Strategic Planning

San Felipe Del Rio
Consolidated Independent School District

Empowering Students to Excel

*Together, We Are Better!*

Strategic Planning

Strategic planning is a process that empowers stakeholders, such as parents, students, district employees, city officials, business partners, and clergy, to collaboratively shape the future of their school district. Through this process, the district and community become partners in creating a five-year plan. This shared sense of ownership enables districts to overcome obstacles and discover new possibilities for students. All school districts reach a point where they must reinvigorate their practices, and create new systems, or face decline. The strategic planning process galvanizes the community around a common purpose, bringing new life to the district.

Strategic Planning Process

Through the **strategic planning** process, stakeholders from across the community were brought together to assess the needs of and to offer input on the direction San Felipe Del Rio CISD should take over the next five years. The strategic planning process helped to identify a common set of beliefs that are unique to the community. Every action in the strategic plan was purposefully aligned with the community's beliefs. Community members also harmonized their beliefs and reviewed the district's vision and mission, which became the foundation of the strategic plan. The stakeholders assessed the strengths, challenges, opportunities, and threats the district faced in certain focus areas, or *strands*, identified by school leadership. This information helped set targets for growth, or *SMART goals*, for each strand, along with strategies the district will employ to reach these targets. Finally, a team of content area experts mapped out the action steps necessary to achieve each strategy. Care was taken by the Action Planning Team to give direction and specificity, yet allow leeway as the action steps are implemented by district personnel over the coming five years.
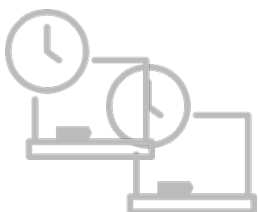
Authentic community and family engagement is key to creating opportunities for students to develop the 21st century skills necessary for success in a global society.

Report Layout

The remaining pages of the report contain the stakeholder-driven, five-year strategic plan for **San Felipe Del Rio Consolidated Independent School District.** The ensuing contents of the strategic plan are broken out into strands identified as focus areas for the strategic plan. The vision, mission, and community beliefs guided the direction of the planning committees and provided a foundation for the plan. Finally, goals, strategies, and action steps are outlined for each strand.

Virtual Plan

A web resource has been created to house the virtual strategic plan. The virtual plan contains all of the information found within this report. Additionally, fields can be added to aid in implementation and revision of the plan. Examples of additional information to be added include timelines, person(s) responsible, necessary resources, means of measuring implementation of the plan. A strategic plan is a living document that undergoes updates and revisions over time. It is important to note that updates can be made *by anyone provided with the following link*:

https://sites.google.com/esc13.net/san-felipe-del-rio-cisd/home
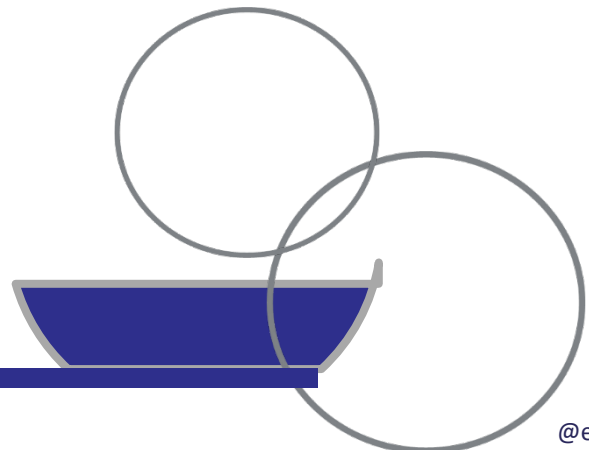
San Felipe Del Rio
Consolidated Independent School District
Strategic Planning Strands

Focused Leadership

Highly-Effective Instruction

Innovation

Strategic Staffing

Vision

San Felipe Del Rio CISD,
in partnership with our families and community,
empowers every student to excel through a culture of
collaboration, innovation, and achievement.

Mission

San Felipe Del Rio provides a high-quality, innovative curriculum with engaging, relevant instruction. We meet the individual needs of students and staff in a safe, nurturing, and collaborative environment which encourages development and growth.

Shared Beliefs

WE BELIEVE:

- Communication and collaboration among families, community, and educators are vital.

- In equity by providing the resources, support, and motivation necessary to differentiate instruction.

- All students should be equipped with a strong foundation of knowledge, including 21st century skills, so they are life-long learners prepared to be successful after high school.

Focused Leadership

SMART GOAL:

By 2027, 100% of campus and district leaders will effectively support and communicate high expectations for student learning.

STRATEGY 1:

Implement a district-wide system of professional learning to develop effective instructional leaders.

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Form an Instructional Leadership Development Committee.	List of campus and district leaders	Superintendent
Summer 2022	Create a calendar of meetings for the Instructional Leadership Development Committee.	District Calendar	Leadership Development Committee
Summer 2022	Conduct a Strategic Plan orientation for the Leadership Development Committee.	SFDR-CISD Strategic Plan	Leadership Development Committee
Summer 2022	Plan a T-PESS refresher training for campus leaders.	T-PESS, trainer, materials	Leadership Development Committee
Summer 2022	Develop an effectiveness measure for the T-PESS training.	Desired training outcomes, T-PESS rubric	Leadership Development Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Schedule the T-PESS refresher training for campus leaders.	District calendar	Leadership Development Committee
Summer 2022	Deliver T-PESS refresher to campus leaders.	T-PESS training materials, trainer	District Leadership Committee
Summer 2022	Conduct a post-training effectiveness assessment.	T-PESS effectiveness measure, technology	District Leadership Committee
Summer 2022	Complete the beginning-of-year T-PESS assessment.	T-PESS rubric	District Leadership Committee
Summer 2022	Research the skills of an effective instructional leader and leadership best practices.	T-PESS, TEA Effective Schools Framework, T-TESS, walk-through forms, current district practices, Director of Curriculum and Instruction	District Leadership Committee, campus principals
Summer 2022	Identify best-practices for an effective instructional leader.	List of research-based skills	District Leadership Committee
Summer 2022	Create a pre-assessment tool for all campus leaders district-wide.	Identified effective instructional leader skills	District Leadership Committee
Summer 2022	Create the post-assessment for all campus leaders to be used at the end of year district-wide.	Identified effective instructional leader skills	District Leadership Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Develop an Instructional Leadership Professional Learning Plan Framework.	T-PESS, TEA Effective Schools Framework, identified best practices for instructional leaders	District Leadership Committee
Fall 2022	Identify the training components and timeline for the Instructional Leadership Professional Learning Plan, including information, troubleshooting, sharing best practices, common language, etc. (Collaborate with High-Effective Instruction.)	Instructional Leadership Professional Learning Plan Framework, district calendar, trainers, materials	District Leadership Committee
Fall 2022	Implement training for all principals according to the Instructional Learning Plan.	Training materials, place, trainer	District Leadership Committee
Fall 2022	Research opportunities for instructional development of leaders.	NIET, ASCD, Solution Tree, ESCs across the state	District Leadership Committee
Fall 2022	Develop a proposal to detail any required funding for professional development.	Research, district budget	District Leadership Committee
Fall 2022	Present proposal for professional development.	Proposal draft	District Leadership Committee
Spring 2023	Attend professional development to enhance best practices.	District budget, campus budget, list of approved workshops	District Leadership Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2023	Implement training for all principals, according to the Instructional Learning Plan.	Training materials, place, trainer	District Leadership Committee
Spring 2023	Conduct the post assessment for campus instructional leaders.	List of campus leaders, post-assessment tool	District Leadership Committee
Spring 2023	Create a means of gathering feedback on the Instructional Learning Plan sessions from leaders.	Components of the Instructional Learning Plan sessions	District Leadership Committee
Spring 2023	Gather feedback from leaders on the Instructional Learning Plan sessions.	Feedback means, list of leaders, technology	District Leadership Committee
Spring 2023	Complete the end-of-year T-PESS assessment.	T-PESS rubric	District Leadership Committee
Summer 2023	Update membership in the Instructional Leadership Development Committee.	List of campus and district leaders	Superintendent
Summer 2023	Create a calendar of meetings for the Instructional Leadership Development Committee.	District Calendar	Leadership Development Committee
Summer 2023	Conduct a Strategic Plan orientation for the Leadership Development Committee.	SFDR-CISD Strategic Plan	Leadership Development Committee
Summer 2023	Review and revise, as needed, the T-PESS refresher training for campus leaders.	T-PESS, trainer, materials, training effectiveness data	Leadership Development Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Review and revise, as needed, the effectiveness measure for the T-PESS training.	Desired training outcomes, T-PESS rubric	Leadership Development Committee
Summer 2023	Schedule the T-PESS refresher training for campus leaders.	District calendar	Leadership Development Committee
Summer 2023	Conduct T-PESS refresher for campus principals.	T-PESS training materials, trainer	District Leadership Committee
Summer 2023	Conduct a post-training effectiveness assessment.	T-PESS effectiveness measure, technology	District Leadership Committee
Summer 2023	Complete the beginning-of-year T-PESS assessment.	T-PESS rubric	District Leadership Committee
Summer 2023	Research new or additional skills of an effective instructional leader using best practice.	T-PESS, TEA Effective Schools Framework, T-TESS, walk-through forms, current district practices, Director of Curriculum and Instruction	District Leadership Committee, campus principals
Summer 2023	Review and revise, as needed, the best-practices for an effective instructional leader.	List of research-based skills	District Leadership Committee
Summer 2023	Review and revise, as needed, the pre-assessment tool for all campus leaders district-wide.	Identified effective instructional leader skills	District Leadership Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Review and revise, as needed, the post-assessment for all campus leaders to be used at the end of year district-wide.	Identified effective instructional leader skills	District Leadership Committee
Summer 2023	Review assessment data, monitor progress, and adjust the Instructional Learning Plan.	Pre-assessment data, post-assessment data, feedback from leaders	District Instructional Committee
Fall 2023	Review and revise, as needed, the training components and timeline for the Instructional Leadership Professional Learning Plan, including information, troubleshooting, sharing best practices, common language, etc. (Collaborate with High-Effective Instruction.)	Instructional Leadership Professional Learning Plan Framework, district calendar, trainers, materials	District Leadership Committee
Fall 2023	Develop and schedule the Instructional Leadership Plan for assistant principals.	Instructional Leadership Professional Learning Plan Framework, district calendar, trainers, materials	District Leadership Committee
Fall 2023	Implement training for all principals according to the Instructional Learning Plan.	Training materials, place, trainer	District Leadership Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Implement the Instructional Leadership Plan for assistant principals.	Training materials, place, trainer	District Leadership Committee
Fall 2023	Research opportunities for instructional development of leaders.	NIET, ASCD, Solution Tree, ESCs across the state	District Leadership Committee
Fall 2023	Develop a proposal to detail any required funding for professional development.	Research, district budget	District Leadership Committee
Fall 2023	Present proposal for professional development.	Proposal draft	District Leadership Committee
Spring 2024	Attend professional development to enhance best practices.	District budget, campus budget, list of approved workshops	District Leadership Committee
Spring 2024	Implement training for all principals according to the Instructional Learning Plan.	Training materials, place, trainer	District Leadership Committee
Spring 2024	Implement training for all assistant principals according to the Instructional Learning Plan.	Training materials, place, trainer	District Leadership Committee
Spring 2024	Conduct the post assessment for campus instructional leaders.	List of campus leaders, post-assessment tool	District Leadership Committee
Spring 2024	Review and revise, as needed, means of gathering feedback on the Instructional Learning Plan sessions from leaders.	Components of the Instructional Learning Plan sessions	District Leadership Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	Gather feedback from leaders on the Instructional Learning Plan sessions.	Feedback means, list of leaders, technology	District Leadership Committee
Spring 2024	Complete the end-of-year T-PESS assessment.	T-PESS rubric	District Leadership Committee
Summer 2024	Update and expand membership in the Instructional Leadership Development Committee (include assistant principals).	List of campus leaders, district leaders, and assistant principals	Superintendent
Summer 2024	Create a calendar of meetings for the Instructional Leadership Development Committee.	District Calendar	Leadership Development Committee
Summer 2024	Conduct a Strategic Plan orientation for the Leadership Development Committee.	SFDR-CISD Strategic Plan	Leadership Development Committee
Summer 2024	Review and revise, as needed, the T-PESS refresher training for campus leaders.	T-PESS, trainer, materials, training effectiveness data	Leadership Development Committee
Summer 2024	Review and revise, as needed, the effectiveness measure for the T-PESS training.	Desired training outcomes, T-PESS rubric	Leadership Development Committee
Summer 2024	Schedule the T-PESS refresher training for campus leaders.	District calendar	Leadership Development Committee
Summer 2024	Conduct T-PESS refresher for campus principals.	T-PESS training materials, trainer	District Leadership Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2024	Conduct a post-training effectiveness assessment.	T-PESS effectiveness measure, technology	District Leadership Committee
Summer 2024	Complete the beginning-of-year T-PESS assessment.	T-PESS rubric	District Leadership Committee
Summer 2024	Research new or additional skills of an effective instructional leader using best practice.	T-PESS, TEA Effective Schools Framework, T-TESS, walk-through forms, current district practices, Director of Curriculum and Instruction	District Leadership Committee, campus principals
Summer 2024	Review and revise, as needed, the best-practices for an effective instructional leader.	List of research-based skills	District Leadership Committee
Summer 2024	Review and revise, as needed, the pre-assessment tool for all campus leaders district-wide.	Identified effective instructional leader skills	District Leadership Committee
Summer 2024	Review and revise, as needed, the post-assessment for all campus leaders to be used at the end of year district-wide.	Identified effective instructional leader skills	District Leadership Committee
Summer 2024	Review assessment data, monitor progress, and adjust the Instructional Learning Plan.	Pre-assessment data, post-assessment data, feedback from leaders	District Instructional Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2024	Review and revise, as needed, the training components and timeline for the Instructional Leadership Professional Learning Plan, including information, troubleshooting, sharing best practices, common language, etc. (Collaborate with High-Effective Instruction.)	Instructional Leadership Professional Learning Plan Framework, district calendar, trainers, materials	District Leadership Committee
Fall 2024	Review and revise, as needed, and schedule the Instructional Leadership Plan for assistant principals.	Instructional Leadership Professional Learning Plan Framework, district calendar, trainers, materials	District Leadership Committee
Fall 2024	Implement training for all principals according to the Instructional Learning Plan.	Training materials, place, trainer	District Leadership Committee
Fall 2024	Implement the Instructional Leadership Plan for assistant principals.	Training, materials, place, trainer	District Leadership Committee
Fall 2024	Research opportunities for instructional development of leaders.	NIET, ASCD, Solution Tree, ESCs across the state	District Leadership Committee
Fall 2024	Develop a proposal to detail any required funding for professional development.	Research, district budget	District Leadership Committee
Fall 2024	Present proposal for professional development.	Proposal draft	District Leadership Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2025	Attend professional development to enhance best practices.	District budget, campus budget, list of approved workshops	District Leadership Committee
Spring 2025	Implement training for all principals according to the Instructional Learning Plan.	Training materials, place, trainer	District Leadership Committee
Spring 2025	Implement training for all assistant principals, according to the Instructional Learning Plan.	Training materials, place, trainer	District Leadership Committee
Spring 2025	Conduct the post assessment for campus instructional leaders.	List of campus leaders, post-assessment tool	District Leadership Committee
Spring 2025	Review and revise, as needed, means of gathering feedback on the Instructional Learning Plan sessions from leaders.	Components of the Instructional Learning Plan sessions	District Leadership Committee
Spring 2025	Gather feedback from leaders on the Instructional Learning Plan sessions.	Feedback means, list of leaders, technology	District Leadership Committee
Spring 2025	Complete the end-of-year T-PESS assessment.	T-PESS rubric	District Leadership Committee
Summer 2025	Update membership in the Instructional Leadership Development Committee.	List of campus leaders, district leaders, and assistant principals	Superintendent

