Academic Achievement

Develop curriculum writing & revision process (non-core)

Instructional approaches, learning targets, and formative assessments

Implement equating and scaling of student assessment data

Incorporate test design theories into local assessment design

Implement user-friendly data management system

Develop leadership professional learning plan

Increase student equity of access to instruction, facilities, and extra/co-curricular activities

Expand world languages programs

Implement instructional model

Expand PK offerings

Align resources, including staffing, to curriculum outcomes and instructional priorities

Workforce Readiness

Enhance students' seamless entry into the workforce through technical dual credit, workforce certifications, etc.

Leadership, Citizenship & ResponssCi6-3.11,c

Enhance cultural awareness, culture of respect, integrity and responsibility among students

Enhance core leadership competencies

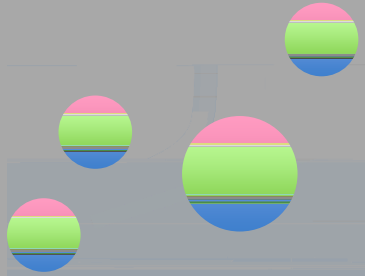
Customer Service



2017-2018 Strategy Review

Year Two

Continuous Improvement



Data



Evaluate
Adjust timelines
Communicate priorities

Equating & Scaling of Data

Analogous to TEA's process

Local assessment scores are equated to State assessment scores.

Local assessment raw score conversion charts with scale scores are constructed and distributed to campuses.

Local assessment data are used by campuses to determine growth attained (and growth still needed) by students to meet passing thresholds.

Next Steps

Move process from one that is manual to automated

Test Design

Researched various techniques for determining quality test items and test design

Why Active Learning?

Active learning incorporates research-based best practices in a way that puts students in the driver's seat that help students model and learn how to be...

Responsible Citizens

Self-directed

Collaborative

Critical Thinkers

Problem-solvers

Communicators



Instructional Model Implementation

Phase 1 implementation

12 schools and 150 classrooms

Curated and created district resources aligned to the 12 e2L best practices embedded in the Active Learning Cycle.

Partnered with the Professional Learning department to facilitate classroom visits to observe the Active Learning Cycle in action, and advance coaching conversations.

Gradual assumption of district training: I do... We do... You do

Next Steps

Finalize responsible roll-out

Increase Student Equity of Access

Developing a comprehensive plan for providing a full continuum of services & supports at every campus

Designed and made accessible on intranet a three-tier professional learning plan with embedded tools and resources aligned to:

Critical elements of collaborative teaching

Expand World Languages Programming

Expansion of Pre-K Offerings

Develop and implement student recruitment & parent outreach strategies

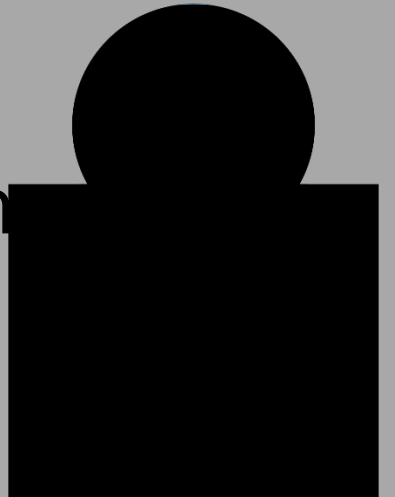
- Pre-K Recruitment Team Collaboration
- Arlington ISD collaboration with Commit! partnership
- Community-based Pre-K expansion

Next Steps

Joint AISD/Commit! Pre-K marketing campaign launch

Pre-K Roundup: April 2 – April 13

Central Location in Summer 2018



Alignment of Resources

Prepared four-year budget forecast

Researched options for a tax rate swap through a TRE

Financial Futures Committee (FFC) reviewed:

- financial position & long-range financial needs;

- enrollment trends;

Alignment of Resources

Architects have been engaged for the seven bid packages included in Phase IV

Phase IV projects are in latter stages of design

Next Steps

Construction bids for phase IV projects will be issued in spring 2018

Students' Seamless Entry into Workforce

A



Enhancing Cultural Awareness

Develop and implement professional learning for staff and leadership

Classroom Behavior Basics

Culture and Relationships

Structure and Relationships

Positive Interactions and Reinforcements

Corrections

Social and Emotional Learning (S.E.L.)

Research the development of a coordinated system that promotes social and emotional wellness in a manner that focuses on the whole child

Enhancing Cultural Awareness

Next Steps

Continue to support staff by providing professional learning in identified areas to support the implementation of PBIS and Cultural Awareness

Continue to review student discipline data trends to guide the district support for campuses

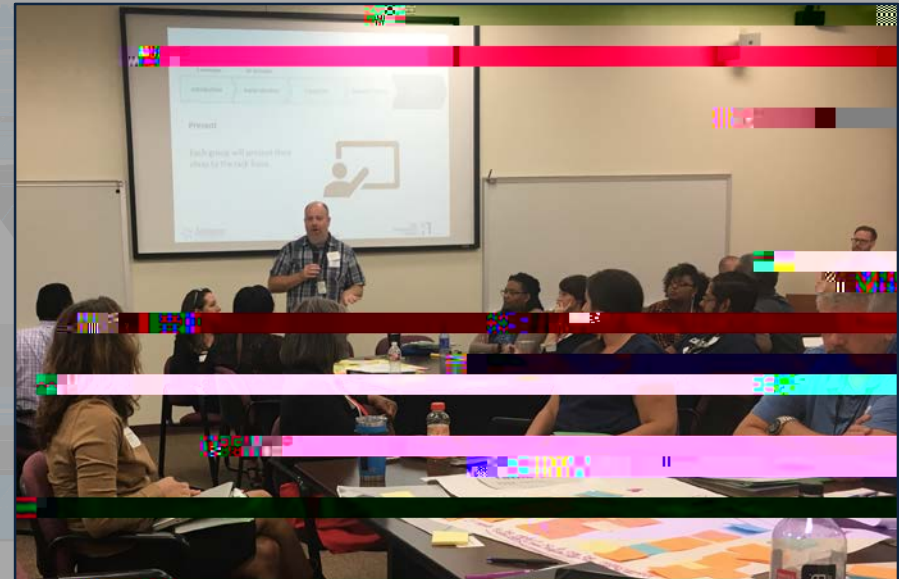
Finalize research of Social & Emotional Learning (S.E.L) frameworks for best practices and design integrated system for implementation

Enhance Core Leadership Competencies



Task Force

- Teachers
- Assistant Principals
- Principals
- Senior Staff
- Staff from across various departments including Academic Services, Transformational Learning, Teaching and Learning, HR, Technology, Transportation, Finance, Security, etc.



Next Steps

Customer Service



Two hundred twenty-five employees have been recognized for excellent customer service

Employees nominated using the customer service google form and/or QR code

Certificate identifying the customer service tenet for which they were recognized

Marketing & Visibility

All campuses and departments will receive two customer service posters to visibly display in common areas.

All campuses and departments will receive a label/sticker that can be placed on phones to remind them of the tenets

Monthly employee training

Customer Service



Next Steps

Eight campuses and two central office departments will serve as pilots to gauge customer service practices beginning February 2018.

Feedback will be collected on strengths and challenges in delivering excellent customer service.



Questions?