

Sealy Independent School District

District Improvement Plan

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: Clearly articulated mission, vision, and brand





Evaluation Data Sources: Portrait of a Tiger displayed at all campuses
 Presentations
 Social media posts

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: The "Portrait of a Tiger" will exemplify the desired characteristics of a Sealy ISD graduate, staff, and community member. The Portrait will be displayed and referenced in all campus buildings. Students will be given academic work that requires them to develop the attributes of a Tiger.</p> <p>Strategy's Expected Result/Impact: The Portrait of a Tiger will drive decision-making and the focus of the District.</p> <p>Staff Responsible for Monitoring: Superintendent</p>	Formative		
	Nov	Feb	July
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Goal 1: Communication is essential to building meaningful relationships and ensuring student success.

Performance Objective 2: Opportunities for families to connect with Sealy ISD inside and outside of Sealy ISD





Evaluation Data Sources: Attendance at events such as Bilingual Education Support Group, Special Education Support Groups and the Annual Community Education Summit

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Sealy ISD will host bilingual and special education parent events tailored to the needs of families. The events will support parents in navigating the educational system and in understanding ways to support students in their learning experience.</p> <p>Strategy's Expected Result/Impact: More parent participation and improved student achievement.</p> <p>Staff Responsible for Monitoring: Bilingual/ESL Coordinator, Special Education Director</p> <p>Funding Sources: Family Engagement Supplies - Title III, Partial Salary of Bilingual Coordinator - Title III</p>	Formative		
	Nov	Feb	July
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Sealy ISD will host an Annual Community Education Summit.</p> <p>Strategy's Expected Result/Impact: The community will gain a better understanding of the school and its mission and be given an opportunity to provide input as to the ways the mission is achieved.</p> <p>Staff Responsible for Monitoring: Superintendent</p>	Formative		
	Nov	Feb	July
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Sealy ISD will reach out to the community outside of the school day and campus locations to provide information through BOLT (Building Our Learning Together) opportunities.</p> <p>Strategy's Expected Result/Impact: Families will become more comfortable with the district and the resources it offers and will look for opportunities to engage in their child's education.</p> <p>Staff Responsible for Monitoring: Executive Director of Special Programs</p> <p>Funding Sources: Supplies - General Fund</p>	Formative		
	Nov	Feb	July
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Goal 2: Sealy ISD and the community are partners in a unified effort to support our students.

Performance Objective 1: We maximize community resources.





- Evaluation Data Sources:** Sign-in sheets and meeting agendas
 Flyers for events
 Annual grant awards
 Grant showcase artifacts

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Sealy ISD recipients of Sealy Education Foundation grant awards will showcase the projects and activities funded by grant sponsorship.</p> <p>Strategy's Expected Result/Impact: Students and staff will be exposed to new ideas, opportunities, and resources through grant awards. The partnership between SISD and the Sealy Education Foundation will be strengthened.</p> <p>Staff Responsible for Monitoring: Superintendant and CFO</p>	Formative		
	Nov	Feb	July
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Goal 2: Sealy ISD and the community are partners in a unified effort to support our students.

Performance Objective 2: Community Service and partnerships are an integral part of Sealy ISD.

Evaluation Data Sources: Social Media Posts
Recognition and evidence of SISD involved in the community





Strategy 1 Details	Formative Reviews		
Strategy 1: Sealy ISD will conduct a District-Wide Service Day in order to give back to the community that supports it. Strategy's Expected Result/Impact: By providing service to the community, SISD hopes to create additional partnerships and support. Staff Responsible for Monitoring: GT Coordinator	Formative		
	Nov	Feb	July
Strategy 2 Details	Formative Reviews		
Strategy 2: Sealy ISD staff and students will go out into the community to both share knowledge with and learn from local manufacturers and businesses. Strategy's Expected Result/Impact: Improved partnerships and heightened level of support. Staff Responsible for Monitoring: Superintendent and Director of CTE	Formative		
	Nov	Feb	July
 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 students are college and/or career ready.

HB3 Goal





Evaluation Data Sources: Sealy High School graduates will have met one of the College, Career, and Military Readiness indicators.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: All students enrolled in English 3 and Algebra 2 that have not passed or met the exemption requirements for TSI will be given the TSIA2.</p> <p>Strategy's Expected Result/Impact: Students will take and pass the TSIA2.</p> <p>Staff Responsible for Monitoring: Career and Technology Director</p>	Formative		
	Nov	Feb	July
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: All Programs of Study will contain an industry-based certification.</p> <p>Strategy's Expected Result/Impact: Programs of Study concentrators will have the opportunity to take an industry-based certification prior to graduation.</p> <p>Staff Responsible for Monitoring: Career and Technology Director</p>	Formative		
	Nov	Feb	July
 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 grow academically each year.