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Create a calendar of meetings for the Instructional Leadership Development Committee.	District Calendar	Leadership Development Committee
Summer 2025	Conduct a Strategic Plan orientation for the Leadership Development Committee.	SFDR-CISD Strategic Plan	Leadership Development Committee
Summer 2025	Review and revise, as needed, the T-PESS refresher training for campus leaders.	T-PESS, trainer, materials, training effectiveness data	Leadership Development Committee
Summer 2025	Review and revise, as needed, the effectiveness measure for the T-PESS training.	Desired training outcomes, T-PESS rubric	Leadership Development Committee
Summer 2025	Schedule the T-PESS refresher training for campus leaders.	District calendar	Leadership Development Committee
Summer 2025	Conduct T-PESS refresher for campus principals.	T-PESS training materials, trainer	District Leadership Committee
Summer 2025	Conduct a post-training effectiveness assessment.	T-PESS effectiveness measure, technology	District Leadership Committee
Summer 2025	Complete the beginning-of-year T-PESS assessment.	T-PESS rubric	District Leadership Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Research new or additional skills of an effective instructional leader using best practice.	T-PESS, TEA Effective Schools Framework, T-TESS, walk-through forms, current district practices, Director of Curriculum and Instruction	District Leadership Committee, campus principals
Summer 2025	Review and revise, as needed, the best-practices for an effective instructional leader.	List of research-based skills	District Leadership Committee
Summer 2025	Review and revise, as needed, the pre-assessment tool for all campus leaders district-wide.	Identified effective instructional leader skills	District Leadership Committee
Summer 2025	Review and revise, as needed, the post-assessment for all campus leaders to be used at the end of year district-wide.	Identified effective instructional leader skills	District Leadership Committee
Summer 2025	Review assessment data, monitor progress, and adjust the Instructional Learning Plan.	Pre-assessment data, post-assessment data, feedback from leaders	District Instructional Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2025	Review and revise, as needed, the training components and timeline for the Instructional Leadership Professional Learning Plan, including information, troubleshooting, sharing best practices, common language, etc. (Collaborate with High-Effective Instruction.)	Instructional Leadership Professional Learning Plan Framework, district calendar, trainers, materials	District Leadership Committee
Fall 2025	Review and revise, as needed, and schedule the Instructional Leadership Plan for assistant principals.	Instructional Leadership Professional Learning Plan Framework, district calendar, trainers, materials	District Leadership Committee
Fall 2025	Develop and schedule an Instructional Leadership Plan for cluster/ department leaders.	Instructional Leadership Professional Learning Plan Framework, district calendar, trainers, materials	District Leadership Committee
Fall 2025	Implement training for all principals according to the Instructional Learning Plan.	Training materials, place, trainer	District Leadership Committee
Fall 2025	Implement the Instructional Leadership Plan for assistant principals.	Training, materials, place, trainer	District Leadership Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2025	Implement the Instructional Leadership Plan for cluster/ department leaders.	Training, materials, place, trainer	District Leadership Committee
Fall 2025	Research opportunities for instructional development of leaders.	NIET, ASCD, Solution Tree, ESCs across the state	District Leadership Committee
Fall 2025	Develop a proposal to detail any required funding for professional development.	Research, district budget	District Leadership Committee
Fall 2025	Present proposal for professional development.	Proposal draft	District Leadership Committee
Spring 2026	Attend professional development to enhance best practices.	District budget, campus budget, list of approved workshops	District Leadership Committee
Spring 2026	Implement training for all principals according to the Instructional Learning Plan.	Training materials, place, trainer	District Leadership Committee
Spring 2026	Implement training for all assistant principals according to the Instructional Learning Plan.	Training materials, place, trainer	District Leadership Committee
Spring 2026	Implement the Instructional Leadership Plan for cluster/ department leaders.	Training, materials, place, trainer	District Leadership Committee
Spring 2026	Conduct the post assessment for campus instructional leaders.	List of campus leaders, post-assessment tool	District Leadership Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2026	Review and revise, as needed, means of gathering feedback on the Instructional Learning Plan sessions from leaders.	Components of the Instructional Learning Plan sessions	District Leadership Committee
Spring 2026	Gather feedback from leaders on the Instructional Learning Plan sessions.	Feedback means, list of leaders, technology	District Leadership Committee
Spring 2026	Complete the end-of-year T-PESS assessment.	T-PESS rubric	District Leadership Committee
Summer 2026	Update membership in the Instructional Leadership Development Committee.	List of campus leaders, district leaders, and assistant principals	Superintendent
Summer 2026	Create a calendar of meetings for the Instructional Leadership Development Committee.	District calendar	Leadership Development Committee
Summer 2026	Conduct a Strategic Plan orientation for the Leadership Development Committee.	SFDR-CISD Strategic Plan	Leadership Development Committee
Summer 2026	Review and revise, as needed, the T-PESS refresher training for campus leaders.	T-PESS, trainer, materials, training effectiveness data	Leadership Development Committee
Summer 2026	Review and revise, as needed, the effectiveness measure for the T-PESS training.	Desired training outcomes, T-PESS rubric	Leadership Development Committee
Summer 2026	Schedule the T-PESS refresher training for campus leaders.	District calendar	Leadership Development Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2026	Conduct T-PESS refresher for campus principals.	T-PESS training materials, trainer	District Leadership Committee
Summer 2026	Conduct a post-training effectiveness assessment.	T-PESS effectiveness measure, technology	District Leadership Committee
Summer 2026	Complete the beginning-of-year T-PESS assessment.	T-PESS rubric	District Leadership Committee
Summer 2026	Research new or additional skills of an effective instructional leader using best practice.	T-PESS, TEA Effective Schools Framework, T-TESS, walk-through forms, current district practices, Director of Curriculum and Instruction	District Leadership Committee, campus principals
Summer 2026	Review and revise, as needed, the best-practices for an effective instructional leader.	List of research-based skills	District Leadership Committee
Summer 2026	Review and revise, as needed, the pre-assessment tool for all campus leaders district-wide.	Identified effective instructional leader skills	District Leadership Committee
Summer 2026	Review and revise, as needed, the post-assessment for all campus leaders to be used at the end of year district-wide.	Identified effective instructional leader skills	District Leadership Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2026	Review assessment data, monitor progress, and adjust the Instructional Learning Plan.	Pre-assessment data, post-assessment data, feedback from leaders	District Instructional Committee
Fall 2026	Review and revise, as needed, the training components and timeline for the Instructional Leadership Professional Learning Plan, including information, troubleshooting, sharing best practices, common language, etc. (Collaborate with High-Effective Instruction.)	Instructional Leadership Professional Learning Plan Framework, district calendar, trainers, materials	District Leadership Committee
Fall 2026	Review and revise, as needed, and schedule the Instructional Leadership Plan for assistant principals.	Instructional Leadership Professional Learning Plan Framework, district calendar, trainers, materials	District Leadership Committee
Fall 2026	Review, revise, as needed, and schedule the Instructional Leadership Plan training for cluster/ department leaders.	Instructional Leadership Professional Learning Plan Framework, district calendar, trainers, materials	District Leadership Committee
Fall 2026	Implement training for all principals according to the Instructional Learning Plan.	Training materials, place, trainer	District Leadership Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2026	Implement the Instructional Leadership Plan for assistant principals.	Training, materials, place, trainer	District Leadership Committee
Fall 2026	Implement the Instructional Leadership Plan for cluster/ department leaders.	Training, materials, place, trainer	District Leadership Committee
Fall 2026	Research opportunities for instructional development of leaders.	NIET, ASCD, Solution Tree, ESCs across the state	District Leadership Committee
Fall 2026	Develop a proposal to detail any required funding for professional development.	Research, district budget	District Leadership Committee
Fall 2026	Present proposal for professional development.	Proposal draft	District Leadership Committee
Spring 2027	Attend professional development to enhance best practices.	District budget, campus budget, list of approved workshops	District Leadership Committee
Spring 2027	Implement training for all principals according to the Instructional Learning Plan.	Training materials, place, trainer	District Leadership Committee
Spring 2027	Implement training for all assistant principals according to the Instructional Learning Plan.	Training materials, place, trainer	District Leadership Committee
Spring 2027	Implement the Instructional Leadership Plan for cluster/ department leaders.	Training, materials, place, trainer	District Leadership Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2027	Conduct the post assessment for campus instructional leaders.	List of campus leaders, post-assessment tool	District Leadership Committee
Spring 2027	Review and revise, as needed, means of gathering feedback on the Instructional Learning Plan sessions from leaders.	Components of the Instructional Learning Plan sessions	District Leadership Committee
Spring 2027	Gather feedback from leaders on the Instructional Learning Plan sessions.	Feedback means, list of leaders, technology	District Leadership Committee
Spring 2027	Complete the end-of-year T-PESS assessment.	T-PESS rubric	District Leadership Committee

