

# Sealy Independent School District

## Sealy High School

### 2023-2024 Goals/Performance Objectives/Strategies



**Board Approval Date:** August 30, 2023  
**Public Presentation Date:** August 30, 2023

# Mission Statement

Sealy ISD, where inspired learners create the future

## Vision

Students of Sealy ISD will be prepared to positively impact the world. We envision a school community where we accomplish this by:

Establishing a Professional Learning Community

Working in effective collaborative teams

Identifying essential learning standards

Monitoring student progress continually

Providing interventions and enrichment for all students

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# Goals

**Goal 1:** Communication is essential to building meaningful relationships and ensuring student success.

**Performance Objective 1:** The district and campus will engage parents in awareness of district and campus priorities and goals through social media platforms and community events.





**Evaluation Data Sources:** Monitoring of parent communication logs, teacher websites, Google classrooms, surveys and parent sign-in sheets.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Engaging students and parents in awareness of campus events by sending Reminds, weekly announcements via Smore, email blasts, web page design improvement, social media posts</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in Remind subscribers, email response, and social media response</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Technology staff, class sponsors, counselors, CTE Director</p>	Formative		
	Nov	Feb	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 1:** Communication is essential to building meaningful relationships and ensuring student success.

**Performance Objective 2:** The district engages external stakeholders annually in meaningful ways.





**Evaluation Data Sources:** Local Partnerships, student internships, local and state recognized student certifications. Parent participation, Remind subscribers, sign-in sheets, attendance at various parent-focused events

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> SHS will establish local partnerships with business owners, experts, and professionals which are essential for community engagement and career related student success.</p> <p><b>Strategy's Expected Result/Impact:</b> Formation of CTE Advisory Committees, Guest Speakers, Instructional Partners</p> <p><b>Staff Responsible for Monitoring:</b> Principal, CTE Director</p>	Formative		
	Nov	Feb	July
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 2:** Sealy ISD and the community are partners in a unified effort to support our students.

**Performance Objective 1:** Meaningful and strategic community partnerships to intensify student experiences.





**Evaluation Data Sources:** Local Partnerships, guest speakers and talent investors, student internships

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Mentorships established with community experts.  <b>Strategy's Expected Result/Impact:</b> Addition of Tango Flight partnership with PLTW. Mentors from surrounding communities working with our students to build an air plane.  <b>Staff Responsible for Monitoring:</b> Principal, CTE Director, CTE Teacher</p>	Formative		
	Nov	Feb	July
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 2:** Sealy ISD and the community are partners in a unified effort to support our students.

**Performance Objective 2:** The district will engage parents in awareness of district priorities and goals through social media platforms and community events.





**Evaluation Data Sources:** Monitoring of parent communication logs, teacher websites, Google classrooms, and parent sign-in sheets.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide multiple opportunities for parent involvement and awareness including Academic Nights for Parents, Course Selection/ Graduation Plan Information Nights, and parent involvement in students' personal graduation plans and course selections.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in parent meeting attendance regarding courses and graduation plans from 50% to 65%.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, counselors, instructional coordinator, CTE Director</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>July</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Development of the CTE Advisory Committees, focusing on building partnerships with business leaders in our community.</p> <p><b>Strategy's Expected Result/Impact:</b> Local Partnerships, student internships, local and state recognized student certifications</p> <p><b>Staff Responsible for Monitoring:</b> CTE Director , Principal, CTE teachers</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>July</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 3:** A diploma from Sealy ISD means that you are prepared for whatever comes next.

**Performance Objective 1:** All graduates will be college-ready, career ready, industry certified, or enlisted in the military.

**Evaluation Data Sources:** Students will be given the opportunities to explore various colleges, technical programs and meet with recruiters. Industry experts will be scheduled to meet with students during Drive Time.





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Continue to support current CTE courses as part of a coherent sequence for graduation endorsements and research most appropriate and effective options for expanding courses that result in workforce certifications. Add CTE courses to the junior high level that promote a coherent sequence and interest. Adding additional Industry-based certifications to correlate with CTE courses.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in TEA recognized certifications attained by our students. Recognition of coherent sequence of coursework for endorsements.</p> <p><b>Staff Responsible for Monitoring:</b> Principal , CTE Director</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>July</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide students with informative events and activities such as course selection workshops, career planning programs, development of personal graduation plans, freshman orientations, academic assemblies and Remind information. Incorporate individual senior meetings with counselors. Expose students to various college plans, technical programs, and military options. Provide assistance with UT On-Ramps student tuition and teacher training costs.</p> <p><b>Strategy's Expected Result/Impact:</b> Students' personal graduation plans, post high school plans, schedules for events and activities. Compilation of our College, Career and Military Readiness Indicators by senior student.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Counselors CTE Director</p> <p><b>Funding Sources:</b> - Title IV - \$8,700</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>July</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			



**Goal 3:** A diploma from Sealy ISD means that you are prepared for whatever comes next.

**Performance Objective 2:** All students will know and master essential learning standards.





**Evaluation Data Sources:** PLC Data Discussions, pre and post-test data focused instruction based on results.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Professional Learning Community development. Core area teachers that teach EOC tested subject areas have common conference periods in order to facilitate the PLC process. All other teachers that share common conference periods are brought together to discuss engaging work and best practices. Addition of an Instructional Coach to assist with facilitation.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve student performance in core academic areas and increase the number of students achieving "meets" and "masters" levels on STAAR EOC exams. Increase the number of students passing the TSIA in both math and English.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Instructional Coach, Department Chairs, all teachers</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>July</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Incorporating final exams to enhance student endurance.</p> <p><b>Strategy's Expected Result/Impact:</b> Encouraging sustained student effort by integrating final exams and elevating academic demands throughout the semester</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Instructional Coach, CTE Director, Assistant Principals</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>July</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Implement and utilize Drive Time, a built-in intervention time, to meet the individualized instructional needs of students who are struggling and adhere to HB 4545 and HB 1416 to provide targeted instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Reduction in failure rates, improvement in student understanding, and overall achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principal, Department Chairs, All Staff</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>July</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 3:** A diploma from Sealy ISD means that you are prepared for whatever comes next.