Evaluation Data Sources: NWEA MAP testing grades K-8 will show growth for all student
EOC/STARR Growth
Standards-based reporting PK-5

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: NWEA MAP testing will be given three times a year to monitor student progress. Results will be shared with families and used to drive instruction.</p> <p>Strategy's Expected Result/Impact: Through targeted instruction, students will make academic growth.</p> <p>Staff Responsible for Monitoring: Director of Teaching and Learning, District Testing Coordinator</p> <p>Funding Sources: Training - Title IV, Test Purchase - ESSER</p>	Formative		
	Nov	Feb	July
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Goal 3: A diploma from Sealy ISD means that you are prepared for whatever comes next.

Performance Objective 3: Vertically aligned system for curriculum, instructions and assessment grades K-12.





Evaluation Data Sources: Curriculum audit results
 Curriculum management plan
 K-12 curriculum
 SISD Teaching and Learning Plan

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Instructional Coordinators will facilitate aligned practice in grades K-12. Strategy's Expected Result/Impact: Common vocabulary, content, and instructional practice will result in student growth. Staff Responsible for Monitoring: Director of Teaching and Learning</p> <p>Funding Sources: 2 partially funded Districtwide positions - Title I, 1 partially funded Districtwide bilingual position - Title III</p>	Formative		
	Nov	Feb	July
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: A curriculum management plan will be created that outlines a timeline and components of a district-created curriculum. Strategy's Expected Result/Impact: A districtwide viable, aligned PK-12 curriculum. Staff Responsible for Monitoring: Director of Teaching and Learning</p> <p>Funding Sources: Curriculum Consultant Services - Title II</p>	Formative		
	Nov	Feb	July
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 4: We support and grow social emotional health





Evaluation Data Sources: Student Survey Data
 Crisis and Threat Assessment Data
 Comprehensive Counseling Plan
 TCHATT and HGI Visit Data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Sealy ISD will create a comprehensive counseling plan based on the Texas model. Strategy's Expected Result/Impact: Counseling will be more aligned and focused on student needs. Staff Responsible for Monitoring: Executive Director of Special Programs</p>	Formative		
	Nov	Feb	July
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Sealy ISD will enter into a partnership with the Houston Galveston Institute (HGI) to provide free, in-person therapy support to its students. Strategy's Expected Result/Impact: Students and families will receive additional support and the number of students in crisis will diminish. Staff Responsible for Monitoring: Executive Director of Special Programs Funding Sources: Contracted Services - ESSER</p>	Formative		
	Nov	Feb	July
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Goal 4: Meaningful and purposeful student, staff, and community engagement lead to student success.

Performance Objective 1: We are intentional about growing our capacity to engage students in academic work.





Evaluation Data Sources: Staff training in DEW
 Common vocabulary around engagement
 Schlechty Standard Bearer District support for District and Campus Leadership
 STAAR scores

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Sealy ISD will participate in the Schechty Standard Bearer Network.</p> <p>Strategy's Expected Result/Impact: District and campus leadership teams will gain and share knowledge in what it means to become a learning organization. A common language around engagement will be developed.</p> <p>Staff Responsible for Monitoring: Superintendent</p> <p>Funding Sources: Membership Dues - Title II, Membership Dues - ESSER</p>	Formative		
	Nov	Feb	July
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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 at all campuses
 Attendance at Institutes
 Agendas from PLC meetings
 STAAR Data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Sealy ISD will continue to train leaders and teachers in PLC implementation and purpose through Solution Tree. PLCs will be established at all campuses.</p> <p>Strategy's Expected Result/Impact: Teaching and learning teams will become high-functioning PLC's thus increasing student achievement.</p> <p>Staff Responsible for Monitoring: Director of Teaching and Learning and Campus Principals</p> <p>Funding Sources: PLC Training - Title II, PLC Training - Title I</p>	Formative		
	Nov	Feb	July
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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

Performance Objective 3: Meaningful, aligned staff development and coaching support at all levels





Evaluation Data Sources: SISD Instructional Coach Framework
 Instructional coaches at all campuses
 Instructional coach implementation guide
 Professional Development Plan