STRATEGY 2:

Create a district-wide system of on-going communication to inform families and the community of opportunities and expectations for students.

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Form a Family and Community Engagement Stakeholder Committee (FACE).	District employees	Federal Programs, District Director of Communication
Summer 2022	Create a schedule of meetings for the FACE Committee.	FACE Committee members, district calendar	FACE Committee
Summer 2022	Determine a chairperson, roles, and responsibilities.	FACE Committee member list, list of possible positions	FACE Committee
Summer 2022	Review all family and community programs currently in place.	Current family and community programs	FACE Committee
Fall 2022	Designate a campus web master.	Communication Department	Director of Communication
Fall 2022	Train the campus webmaster.	District technology, best practices for websites	Director of Communication
Fall 2022	Review board policy and administrative regulations regarding how communications are managed in the district and schools.	Title One policies, board policy, other regulations	Director of Communication

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Create a staff survey to determine the modes of communication used with families.	Technology, list of current modes of communication	Director of Communication
Fall 2022	Administer a survey to all staff to determine modes of communication with families.	Technology, staff list	Director of Communication
Fall 2022	Create a survey to all students, families, guardians, business owners, and community members to determine a preferred mode of communication.	Survey in both English & Spanish (option for online or paper), printing, postage, envelopes (include a self-addressed, stamped envelope for return	Parental Liaison, PEIMS Department
Fall 2022	Administer a survey to all students, families, guardians, business owners, and community members to determine a preferred mode of communication. (Secondary level: distribute with student choice sheets that parents approve; elementary level: distribute with a six-week report card.)	Survey in both English & Spanish (option for online or paper), printing, postage, envelopes (include a self-addressed, stamped envelope for return	Parental Liaison, PEIMS Department