**Performance Objective 3:** Provide targeted support and guidance to teachers, leading to the improvement of instructional strategies and student learning outcomes.

**Evaluation Data Sources:** Conduct regular classroom observations and provide constructive feedback to teachers, highlighting strengths and suggesting areas for refinement.





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Measure improvements in student engagement and learning outcomes through qualitative and quantitative assessment methods, such as student surveys and assessment scores.</p> <p><b>Strategy's Expected Result/Impact:</b> Reviewing student assignments, projects, and assessments to find evidence of improved quality, creativity, and depth of understanding, suggesting that students are more actively applying their learning.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Teachers</p>	Formative		
	Nov	Feb	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 4:** Meaningful and purposeful student, staff, and community engagement lead to student success.

**Performance Objective 1:** Local Partnerships are essential for community engagement.

**HB3 Goal**





**Evaluation Data Sources:** Collaboration and discussion with local business owners and professionals. Key example is with Tango Flight, students building an airplane along side community mentors.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Reach out to potential partners and initiate conversations. Attend local events, meetings, and networking opportunities to introduce our school's vision and discuss potential collaboration.</p> <p><b>Strategy's Expected Result/Impact:</b> Development of projects, programs, or initiatives that address community needs and enhance student learning.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, CTE Director, Teachers</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>July</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Establish a plan for the long-term sustainability of community partnerships. Consider how it can continue to evolve and thrive over time.</p> <p><b>Strategy's Expected Result/Impact:</b> Definition of the goals and expectations of the partnership. Clearly articulated benefits and outcomes.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, CTE Director, Teachers</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>July</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 4:** Meaningful and purposeful student, staff, and community engagement lead to student success.

**Performance Objective 2:** Culture of collaboration





**Evaluation Data Sources:** High functioning Professional Learning Communities (PLC) with clear processes and expectations  
Scheduled time for PLCs for all teachers with Instructional Coach and Administrators.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Develop Professional Learning Communities focused on supporting student outcomes, intervention and extension.  <b>Strategy's Expected Result/Impact:</b> Improve student performance in all areas including EOC scores, SAT/ACT, and TSIA. Focus on designing engaging work.  <b>Staff Responsible for Monitoring:</b> Administration, Instructional Coach, Department Chairs</p>	Formative		
	Nov	Feb	July
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 4:** Meaningful and purposeful student, staff, and community engagement lead to student success.

**Performance Objective 3:** Meaningful, aligned staff development and support





**Evaluation Data Sources:** Instructional support focused on aligned practices and student engagement. Addition of an Instructional Coach on the campus.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Staff participates in the Annual Teaching and Learning Conference, Tiger Tips Academy for Teachers Years 1-3, Mentor Training, AP training, Designing Engaging Work, and Leading Learning. Algebra I and ELAR teachers will work together to create an aligned curriculum.</p> <p><b>Strategy's Expected Result/Impact:</b> Aligned district curriculum practices and strategic focus</p> <p><b>Staff Responsible for Monitoring:</b> Associate Principal, Principal, Instructional support team</p> <p><b>Funding Sources:</b> Collaborative Curriculum Stipend - Title II - \$1,500</p>	Formative		
	Nov	Feb	July
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 5:** Sealy ISD is well positioned for future growth.

**Performance Objective 1:** Focused teacher and staff recruitment and retainment





**Evaluation Data Sources:** Staff Surveys, meetings, conversations regarding employment, participation in Hartwell and desire to grown our own. Recruit former students and recent college graduates.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Recruitment of former students, parents, and highly effective individuals.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff with ownership of Sealy High School, investment in the campus and community. Provide stipends for high-need areas including math, science, and dual credit and dual enrollment courses.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, administrators, CTE Director</p> <p><b>Funding Sources:</b> - Title II - \$48,800</p>	Formative		
	Nov	Feb	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 6:** Sealy ISD strategically aligns resources to support the district's mission and vision.

**Performance Objective 1:** We will provide information and training to all stakeholders regarding student safety and welfare.





**Evaluation Data Sources:** Increased and transparent awareness of procedures and information

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Organize counseling groups based on teacher and student feedback to better address social, and emotional concerns. <b>Strategy's Expected Result/Impact:</b> Counselors, administrators	Formative		
	Nov	Feb	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 6:** Sealy ISD strategically aligns resources to support the district's mission and vision.

**Performance Objective 2:** We will know our students.

**Evaluation Data Sources:** Focused counselor led character building campus-wide through Drive Time lessons each week.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Addition of "Character Strong" Curriculum every Wednesday during Drive Time.</p> <p><b>Strategy's Expected Result/Impact:</b> Student focused discussions based on wellness and character building with a trusted adult facilitator. Guided Conversations for Uplifting Student Well-being and Promoting Character Development</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselors, Drive Time Teachers</p>	Formative		
	Nov	Feb	July
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			