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Sealy ISD will ensure that there are learning spaces set aside for staff equipped with the needed supplies to facilitate coaching, collaboration, and learning.</p> <p>Strategy's Expected Result/Impact: High-functioning adult learning and collaboration will lead to increased student learning and test scores.</p> <p>Staff Responsible for Monitoring: Director of Teaching and Learning and campus principals</p> <p>Funding Sources: Supplies - Title II</p>	Formative		
	Nov	Feb	July
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Sealy ISD will seek outside training opportunities from the Region 6 ESC to support the work of its staff.</p> <p>Strategy's Expected Result/Impact: An increase in teacher confidence in instructional strategies thus an increase in student progress.</p> <p>Staff Responsible for Monitoring: Director of Teaching and Learning, Executive Director of Special Programs</p> <p>Funding Sources: MOU with Region 6 - Title II, MOU with Region 6 (Bilingual/ESL) - Title III</p>	Formative		
	Nov	Feb	July
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 1: Sound recruitment and induction strategies





Evaluation Data Sources: SISD Salary Study
 Monthly contact with all new hires
 Survey data
 Exit Interviews/Surveys

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Sealy ISD will offer teaching stipends in high-needs areas. Strategy's Expected Result/Impact: Sealy ISD will attract teachers and fill teaching vacancies in high-needs areas. Staff Responsible for Monitoring: Executive Director of Human Resources and Operations, CFO Funding Sources: High Needs Stipends - Title II</p>	Formative		
	Nov	Feb	July
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Sealy ISD will partner with Hartwell University to offer an affordable option for non-certified staff to gain a teaching degree. Strategy's Expected Result/Impact: An increase in both the applicant pool for our certified and non-certified positions. Staff Responsible for Monitoring: Executive Director of Special Programs</p>	Formative		
	Nov	Feb	July
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 1: We are stewards of taxpayers money and maximize our resources





- Evaluation Data Sources:** Annual budget priorities
 5-year technology plan
 Deferred maintenance plan
 Salary schedule audit
 Staffing audit
 Curriculum Audit Findings

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Sealy ISD will conduct timely budget workshops with district and campus leaders to prioritize the spending in the District based on the strategic plan. SISD will also implement the use of budget request reviews during the planning process. Strategy's Expected Result/Impact: Funding will be aligned and focus on district priorities. Staff Responsible for Monitoring: CFO</p>	Formative		
	Nov	Feb	July
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: SISD will conduct a staffing audit to ensure staffing needs are met and being used as efficiently as possible. Strategy's Expected Result/Impact: A clear picture of staffing needs and adjustments that can be made to better serve students. Staff Responsible for Monitoring: Executive Director of Human Resources and Operations</p>	Formative		
	Nov	Feb	July
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Sealy ISD will host land and facility committee meetings with the intent of locating future campus building sites. Strategy's Expected Result/Impact: A plan for future campus sites and a timeline for purchases Staff Responsible for Monitoring: Superintendent and Maintenance and Facilities Director</p>	Formative		
	Nov	Feb	July
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 2: Safe campuses come before everything else

Evaluation Data Sources: School Safety Center Requirements
 Security Staffing Numbers
 Safety Audit Results
 EOP

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Sealy ISD will train staff on the use of the Intrado Safety software.</p> <p>Strategy's Expected Result/Impact: Teachers and campus administration will be confident in the use of the Intrado app in case of an emergency.</p> <p>Staff Responsible for Monitoring: SISD Chief of Police, Executive Director of Human Resources</p> <p>Funding Sources: Training - Title IV</p>	Formative		
	Nov	Feb	July
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Sealy ISD will continue to purchase the needed equipment to keep our schools safe including a new police vehicle and ballistic shields.</p> <p>Strategy's Expected Result/Impact: Increased response time and officer protection in case of an emergency.</p> <p>Staff Responsible for Monitoring: SISD Chief of Police and Executive Director of Human Resources and Operations</p> <p>Funding Sources: Safety and Security Upgrades - General Fund, Safety and Security Upgrades - School Safety Standards Grant</p>	Formative		
	Nov	Feb	July
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Sealy ISD will employ a Chief of Police in addition to an officer at all four of our campuses.</p> <p>Strategy's Expected Result/Impact: All campuses will still have coverage if an officer is out or needs to leave campus for any reason.</p> <p>Staff Responsible for Monitoring: Executive Director of Human Resources and Operations and Sealy ISD Chief of Police</p> <p>Funding Sources: Salary - Title IV</p>	Formative		
	Nov	Feb	July
 No Progress  Accomplished  Continue/Modify  Discontinue			