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Evaluate survey data to determine a baseline to create a streamlined, unified method of communication.	Completed surveys from teachers, parents, community, & businesses, template to record data (Google forms or Survey Monkey)	FACE Committee
Spring 2023	Develop a streamlined, unified communication policy for the district to use with all stakeholders.	Survey data, best practices, technology	FACE Committee
Spring 2023	Propose district-wide communication policy to administration.	Communication policy draft	FACE Committee
Spring 2023	Research evidence-based practices of family engagement.	Computer, vendor presentations, district visits, campus visits	Family engagement staff members, FACE Committee
Spring 2023	Develop a family survey, including questions such as: In which events did you participate this year? What are the reasons you were able/not able to attend? What events would you like to see offered next year?	Survey (option for online or paper), envelopes (include a self-addressed, stamped envelope for return), list of families	FACE Committee
Spring 2023	Administer the family engagement survey.	Survey, technology, list of parents	FACE Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Research evidence-based practices of family engagement.	Computer, vendor presentations, district visits, campus visits	Family engagement staff members, FACE Committee
Summer 2023	Plan and schedule family engagement events to provide information on reading, math, attendance, bullying, social media, discipline, etc.	Best practices on family engagement, survey data, district calendar	FACE Committee
Summer 2023	Create a way to gather feedback from families on the impact of the family events.	Desired event outcomes, technology	FACE Committee
Summer 2023	Develop a marketing campaign to advertise the family engagement events.	Technology, other marketing tools	FACE Committee
Summer 2023	Review and analyze the processes and practices used by the schools and district to monitor the ongoing communication among the district, schools, faculty, and families.	Current communication monitors system	FACE Committee
Summer 2023	Update the communication monitoring processes and practices.	Analysis of current practices, Director of Communication, Director of Technology, feedback from stakeholders	FACE Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Plan and schedule the roll-out of the revised district communication policy.	District communication policy, district calendar	FACE Committee
Summer 2023	Develop a way to gather feedback from stakeholders on the roll out of the district communication policy.	Roll out desired outcomes, technology	FACE Committee
Summer 2023	Extend duties of Family and Community Engagement Coordinator to include participation in campus events, extending current projects and implementing new events and projects, analyzing data from spring survey, linking campuses to share ideas, etc.	Current duties, list of new duties	District administration
Fall 2023	Update membership in the Family and Community Engagement Stakeholder Committee (FACE).	District employees	Federal Programs, District Director of Communication
Fall 2023	Train new members of the FACE Committee, as needed.		FACE Committee
Fall 2023	Create a schedule of meetings for the FACE Committee.	FACE Committee members, district calendar	FACE Committee
Fall 2023	Determine a chairperson and update, as needed, the roles and responsibilities.	FACE Committee member list, list of possible positions	FACE Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Review and revise, as needed, all family and community programs currently in place.	Current family and community programs, feedback	FACE Committee
Fall 2023	Host monthly family educational events to provide information on reading, math, attendance, bullying, social media, discipline, etc.	Food, refreshments, presenters, reports, sign-in sheets, translators	FACE Committee
Fall 2023	Gather feedback on the impact of the family events.	Feedback tool, list of participants, technology	FACE Committee
Fall 2023	Roll out district-wide communication policy to all stakeholders.	District communication policy	FACE Committee
Fall 2023	Gather feedback on the communication policy roll out.	Feedback tool	FACE Committee
Fall 2023	Monitor effectiveness of communication with stakeholders.	Monitoring data, Director of Communication, Director of Technology, feedback from stakeholders	FACE Committee
Spring 2024	Host monthly family educational events to provide information on reading, math, attendance, bullying, social media, discipline, etc.	Food, refreshments, presenters, reports, sign-in sheets, translators	FACE Committee
Spring 2024	Gather feedback on the impact of the family events.	Feedback tool, list of participants, technology	FACE Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	Review and revise, as needed, the family survey, including questions such as: In which events did you participate this year? What are the reasons you were able/not able to attend? What events would you like to see offered next year?	Survey (option for online or paper), envelopes (include a self-addressed, stamped envelope for return), list of families	FACE Committee
Spring 2024	Administer the family engagement survey.	Survey, technology, list of parents	FACE Committee
Spring 2024	Evaluate data from business, community and family surveys, compared to event data.	Survey data, computer, program to input data	FACE Committee
Spring 2024	Monitor effectiveness of communication with stakeholders.	Monitoring data, Director of Communication, Director of Technology, feedback from stakeholders	FACE Committee
Summer 2024	Research evidence-based practices of family engagement.	Computer, vendor presentations, district visits, campus visits	Family engagement staff members, FACE Committee
Summer 2024	Plan and schedule family engagement events to provide information on reading, math, attendance, bullying, social media, discipline, etc.	Best practices on family engagement, district calendar	FACE Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2024	Review and revise, as needed, the way to gather feedback from families on the impact of the family events.	Desired event outcomes, technology	FACE Committee
Summer 2024	Update, as needed, the marketing campaign to advertise the family engagement events.	Technology, other marketing tools	FACE Committee
Summer 2024	Review and analyze the processes and practices used by the school and district to monitor the ongoing communication among the district, schools, faculty, and families.	Current communication monitors system, feedback from stakeholders	FACE Committee
Summer 2024	Update, as needed, the communication monitoring processes and practices.	Analysis of current practices, Director of Communication, Director of Technology, feedback from stakeholders	FACE Committee
Summer 2024	Plan and schedule the roll-out of any changes to the district communication policy.	District communication policy, district calendar	FACE Committee
Summer 2024	Update, as needed, the way to gather feedback from stakeholders on the roll out of changes to the district communication policy.	Roll out desired outcomes, technology	FACE Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2024	Update membership in the Family and Community Engagement Stakeholder Committee (FACE).	District employees	Federal Programs, District Director of Communication
Fall 2024	Train new members of the FACE Committee, as needed.	Current family events, other activities	FACE Committee
Fall 2024	Create a schedule of meetings for the FACE Committee.	FACE Committee members, district calendar	FACE Committee
Fall 2024	Determine a chairperson and update, as needed, the roles and responsibilities.	FACE Committee member list, list of possible positions	FACE Committee
Fall 2024	Review and revise, as needed, all family and community programs currently in place.	Current family and community programs, feedback	FACE Committee
Fall 2024	Host monthly family educational events to provide information on reading, math, attendance, bullying, social media, discipline, etc.	Food, refreshments, presenters, reports, sign-in sheets, translators	FACE Committee
Fall 2024	Gather feedback on the impact of the family events.	Feedback tool, list of participants, technology	FACE Committee
Fall 2024	Roll out changes to the district-wide communication policy to all stakeholders.	District communication policy	FACE Committee
Fall 2024	Gather feedback on the communication policy roll out.	Feedback tool	FACE Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2024	Monitor effectiveness of communication with stakeholders.	Monitoring data, Director of Communication, Director of Technology, feedback from stakeholders	FACE Committee
Spring 2025	Host monthly family educational events to provide information on reading, math, attendance, bullying, social media, discipline, etc.	Food, refreshments, presenters, reports, sign-in sheets, translators	FACE Committee
Spring 2025	Gather feedback on the impact of the family events.	Feedback tool, list of participants, technology	FACE Committee
Spring 2025	Review and revise, as needed, the family survey, including questions such as: In which events did you participate this year? What are the reasons you were able/not able to attend? What events would you like to see offered next year?	Survey (option for online or paper), envelopes (include a self-addressed, stamped envelope for return), list of families	FACE Committee
Spring 2025	Administer the family engagement survey.	Survey, technology, list of parents	FACE Committee
Spring 2025	Evaluate data from business, community, and family surveys, compared to event data.	Survey data, computer, program to input data	FACE Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2025	Monitor effectiveness of communication with stakeholders.	Monitoring data, Director of Communication, Director of Technology, feedback from stakeholders	FACE Committee
Summer 2025	Research evidence-based practices of family engagement.	Computer, vendor presentations, district visits, campus visits	Family engagement staff members, FACE Committee
Summer 2025	Plan and schedule family engagement events to provide information on reading, math, attendance, bullying, social media, discipline, etc.	Best practices on family engagement, district calendar	FACE Committee
Summer 2025	Review and revise, as needed, the way to gather feedback from families on the impact of the family events.	Desired event outcomes, technology	FACE Committee
Summer 2025	Update, as needed, the marketing campaign to advertise the family engagement events.	Technology, other marketing tools	FACE Committee
Summer 2025	Review and analyze the processes and practices used by the school and district to monitor the ongoing communication among the district, schools, faculty, and families.	Current communication monitors system, feedback from stakeholders	FACE Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Update, as needed, the communication monitoring processes and practices.	Analysis of current practices, Director of Communication, Director of Technology, feedback from stakeholders	FACE Committee
Summer 2025	Plan and schedule the roll-out of any changes to the district communication policy.	District communication policy, district calendar	FACE Committee
Summer 2025	Update, as needed, the way to gather feedback from stakeholders on the roll out of changes to the district communication policy.	Roll out desired outcomes, technology	FACE Committee
Fall 2025	Update membership in the Family and Community Engagement Stakeholder Committee (FACE).	District employees	Federal Programs, District Director of Communication
Fall 2025	Train new members of the FACE Committee, as needed.	Current practices and events	FACE Committee
Fall 2025	Create a schedule of meetings for the FACE Committee.	FACE Committee members, district calendar	FACE Committee
Fall 2025	Determine a chairperson and update, as needed, the roles and responsibilities.	FACE Committee member list, list of possible positions	FACE Committee
Fall 2025	Review and revise, as needed, all family and community programs currently in place.	Current family and community programs, feedback	FACE Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2025	Host monthly family educational events to provide information on reading, math, attendance, bullying, social media, discipline, etc.	Food, refreshments, presenters, reports, sign-in sheets, translators	FACE Committee
Fall 2025	Gather feedback on the impact of the family events.	Feedback tool, list of participants, technology	FACE Committee
Fall 2025	Roll out changes to the district-wide communication policy to all stakeholders.	District communication policy	FACE Committee
Fall 2025	Gather feedback on the communication policy roll out.	Feedback tool	FACE Committee
Fall 2025	Monitor effectiveness of communication with stakeholders.	Monitoring data, Director of Communication, Director of Technology, feedback from stakeholders	FACE Committee
Spring 2026	Host monthly family educational events to provide information on reading, math, attendance, bullying, social media, discipline, etc.	Food, refreshments, presenters, reports, sign-in sheets, translators	FACE Committee
Spring 2026	Gather feedback on the impact of the family events.	Feedback tool, list of participants, technology	FACE Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2026	Review and revise, as needed, the family survey, including questions such as: In which events did you participate this year? What are the reasons you were able/not able to attend? What events would you like to see offered next year?	Survey (option for online or paper), envelopes (include a self-addressed, stamped envelope for return), list of families	FACE Committee
Spring 2026	Administer the family engagement survey.	Survey, technology, list of parents	FACE Committee
Spring 2026	Evaluate data from business, community, and family surveys, compared to event data.	Survey data, computer, program to input data	FACE Committee
Spring 2026	Monitor effectiveness of communication with stakeholders.	Monitoring data, Director of Communication, Director of Technology, feedback from stakeholders	FACE Committee
Summer 2026	Research evidence-based practices of family engagement.	Computer, vendor presentations, district visits, campus visits	Family engagement staff members, FACE Committee
Summer 2026	Plan and schedule family engagement events to provide information on reading, math, attendance, bullying, social media, discipline, etc.	Best practices on family engagement, district calendar	FACE Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\DEPARTMENT
Summer 2026	Review and revise, as needed, the way to gather feedback from families on the impact of the family events.	Desired event outcomes, technology	FACE Committee
Summer 2026	Update, as needed, the marketing campaign to advertise the family engagement events.	Technology, other marketing tools	FACE Committee
Summer 2026	Review and analyze the processes and practices used by the school and district to monitor the ongoing communication among the district, schools, faculty, and families.	Current communication monitors system, feedback from stakeholders	FACE Committee
Summer 2026	Update, as needed, the communication monitoring processes and practices.	Analysis of current practices, Director of Communication, Director of Technology, feedback from stakeholders	FACE Committee
Summer 2026	Plan and schedule the roll-out of any changes to the district communication policy.	District communication policy, district calendar	FACE Committee
Summer 2026	Update, as needed, the way to gather feedback from stakeholders on the roll out of changes to the district communication policy.	Roll out desired outcomes, technology	FACE Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\DEPARTMENT
Fall 2026	Update membership in the Family and Community Engagement Stakeholder Committee (FACE).	District employees	Federal Programs, District Director of Communication
Fall 2026	Train new members of the FACE Committee, as needed.		FACE Committee
Fall 2026	Create a schedule of meetings for the FACE Committee.	FACE Committee members, district calendar	FACE Committee
Fall 2026	Determine a chairperson and update, as needed, the roles and responsibilities.	FACE Committee member list, list of possible positions	FACE Committee
Fall 2026	Review and revise, as needed, all family and community programs currently in place.	Current family and community programs, feedback	FACE Committee
Fall 2026	Host monthly family educational events to provide information on reading, math, attendance, bullying, social media, discipline, etc.	Food, refreshments, presenters, reports, sign-in sheets, translators	FACE Committee
Fall 2026	Gather feedback on the impact of the family events.	Feedback tool, list of participants, technology	FACE Committee
Fall 2026	Roll out changes to the district-wide communication policy to all stakeholders.	District communication policy	FACE Committee
Fall 2026	Gather feedback on the communication policy roll out.	Feedback tool	FACE Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2026	Monitor effectiveness of communication with stakeholders.	Monitoring data, Director of Communication, Director of Technology, feedback from stakeholders	FACE Committee
Spring 2027	Host monthly family educational events to provide information on reading, math, attendance, bullying, social media, discipline, etc.	Food, refreshments, presenters, reports, sign-in sheets, translators	FACE Committee
Spring 2027	Gather feedback from family events on the impact of the events.	Feedback tool, list of participants, technology	FACE Committee
Spring 2027	Review and revise, as needed, the family survey, including questions such as: In which events did you participate this year? What are the reasons you were able/not able to attend? What events would you like to see offered next year?	Survey (option for online or paper), envelopes (include a self-addressed, stamped envelope for return), list of families	FACE Committee
Spring 2027	Administer the family engagement survey.	Survey, technology, list of parents	FACE Committee
Spring 2027	Evaluate data from business, community, and family surveys, compared to event data.	Survey data, computer, program to input data	FACE Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2027	Monitor effectiveness of communication with stakeholders.	Monitoring data, Director of Communication, Director of Technology, feedback from stakeholders	FACE Committee

Highly-Effective Instruction

By 2027, 100% of SFDR-CISD students will meet or exceed grade-level standards.

Expand the district-wide system to support the social and emotional needs of all students.

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Form a district-wide Social-Emotional Support (SES) Committee.	Counselors, Del Rio Cares representative, staff, other stakeholders	Administrative Director
Summer 2022	Schedule meetings of the SES Committee.	District calendar	SES Committee members
Summer 2022	Plan and schedule a training for counselors on TCHAT.	District calendar, trainer, materials	SES Committee
Summer 2022	Develop a way to measure the effectiveness of the TCHAT training for counselors.	Desired training outcomes, technology	SES Committee
Summer 2022	Provide training for counselors on TCHAT.	Texas Tech TCHAT program, trainer, materials	Texas Tech representatives, Administrative Director

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Gather data on the effectiveness of the TCHAT training.	Effectiveness measure, list of training attendees	SES Committee
Summer 2022	Plan and schedule an overview session for all staff on the TCHAT process.	TCHAT process, district calendar	SES Committee
Summer 2022	Create a way to measure the effectiveness of the TCHAT overview training.	TCHAT process, training desired outcomes, technology	SES Committee
Summer 2022	Identify a designated time, period, and content to implement Del Rio Cares lessons.	Counselor and teacher trainings, Del Rio Cares curriculum, counselors, teachers	Campus principals
Summer 2022	Develop a way to measure the impact of implementing Del Rio Cares curriculum.	Del Rio Cares curriculum, counselors, principals	Del Rio Cares Coordinator
Summer 2022	Plan and schedule an overview for counselors who will deliver Del Rio Cares curriculum.	District calendar, identified staff, Del Rio Cares curriculum	Del Rio Cares Coordinator
Summer 2022	Create a way to measure the effectiveness of the overview training for counselors.	Desired training outcomes, technology	Del Rio Cares Coordinator
Summer 2022	Plan and schedule an overview of the Del Rio Cares curriculum for all staff.	District calendar, Del Rio Cares curriculum	Counselors, campus principals

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Create a way to measure the effectiveness of the overview training for staff.	Desired training outcomes, technology	Del Rio Cares Coordinator
Summer 2022	Update membership in campus Threat Assessment teams.	Stakeholder lists	Campus principals
Summer 2022	Form a district-wide Threat team.	Members of the campus Threat Assessment teams, local first responders	Administrator Director
Summer 2022	Create a schedule of meetings for campus Threat Assessment teams to discuss proactive measures.	Campus calendar, matrix	Campus principals
Summer 2022	Create a schedule of meetings for the District Threat Team.	District calendar	Administrator Director
Summer 2022	Review and revise, as needed, the campus Threat Assessment protocol.	Campus Threat Assessment protocol	Campus Threat Team
Summer 2022	Plan and schedule an overview training for all staff on the campus Threat Assessment protocol.	Campus Threat Assessment protocol, district calendar, training materials	Campus Threat Team
Summer 2022	Develop an effectiveness measure for campus Threat Assessment overview session.	Campus Threat Assessment protocol, overview session desired outcomes, technology	Campus Threat Team

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Create a means for evaluating the number of TCHAT referrals per campus.	Texas Tech TCHAT process, technology	SES Committee
Fall 2022	Track the number of TCHAT referrals per campus.	Texas Tech TCHAT referrals, technology	SES Committee
Fall 2022	Provide an overview training on the TCHAT process for all staff.	TCHAT process, trainer, materials, counselors	Counselors, campus principals
Fall 2022	Gather data on the effectiveness of the TCHAT overview training.	Training effectiveness measure, list of attendees	SES Committee
Fall 2022	Create a system for campuses to identify opportunities for students to attend sessions based on topic.	Counselors	Del Rio Cares Coordinator
Fall 2022	Identify students for the small group Del Rio Cares sessions.	Counselors	Counselors, assistant principals
Fall 2022	Implement the Del Rio Cares curriculum lessons.	Del Rio Cares curriculum, lesson schedule, counselors	Counselors
Fall 2022	Create a system for campuses to identify opportunities for families to attend sessions, such as Lunch & Learn based on topic (i.e. *Talking to your Student about Social Media*).	Counselors	Del Rio Cares Coordinator

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\DEPARTMENT
Fall 2022	Ensure Del Rio Cares Coordinator creates a live district link of community resources and services for families.	Link accessible to all district counselors and counselor secretaries	Del Rio Cares Coordinator, district counseling staff
Fall 2022	Review the protocol for Threat Assessment.	Campus threat assessment teams, counselors	Campus Threat Assessment Teams
Fall 2022	Measure the understanding of the Threat Assessment protocol.	Threat Assessment effectiveness measure, list of campus Threat Assessment teams	Campus Threat Assessment Teams
Fall 2022	Turn in Threat Assessment protocol understanding data to the District Threat Team.	Threat Assessment data	Administrator Director
Fall 2022	Provide an overview session for all staff on the Campus Threat Assessment protocol.	Threat Assessment protocol, materials, trainers	Campus Threat Assessment Teams
Fall 2022	Collect data on the effectiveness of the Campus Threat Assessment protocol overview session.	Effectiveness measure, list of attendees	Campus Threat Assessment Teams
Fall 2022	Develop proactive measures to mitigate need for the Threat Assessment protocol.	Threat Assessment protocol, student data	District Threat Team
Spring 2023	Track the number of TCHAT referrals per campus.	Texas Tech TCHAT referrals, technology	SES Committee
Spring 2023	Identify students for the small group Del Rio Cares sessions.	Counselors	Counselors, assistant principals

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2023	Implement the Del Rio Cares curriculum lessons.	Del Rio Cares curriculum, lesson schedule, counselors	Counselors, teachers
Summer 2023	Update membership in the district-wide Social-Emotional Support (SES) Committee.	Counselors, Del Rio Cares representative, staff, other stakeholders	Administrative Director
Summer 2023	Schedule meetings of the SES Committee.	District calendar	SES Committee members
Summer 2023	Evaluate the effectiveness and impact of the TCHAT system and revise it, as needed.	TCHAT referrals, student issue data	SES Committee
Summer 2023	Update, as needed, and schedule a training for counselors on TCHAT.	District calendar, trainer, materials	SES Committee
Summer 2023	Revise, as needed, the way to measure the effectiveness of the TCHAT training for counselors.	Desired training outcomes, technology	SES Committee
Summer 2023	Provide updated training for counselors on TCHAT.	Texas Tech TCHAT program, trainer, materials	SES Committee
Summer 2023	Gather data on the effectiveness of the TCHAT training.	Effectiveness measure, list of training attendees	SES Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Review, revise, as needed, and schedule an overview session for all staff on the TCHAT process.	TCHAT process, district calendar	SES Committee
Summer 2023	Review and revise, as needed, the way to measure the effectiveness of the TCHAT overview training.	TCHAT process, training desired outcomes, technology	SES Committee
Summer 2023	Review impact data on implementation of the Del Rio Cares curriculum and revise the program, as needed.	Impact data, Del Rio Cares curriculum, student data	Del Rio Cares Coordinator
Summer 2023	Identify a designated time, period, or content to implement Del Rio Cares lessons.	Counselor and teacher trainings, Del Rio Cares curriculum, PBIS, counselors, teachers	Campus principals
Summer 2023	Revise, as needed, the way to measure the impact of implementing Del Rio Cares curriculum.	Desired outcomes from Del Rio Cares curriculum, counselors, principals	Del Rio Cares Coordinator
Summer 2023	Update, as needed, the plan and schedule an overview for counselors who will deliver Del Rio Cares curriculum.	District calendar, identified staff, Del Rio Cares curriculum	Counselors
Summer 2023	Revise, as needed, the way to measure the effectiveness of the overview training for counselors.	Desired training outcomes, technology	Del Rio Cares Coordinator

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Update, as needed, the plan and schedule an overview of the Del Rio Cares curriculum for all staff.	District calendar, Del Rio Cares curriculum	Del Rio Cares Coordinator, principals
Summer 2023	Revise, as needed, the way to measure the effectiveness of the overview training for staff.	Desired training outcomes, technology	Del Rio Cares Coordinator
Summer 2023	Review and revise, as needed, the system for campuses to identify opportunities for students to attend sessions based on topic.	Counselors, impact data on Del Rio Cares curriculum	Del Rio Cares Coordinator
Summer 2023	Update membership in campus Threat Assessment teams.	Stakeholder lists	Campus principals
Summer 2023	Update membership in the district-wide Threat team.	Members of the campus Threat Assessment teams, local first responders	Administrative Director
Summer 2023	Create a schedule of meetings for campus Threat Assessment teams to discuss proactive measures.	Campus calendar	Campus principals
Summer 2023	Create a schedule of meetings for the District Threat Team.	District calendar	District Threat Team
Summer 2023	Review and revise, as needed, the campus Threat Assessment protocol.	Campus Threat Assessment protocol	District Threat Team

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Update, as needed, and schedule the overview training for all staff on the campus Threat Assessment protocol and proactive measures.	Campus Threat Assessment protocol, district calendar, training materials	District Threat Team
Summer 2023	Review and revise, as needed, the effectiveness measure for campus Threat Assessment overview session.	Campus Threat Assessment protocol, overview session desired outcomes, technology	District Threat Team
Fall 2023	Update the means for evaluating the number of TCHAT referrals per campus.	Texas Tech TCHAT process, technology	SES Committee
Fall 2023	Track the number of TCHAT referrals per campus.	Texas Tech TCHAT referrals, technology	SES Committee
Fall 2023	Provide an overview training on the TCHAT referral process for all staff.	TCHAT process, trainer, materials, counselors	Counselors, campus principals
Fall 2023	Gather data on the effectiveness of the TCHAT overview training.	Training effectiveness measure, list of attendees	SES Committee
Fall 2023	Train counselors on the Del Rio Cares curriculum.	Del Rio Cares curriculum, materials, trainer	Del Rio Cares Coordinator
Fall 2023	Gather feedback on the effectiveness of the training for counselors on Del Rio Cares curriculum.	Training effectiveness measure, list of participants	Del Rio Care Coordinator

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Provide an overview of the Del Rio Cares curriculum and any updates for all staff.	Del Rio Cares curriculum, materials, trainer	Del Rio Cares Coordinator
Fall 2023	Gather feedback on the effectiveness of the overview session for staff on Del Rio Cares curriculum.	Training effectiveness measure, list of participants	Del Rio Care Coordinator
Fall 2023	Identify students for the small group Del Rio Cares sessions.	Counselors	Counselors, assistant principals
Fall 2023	Implement the Del Rio Cares curriculum lessons.	Del Rio Cares curriculum, lesson schedule, counselors	Counselors
Fall 2023	Revise, as needed, the way to measure the understanding of the Threat Assessment protocol.	Threat Assessment process, desired outcomes from the protocol	District Threat Team
Fall 2023	Review the protocol for Threat Assessment.	Campus threat assessment teams, counselors	Campus Threat Assessment Teams
Fall 2023	Measure the understanding of the Threat Assessment protocol.	Threat Assessment effectiveness measure, list of campus Threat Assessment teams	Campus Threat Assessment Teams
Fall 2023	Turn in Threat Assessment protocol understanding data to the District Threat Team.	Threat Assessment data	District Threat Team
Fall 2023	Provide an overview session for all staff on the Campus Threat Assessment protocol.	Threat Assessment protocol, materials, trainers	Campus Threat Assessment Teams

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Collect data on the effectiveness of the Campus Threat Assessment protocol overview session.	Effectiveness measure, list of attendees	Campus Threat Assessment Teams
Fall 2023	Develop additional proactive measures to mitigate need for the Threat Assessment protocol.	Threat Assessment protocol, student data	District Threat Team
Spring 2024	Track the number of TCHAT referrals per campus.	Texas Tech TCHAT referrals, technology	SES Committee
Spring 2024	Identify students for the Del Rio Cares sessions.	Counselors	Del Rio Cares Coordinator
Spring 2024	Review the protocol for Threat Assessment.	Campus threat assessment teams, counselors	Campus Threat Assessment Teams
Spring 2024	Measure the understanding of the Threat Assessment protocol.	Threat Assessment effectiveness measure, list of campus Threat Assessment teams	Campus Threat Assessment Teams
Spring 2024	Turn in Threat Assessment protocol understanding data to the District Threat Team.	Threat Assessment data	District Threat Team
Fall 2024	Implement the Del Rio Cares curriculum lessons.	Del Rio Cares curriculum, lesson schedule, counselors	Counselors

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2024	Update membership in the district-wide Social-Emotional Support (SES) Committee.	Counselors, Del Rio Cares representative, staff, other stakeholders	Administrative Director
Summer 2024	Schedule meetings of the SES Committee.	District calendar	SES Committee members
Summer 2024	Evaluate the effectiveness and impact of the TCHAT system and revise it, as needed.	TCHAT referrals, student issue data	SES Committee
Summer 2024	Update, as needed, and schedule a training for counselors on TCHAT.	District calendar, trainer, materials	SES Committee
Summer 2024	Revise, as needed, the way to measure the effectiveness of the TCHAT training for counselors.	Desired training outcomes, technology	SES Committee
Summer 2024	Provide updated training for counselors on TCHAT.	Texas Tech TCHAT program, trainer, materials	SES Committee
Summer 2024	Gather data on the effectiveness of the TCHAT training.	Effectiveness measure, list of training attendees	SES Committee
Summer 2024	Review, revise, as needed, and schedule an overview session for all staff on the TCHAT process.	TCHAT process, district calendar	SES Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2024	Review and revise, as needed, the way to measure the effectiveness of the TCHAT overview training.	TCHAT process, training desired outcomes, technology	SES Committee
Summer 2024	Review impact data on implementation of the Del Rio Cares curriculum and update and revise, as needed, the Del Rio Cares curriculum and scope and sequence, as needed.	Impact data, Del Rio Cares curriculum, student data	Del Rio Cares Coordinator
Summer 2024	Identify a designated time, period, or content to implement Del Rio Cares lessons.	Counselor and teacher trainings, Del Rio Cares curriculum, PBIS	Campus principals
Summer 2024	Revise, as needed, the way to measure the impact of implementing Del Rio Cares curriculum.	Desired outcomes from DRC curriculum	Del Rio Cares Coordinator, counselors, principals
Summer 2024	Update the plan and schedule an overview for counselors who will deliver Del Rio Cares curriculum.	District calendar, identified staff, Del Rio Cares curriculum	Del Rio Cares Coordinator, counselors
Summer 2024	Revise, as needed, the way to measure the effectiveness of the overview training for counselors.	Desired training outcomes, technology	Del Rio Cares Coordinator
Summer 2024	Update, as needed, the plan and schedule an overview of the Del Rio Cares curriculum for all staff.	District calendar, Del Rio Cares curriculum	Campus principals, counselors

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2024	Revise, as needed, the way to measure the effectiveness of the overview training for staff.	Desired training outcomes, technology	Del Rio Cares Coordinator
Summer 2024	Review and revise, as needed, the system for campuses to identify opportunities for students to attend small group sessions based on topic.	Counselors, impact data on Del Rio Cares curriculum	Del Rio Cares Coordinator
Summer 2024	Update membership in campus Threat Assessment teams.	Stakeholder lists	Campus principals
Summer 2024	Update membership in the district-wide Threat team.	Members of the campus Threat Assessment teams, local first responders	Administrator Director
Summer 2024	Create a schedule of meetings for campus Threat Assessment teams to discuss proactive measures.	Campus calendar	Campus principals
Summer 2024	Create a schedule of meetings for the District Threat Team.	District calendar	District Threat Team
Summer 2024	Review and revise, as needed, the campus Threat Assessment protocol.	Campus Threat Assessment protocol	District Threat Team

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2024	Update, as needed, and schedule the overview training for all staff on the campus Threat Assessment protocol and proactive measures.	Campus Threat Assessment protocol, district calendar, training materials	District Threat Team
Summer 2024	Review and revise, as needed, the effectiveness measure for campus Threat Assessment overview session.	Campus Threat Assessment protocol, overview session desired outcomes, technology	District Threat Team
Fall 2024	Update the means for evaluating the number of TCHAT referrals per campus.	Texas Tech TCHAT process, technology	SES Committee
Fall 2024	Track the number of TCHAT referrals per campus.	Texas Tech TCHAT referrals, technology	SES Committee
Fall 2024	Train counselors on the Del Rio Cares curriculum.	Del Rio Cares curriculum, materials, trainer	Del Rio Cares Coordinator
Fall 2024	Gather feedback on the effectiveness of the training for counselors on Del Rio Cares curriculum.	Training effectiveness measure, list of participants	Del Rio Care Coordinator
Fall 2024	Provide an overview of the Del Rio Cares curriculum and any updates for all staff.	Del Rio Cares curriculum, materials, trainer	Campus principals
Fall 2024	Gather feedback on the effectiveness of the overview session for staff on Del Rio Cares curriculum.	Training effectiveness measure, list of participants	Del Rio Care Coordinator

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2024	Provide an overview training on the TCHAT process for all staff.	TCHAT process, trainer, materials	Counselors, campus principals
Fall 2024	Gather data on the effectiveness of the TCHAT overview training.	Training effectiveness measure, list of attendees	SES Committee
Fall 2024	Identify students for the small group Del Rio Cares sessions.	Counselors	Counselors, assistant principals
Fall 2024	Implement the Del Rio Cares curriculum lessons.	Del Rio Cares curriculum, lesson schedule, counselors	Counselors
Fall 2024	Revise, as needed, the way to measure the understanding of the Threat Assessment protocol.	Threat Assessment process, desired outcomes from the protocol	District Threat Team
Fall 2024	Review the protocol for Threat Assessment.	Campus threat assessment teams, counselors	Campus Threat Assessment Teams
Fall 2024	Measure the understanding of the Threat Assessment protocol.	Threat Assessment effectiveness measure, list of campus Threat Assessment teams	Campus Threat Assessment Teams
Fall 2024	Turn in Threat Assessment protocol understanding data to the District Threat Team.	Threat Assessment data	District Threat Team
Fall 2024	Provide an overview session for all staff on the Campus Threat Assessment protocol.	Threat Assessment protocol, materials, trainers	Campus Threat Assessment Teams

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2024	Collect data on the effectiveness of the Campus Threat Assessment protocol overview session.	Effectiveness measure, list of attendees	Campus Threat Assessment Teams
Fall 2024	Develop additional proactive measures to mitigate need for the Threat Assessment protocol.	Threat Assessment protocol, student data	District Threat Team
Spring 2025	Track the number of TCHAT referrals per campus.	Texas Tech TCHAT referrals, technology	SES Committee
Spring 2025	Identify students for the small group Del Rio Cares sessions.	Counselors	Counselors, assistant principals
Spring 2025	Implement the Del Rio Cares curriculum lessons.	Del Rio Cares curriculum, lesson schedule, counselors	Counselors
Spring 2025	Review the protocol for Threat Assessment.	Campus threat assessment teams, counselors	Campus Threat Assessment Teams
Spring 2025	Measure the understanding of the Threat Assessment protocol.	Threat Assessment effectiveness measure, list of campus Threat Assessment teams	Campus Threat Assessment Teams
Spring 2025	Turn in Threat Assessment protocol understanding data to the District Threat Team.	Threat Assessment data	District Threat Team

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Update membership in the district-wide Social-Emotional Support (SES) Committee.	Counselors, Del Rio Cares representative, staff, other stakeholders	Administrative Director
Summer 2025	Schedule meetings of the SES Committee.	District calendar	SES Committee members
Summer 2025	Evaluate the effectiveness and impact of the TCHAT system and revise it, as needed.	TCHAT referrals, student issue data	SES Committee
Summer 2025	Update, as needed, and schedule a training for counselors on TCHAT.	District calendar, trainer, materials	SES Committee
Summer 2025	Revise, as needed, the way to measure the effectiveness of the TCHAT training for counselors.	Desired training outcomes, technology	SES Committee
Summer 2025	Provide updated training for counselors on TCHAT.	Texas Tech TCHAT program, trainer, materials	SES Committee
Summer 2025	Gather data on the effectiveness of the TCHAT training.	Effectiveness measure, list of training attendees	SES Committee
Summer 2025	Review, revise, as needed, and schedule an overview session for all staff on the TCHAT process.	TCHAT process, district calendar	SES Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Review and revise, as needed, the way to measure the effectiveness of the TCHAT overview training.	TCHAT process, training desired outcomes, technology	SES Committee
Summer 2025	Review impact data on implementation of the Del Rio Cares curriculum and update and revise, as needed, the Del Rio Cares curriculum and scope and sequence, as needed.	Impact data, Del Rio Cares curriculum, student data	Del Rio Cares Coordinator
Summer 2025	Identify a designated time, period, or content to implement Del Rio Cares lessons.	Counselor and teacher trainings, Del Rio Cares curriculum, PBIS, counselors, teachers	Campus principals
Summer 2025	Revise, as needed, the way to measure the impact of implementing Del Rio Cares curriculum.	Desired outcomes from DRC curriculum, counselors, principals	Del Rio Cares Coordinator
Summer 2025	Update the plan and schedule an overview for counselors who will deliver Del Rio Cares curriculum.	District calendar, identified staff, Del Rio Cares curriculum, counselors, teachers	Del Rio Cares Coordinator
Summer 2025	Revise, as needed, the way to measure the effectiveness of the overview training for counselors.	Desired training outcomes, technology	Del Rio Cares Coordinator

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Update, as needed, the plan and schedule an overview of the Del Rio Cares curriculum for all staff.	District calendar, Del Rio Cares curriculum	Campus principals, counselors
Summer 2025	Revise, as needed, the way to measure the effectiveness of the overview training for staff.	Desired training outcomes, technology	Del Rio Cares Coordinator
Summer 2025	Review and revise, as needed, the system for campuses to identify opportunities for students to attend sessions based on topic.	Counselors, impact data on Del Rio Cares curriculum	Del Rio Cares Coordinator
Summer 2025	Update membership in campus Threat Assessment teams.	Stakeholder lists	Campus principals
Summer 2025	Update membership in the district-wide Threat team.	Members of the campus Threat Assessment teams, local first responders	Administrator Director
Summer 2025	Create a schedule of meetings for campus Threat Assessment teams to discuss proactive measures.	Campus calendar	Campus principals
Summer 2025	Create a schedule of meetings for the District Threat Team.	District calendar	District Threat Team
Summer 2025	Review and revise, as needed, the campus Threat Assessment protocol.	Campus Threat Assessment protocol	District Threat Team

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Update, as needed, and schedule the overview training for all staff on the campus Threat Assessment protocol and proactive measures.	Campus Threat Assessment protocol, district calendar, training materials	District Threat Team
Summer 2025	Review and revise, as needed, the effectiveness measure for campus Threat Assessment overview session.	Campus Threat Assessment protocol, overview session desired outcomes, technology	District Threat Team
Fall 2025	Update the means for evaluating the number of TCHAT referrals per campus.	Texas Tech TCHAT process, technology	SES Committee
Fall 2025	Track the number of TCHAT referrals per campus.	Texas Tech TCHAT referrals, technology	SES Committee
Fall 2025	Train counselors on the Del Rio Cares curriculum.	Del Rio Cares curriculum, materials, trainer	Del Rio Cares Coordinator
Fall 2025	Gather feedback on the effectiveness of the training for counselors on Del Rio Cares curriculum.	Training effectiveness measure, list of participants	Del Rio Care Coordinator
Fall 2025	Provide an overview of the Del Rio Cares curriculum and any updates for all staff.	Del Rio Cares curriculum, materials, trainer	Campus principals
Fall 2025	Gather feedback on the effectiveness of the overview session for staff on Del Rio Cares curriculum.	Training effectiveness measure, list of participants	Del Rio Care Coordinator

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2025	Identify students for the Del Rio Cares small group sessions.	Counselors	Counselors, assistant principals
Fall 2025	Implement the Del Rio Cares curriculum lessons.	Del Rio Cares curriculum, lesson schedule, counselors	Campus principals
Fall 2025	Provide an overview training on the TCHAT process for all staff.	TCHAT process, trainer, materials	Counselors
Fall 2025	Gather data on the effectiveness of the TCHAT overview training.	Training effectiveness measure, list of attendees	SES Committee
Fall 2025	Revise, as needed, the way to measure the understanding of the Threat Assessment protocol.	Threat Assessment process, desired outcomes from the protocol	District Threat Team
Fall 2025	Review the protocol for Threat Assessment.	Campus threat assessment teams, counselors	Campus Threat Assessment Teams
Fall 2025	Measure the understanding of the Threat Assessment protocol.	Threat Assessment effectiveness measure, list of campus Threat Assessment teams	Campus Threat Assessment Teams
Fall 2025	Turn in Threat Assessment protocol understanding data to the District Threat Team.	Threat Assessment data	District Threat Team
Fall 2025	Provide an overview session for all staff on the Campus Threat Assessment protocol.	Threat Assessment protocol, materials, trainers	Campus Threat Assessment Teams

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2025	Collect data on the effectiveness of the Campus Threat Assessment protocol overview session.	Effectiveness measure, list of attendees	Campus Threat Assessment Teams
Fall 2025	Develop additional proactive measures to mitigate need for the Threat Assessment protocol.	Threat Assessment protocol, student data	District Threat Team
Spring 2026	Track the number of TCHAT referrals per campus.	Texas Tech TCHAT referrals, technology	SES Committee
Spring 2026	Identify students for the small group Del Rio Cares sessions.	Counselors	Counselors, assistant principals
Spring 2026	Implement the Del Rio Cares curriculum lessons.	Del Rio Cares curriculum, lesson schedule, counselors	Counselors
Spring 2026	Review the protocol for Threat Assessment.	Campus threat assessment teams, counselors	Campus Threat Assessment Teams
Spring 2026	Measure the understanding of the Threat Assessment protocol.	Threat Assessment effectiveness measure, list of campus Threat Assessment teams	Campus Threat Assessment Teams
Spring 2026	Turn in Threat Assessment protocol understanding data to the District Threat Team.	Threat Assessment data	District Threat Team

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2026	Update membership in the district-wide Social-Emotional Support (SES) Committee.	Counselors, Del Rio Cares representative, staff, other stakeholders	Administrative Director
Summer 2026	Schedule meetings of the SES Committee.	District calendar	SES Committee members
Summer 2026	Evaluate the effectiveness and impact of the TCHAT system and revise it, as needed.	TCHAT referrals, student issue data	SES Committee
Summer 2026	Update, as needed, and schedule a training for counselors on TCHAT.	District calendar, trainer, materials	SES Committee
Summer 2026	Revise, as needed, the way to measure the effectiveness of the TCHAT training for counselors.	Desired training outcomes, technology	SES Committee
Summer 2026	Provide updated training for counselors on TCHAT.	Texas Tech TCHAT program, trainer, materials	SES Committee
Summer 2026	Gather data on the effectiveness of the TCHAT training.	Effectiveness measure, list of training attendees	SES Committee
Summer 2026	Review, revise, as needed, and schedule an overview session for all staff on the TCHAT process.	TCHAT process, district calendar	SES Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\DEPARTMENT
Summer 2026	Review and revise, as needed, the way to measure the effectiveness of the TCHAT overview training.	TCHAT process, training desired outcomes, technology	SES Committee
Summer 2026	Review impact data on implementation of the Del Rio Cares curriculum and revise the program, as needed.	Impact data, Del Rio Cares curriculum, student data	Del Rio Cares Coordinator
Summer 2026	Identify a designated time, period, or content to implement Del Rio Cares lessons.	Counselor and teacher trainings, Del Rio Cares curriculum, PBIS, counselors, teachers	Campus principals
Summer 2026	Revise, as needed, the way to measure the impact of implementing Del Rio Cares curriculum.	Desired outcomes from DRC curriculum, counselors, principals	Del Rio Cares Coordinator
Summer 2026	Update the plan and schedule an overview for counselors who will deliver Del Rio Cares curriculum.	District calendar, identified staff, Del Rio Cares curriculum, counselors, teachers	Del Rio Cares Coordinator
Summer 2026	Revise, as needed, the way to measure the effectiveness of the overview training for counselors.	Desired training outcomes, technology	Del Rio Cares Coordinator
Summer 2026	Update, as needed, the plan and schedule an overview of the Del Rio Cares curriculum for all staff.	District calendar, Del Rio Cares curriculum	Campus principals, counselors

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2026	Revise, as needed, the way to measure the effectiveness of the overview training for staff.	Desired training outcomes, technology	Del Rio Cares Coordinator
Summer 2026	Review and revise, as needed, the system for campuses to identify opportunities for students to attend sessions based on topic.	Counselors, impact data on Del Rio Cares curriculum	Del Rio Cares Coordinator
Summer 2026	Update membership in campus Threat Assessment teams.	Stakeholder lists	Campus principals
Summer 2026	Update membership in the district-wide Threat team.	Members of the campus Threat Assessment teams, local first responders	Administrator Director
Summer 2026	Create a schedule of meetings for campus Threat Assessment teams to discuss proactive measures.	Campus calendar	Campus principals
Summer 2026	Create a schedule of meetings for the District Threat Team.	District calendar	District Threat Team
Summer 2026	Review and revise, as needed, the campus Threat Assessment protocol.	Campus Threat Assessment protocol	District Threat Team

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2026	Update, as needed, and schedule the overview training for all staff on the campus Threat Assessment protocol and proactive measures.	Campus Threat Assessment protocol, district calendar, training materials	District Threat Team
Summer 2026	Review and revise, as needed, the effectiveness measure for campus Threat Assessment overview session.	Campus Threat Assessment protocol, overview session desired outcomes, technology	District Threat Team
Fall 2026	Update the means for evaluating the number of TCHAT referrals per campus.	Texas Tech TCHAT process, technology	SES Committee
Fall 2026	Track the number of TCHAT referrals per campus.	Texas Tech TCHAT referrals, technology	SES Committee
Fall 2026	Train counselors on the Del Rio Cares curriculum.	Del Rio Cares curriculum, materials, trainer	Del Rio Cares Coordinator
Fall 2026	Gather feedback on the effectiveness of the training for counselors on Del Rio Cares curriculum.	Training effectiveness measure, list of participants	Del Rio Care Coordinator
Fall 2026	Provide an overview of the Del Rio Cares curriculum and any updates for all staff.	Del Rio Cares curriculum, materials, trainer	Counselors, campus principals
Fall 2026	Gather feedback on the effectiveness of the overview session for staff on Del Rio Cares curriculum.	Training effectiveness measure, list of participants	Del Rio Care Coordinator

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2026	Provide an overview training on the TCHAT process for all staff.	TCHAT process, trainer, materials	Counselors
Fall 2026	Gather data on the effectiveness of the TCHAT overview training.	Training effectiveness measure, list of attendees	SES Committee
Fall 2026	Identify students for the small group Del Rio Cares sessions.	Counselors	Counselors, assistant principals
Fall 2026	Implement the Del Rio Cares curriculum lessons.	Del Rio Cares curriculum, lesson schedule, counselors	Counselors
Fall 2026	Revise, as needed, the way to measure the understanding of the Threat Assessment protocol.	Threat Assessment process, desired outcomes from the protocol	District Threat Team
Fall 2026	Review the protocol for Threat Assessment.	Campus threat assessment teams, counselors	Campus Threat Assessment Teams
Fall 2026	Measure the understanding of the Threat Assessment protocol.	Threat Assessment effectiveness measure, list of campus Threat Assessment teams	Campus Threat Assessment Teams
Fall 2026	Turn in Threat Assessment protocol understanding data to the District Threat Team.	Threat Assessment data	District Threat Team
Fall 2026	Provide an overview session for all staff on the Campus Threat Assessment protocol.	Threat Assessment protocol, materials, trainers	Counselors

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2026	Collect data on the effectiveness of the Campus Threat Assessment protocol overview session.	Effectiveness measure, list of attendees	Campus Threat Assessment Teams
Fall 2026	Develop additional proactive measures to mitigate need for the Threat Assessment protocol.	Threat Assessment protocol, student data	District Threat Team
Spring 2027	Track the number of TCHAT referrals per campus.	Texas Tech TCHAT referrals, technology	SES Committee
Spring 2027	Identify students for the small group Del Rio Cares sessions.	Counselors	Counselors, assistant principals
Spring 2027	Implement the Del Rio Cares curriculum lessons.	Del Rio Cares curriculum, lesson schedule, counselors	Counselors
Spring 2027	Review the protocol for Threat Assessment.	Campus threat assessment teams, counselors	Campus Threat Assessment Teams
Spring 2027	Measure the understanding of the Threat Assessment protocol.	Threat Assessment effectiveness measure, list of campus Threat Assessment teams	Campus Threat Assessment Teams
Spring 2027	Turn in Threat Assessment protocol understanding data to the District Threat Team.	Threat Assessment data	District Threat Team

STRATEGY 2:

Develop and implement with fidelity a district-wide system of strong data analysis practices to identify student needs, monitor growth, and ensure effective instruction for all students.

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Create a Highly-Effective Instruction committee.	District and campus staff list	Chief Instructional Officer
Summer 2022	Schedule meetings of the Highly-Effective Instruction Committee.	District Calendar	Highly-Effective Instruction Committee
Summer 2022	Update dashboard (C&I).	NIET Document Planning (student look-fors, teacher look-fors), T-Tess rubric, PPD Developer, Curriculum and Instruction department	Highly-Effective Instruction Committee
Summer 2022	Plan and schedule a training for K-12 teachers on how to use the updated dashboard.	Dashboard, district calendar	Chef Instructional Officer
Summer 2022	Create a way to measure the effectiveness of the dashboard training.	Desired training outcomes, technology	Highly-Effective Instruction Committee
Summer 2022	Collect information on all the data tools used throughout the district.	DMAC, AimHi, TXKEA, TPRI, AR, TELPAS, campus principals, teacher leaders	Highly-Effective Instruction Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\DEPARTMENT
Summer 2022	Identify preferred data tool per grade.	DMAC, AimHi, TXKEA, TPRI, AR, TELPAS, campus principals, Chief Instruction Officer	Principals
Summer 2022	Develop and schedule a training for all staff on how to effectively use data tools to drive instruction.	Data tools, ESC Region 15, Chief Instruction Officer, teacher leaders, district calendar	Highly-Effective Instruction Committee
Summer 2022	Conduct a review of the T-TESS rubric for all campus leaders, focusing on domain 2.1. (Collaborate with Focused Leadership.)	T-TESS rubric, ESC Region 15, campus principals and assistant principals	Chief Instructional Officer
Summer 2022	Revise the district walk-through form to focus on T-TESS dimension 2.1.	T-TESS rubric	Chief Instructional Officer
Summer 2022	Create a schedule for calibration walks, using the T-TESS rubric focused on dimension 2.1, for all campus leaders. (Collaborate with Focused Leadership.)	T-TESS rubric, district calendar, campus leaders	Chief Instructional Officer
Summer 2022	Collect campus monitoring-observation-feedback loop calendars, focused on T-TESS dimension 2.1.	T-TESS rubric, district calendar, campus leaders	Chief Instructional Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Develop a training to be used by all campus leaders on T-TESS rubric dimension 2.1 for all staff.	T-TESS rubric, training materials	Chief Instructional Officer
Summer 2022	Create a way to measure the effectiveness of the T-TESS training for staff.	T-TESS rubric, desired training outcomes, technology	Chief Instructional Officer
Summer 2022	Modify, as needed, the Planning Protocol to include T-TESS instructional practices.	Planning Protocol, T-TESS rubric	Highly-Effective Instruction Committee
Fall 2022	Train teachers in K-12 on utilizing dashboard.	Dashboard, materials, trainer, campus principals	Highly-Effective Instruction Committee
Fall 2022	Collect feedback on the effectiveness of the dashboard training.	Effectiveness measure, list of attendees	Highly-Effective Instruction Committee
Fall 2022	Train teachers in how to read and analyze data reports.	Selected data tools	Highly-Effective Instruction Committee
Fall 2022	Collect data on the effectiveness of the data training.	Effectiveness measure, training attendees	Highly-Effective Instruction Committee
Fall 2022	Utilize selected data tool to identify and generate list of students that will be monitored (GT, Bilingual and SPED).	Selected data tool, student data, demographic data, grade-level teams, department teachers	Campus principals

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Monitor student data for designated population groups.	Data tool, teachers, student data	Campus principals
Fall 2022	Train all teachers on the different levels of performance in the T-TESS Rubric, focusing on dimension 2.1.	T-TESS rubric, shared training materials	Campus principals, assistant principals
Fall 2022	Measure the effectiveness of the T-TESS training for teachers.	Effectiveness measure, list of staff attending trainings	Chief Instructional Officer
Fall 2022	Share Planning Protocol expectations with staff. (Collaborate with Focused Leadership.)	Planning Protocol, staff meeting, campus principals	Campus principals
Fall 2022	Utilize T-Tess instructional practices in developing instruction during planning.	T-Tess rubric, Planning Protocol, department chairs, grade-level leads	Campus principals
Fall 2022	Conduct calibration walks for all campus leaders, using the T-TESS rubric focused on dimension 2.1. (Collaborate with Focused Leadership.)	T-TESS rubric, campus leaders	Chief Instructional Officer
Spring 2023	Conduct calibration walks for all campus leaders, using the T-TESS rubric focused on dimension 2.1. (Collaborate with Focused Leadership.)	T-TESS rubric, campus leaders	Chief Instructional Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2023	Form a committee to create pre, mid, and post assessments (for content areas without state assessment data).	TFAR, teachers, administrators	Chief Instructional Officer
Spring 2023	Schedule meetings of the Assessment Committee.	District calendar	Assessment Committee
Spring 2023	Create student survey to evaluate instructional methods tied to T-TESS Domain 2.1.	T-TESS rubric, Survey Monkey	Highly-Effective Instruction Committee
Spring 2023	Administer student surveys.	Survey	Campus principals
Spring 2023	Evaluate and analyze student survey data.	Completed survey data	Highly-Effective Instruction Committee
Spring 2023	Create a professional development plan based upon T-TESS survey data.	Survey data, T-TESS rubric	Highly-Effective Instruction Committee
Spring 2023	Share professional development plan with campus leaders. (Collaborate with Focused Leadership.)	Professional development plan	Highly-Effective Instruction Committee
Spring 2023	Monitor student data for designated population groups.	Data tool, teachers, student data	Campus principals
Spring 2023	Analyze progress of identified students.	Data tool, teachers, student data	Campus principals

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\DEPARTMENT
Spring 2023	Share student progress data with Chief Instructional Officer.	Student progress data	Chief Instructional Officer
Spring 2023	Utilize T-Tess instructional practices in developing instruction during planning.	T-Tess rubric, Planning Protocol, department chairs, grade-level leads	Campus principals
Summer 2023	Update membership in the Highly-Effective Instruction committee.	District and campus staff list	Chief Instructional Officer
Summer 2023	Schedule meetings of the Highly-Effective Instruction Committee.	District Calendar	Highly-Effective Instruction Committee
Summer 2023	Update dashboard (C&I).	NIET Document Planning (student look-fors, teacher look-fors), T-Tess rubric, PPD Developer, Curriculum and Instruction department	Highly-Effective Instruction Committee
Summer 2023	Plan and schedule an update training for returning K-12 teachers on how to use the updated dashboard.	Dashboard, district calendar	Highly-Effective Instruction Committee
Summer 2023	Plan and schedule a training for NEW K-12 teachers on how to use the updated dashboard.	Dashboard, district calendar	Highly-Effective Instruction Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Review and revise, as needed, the way to measure the effectiveness of the dashboard training.	Desired training outcomes, technology	Highly-Effective Instruction Committee
Summer 2023	Review and revise, as needed, the preferred data tool used for grade.	DMAC, AimHi, TXKEA, TPRI, AR, TELPAS, campus principals, Chief Instruction Officer	Highly-Effective Instruction Committee
Summer 2023	Develop and schedule an update training for all **returning** staff on how to effectively use data tools to inform instruction.	Data tools, ESC Region 15, Chief Instruction Officer, teacher leaders, district calendar	Highly-Effective Instruction Committee
Summer 2023	Develop and schedule a training for all NEW staff on how to effectively use data tools to inform instruction.	Data tools, ESC Region 15, Chief Instruction Officer, teacher leaders, district calendar	Highly-Effective Instruction Committee
Summer 2023	Review and revise, as needed, the effectiveness measure for the data tool use training.	Desired training outcomes, best practices for data tool use, technology	Highly-Effective Instruction Committee
Summer 2023	Create a protocol to be used during planning to be used to analyze student data and improve instruction.	ESC Region 15, Texas Instructional Leadership Data-Driven Instruction, *Driven by Data*	Highly-Effective Instruction Committee
Summer 2023	Plan and schedule a training for all teaching staff on how to implement the data analysis protocol.	District calendar, data protocol, trainers, material	Highly-Effective Instruction Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Plan and schedule a training for all campus administrators on how to implement the data analysis protocol. (Collaborate with Focused Leadership.)	District calendar, data protocol, trainers, material	Highly-Effective Instruction Committee
Summer 2023	Create a way to measure the effectiveness of the data analysis protocol training.	Desired training outcomes, data analysis protocol, technology	Highly-Effective Instruction Committee
Summer 2023	Ensure campus leaders are monitoring the fidelity of the data analysis protocol during planning. (Collaborate with Focused Leadership.)	Data analysis protocol, current planning protocol monitoring practices, Chief Instruction Officer	Highly-Effective Instruction Committee
Summer 2023	Conduct a review of the T-TESS rubric for all campus leaders, focused on dimension 2.2. (Collaborate with Focused Leadership.)	T-TESS rubric, ESC Region 15, campus principals and assistant principals	Chief Instructional Officer
Summer 2023	Revise the district walk-through form to focus on T-TESS dimension 2.2.	T-TESS rubric	Chief Instructional Officer
Summer 2023	Create a schedule for calibration walks, using the T-TESS rubric, for all campus leaders, focused on dimension 2.2. (Collaborate with Focused Leadership.)	T-TESS rubric, district calendar, campus leaders	Chief Instructional Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Collect campus monitoring-observation-feedback loop calendars, focused on T-TESS dimension 2.2.	T-TESS rubric, district calendar, campus leaders	Chief Instructional Officer
Summer 2023	Develop a training to be used by all campus leaders on T-TESS rubric dimension 2.2 for all staff.	T-TESS rubric, training materials	Chief Instructional Officer
Summer 2023	Update, as needed, the way to measure the effectiveness of the T-TESS training for staff.	T-TESS rubric, desired training outcomes, technology	Chief Instructional Officer
Summer 2023	Create a committee to review the submitted exemplar videos.	Staff lists	Chief Instructional Officer
Summer 2023	Schedule meetings of the Exemplar Committee.	District calendar	Exemplar Committee
Summer 2023	Set criteria for exemplar instructional method videos (teachers in action).	T-TESS rubric (2.1), NEIT look-fors	Exemplar Committee
Summer 2023	Create rubric to rate exemplar instructional method video.	T-TESS rubric (2.1), NEIT look-fors	Exemplar Committee
Summer 2023	Recruit and advertise to teachers the opportunities to create and submit exemplar videos.	Flyers, criteria, rubric	Exemplar Committee
Summer 2023	Solicit suggestions from campus leaders about staff to use for illustrating exemplar practices.	Campus leaders, T-TESS rubric, walk-through data, rubric	Exemplar Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Create a presentation for campus leaders to use to inform staff how to submit an exemplar video.	T-TESS rubric, exemplar criteria, rubric	Exemplar Committee
Summer 2023	Create pre, mid, and post-assessments (for content areas without state assessment data).	TFAR	Assessment Committee
Summer 2023	Post pre, mid, and post assessments to PPD (for content areas without state assessment data).	Created assessments, Chief Instructional Officer	Assessment Committee
Summer 2023	Plan and schedule a meeting for content teachers without state assessments to share assessments and how to access in PPD.	PPD, assessments, district calendar, staff list	Assessment Committee
Summer 2023	Develop a way to measure the effectiveness of the meeting about assessment access.	Desired meeting outcomes, PPD, assessments	Assessment Committee
Summer 2023	Modify, as needed, the Planning Protocol to include T-TESS instructional practices.	Planning Protocol, T-TESS rubric	Highly-Effective Instruction Committee
Fall 2023	Train NEW teachers in K-12 on utilizing dashboard.	Dashboard, materials, trainer, campus principals	Campus principals
Fall 2023	Provide an update training to K-12 returning teachers on effectively utilizing the dashboard.	Dashboard, materials, trainer, campus principals	Campus principals

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Collect feedback on the effectiveness of the dashboard training.	Effectiveness measure, list of attendees	Highly-Effective Instruction Committee
Fall 2023	Train NEW teachers in how to read and analyze data reports.	Selected data tools, trainer, materials, campus principals	Highly-Effective Instruction Committee
Fall 2023	Provide an update training to returning teachers in how to read and analyze data reports.	Selected data tools, trainer, materials, campus principals	Highly-Effective Instruction Committee
Fall 2023	Collect data on the effectiveness of the data training.	Effectiveness measure, training attendees	Highly-Effective Instruction Committee
Fall 2023	Train all teaching staff on the data analysis protocol to be used during planning.	Trainer, materials, data analysis protocol, campus principals	Highly-Effective Instruction Committee
Fall 2023	Train all campus administrators on the data analysis protocol to be used during planning. (Collaborate with Focused Leadership.)	Trainer, materials, data analysis protocol, campus principals	Highly-Effective Instruction Committee
Fall 2023	Collect data on the effectiveness of the data analysis protocol training.	Effectiveness measure, technology, list of attendees	Highly-Effective Instruction Committee
Fall 2023	Review student data (as available) during planning.	Selected data reports, data analysis protocol	Campus principals

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\DEPARTMENT
Fall 2023	Utilize selected data tool to identify and generate list of students that will be monitored (GT, Bilingual and SPED).	Selected data tool, student data, demographic data, grade-level teams, department teachers	Campus principals
Fall 2023	Monitor student data for designated population groups.	Data tool, teachers, student data	Campus principals
Fall 2023	Train all teachers on the different levels of performance in the T-TESS Rubric, focusing on dimension 2.2.	T-TESS rubric, shared training, training materials	Campus principals, assistant principals
Fall 2023	Measure the effectiveness of the T-TESS training for teachers.	Effectiveness measure, list of staff attending trainings	Chief Instructional Officer
Fall 2023	Conduct calibration walks for all campus leaders, using the T-TESS rubric focused on dimension 2.2. (Collaborate with Focused Leadership.)	T-TESS rubric, campus leaders	Chief Instructional Officer
Fall 2023	Host an informational meeting to share criteria for exemplar video submission (2.1).	Flyers, criteria, rubric, shared presentation	Campus principals
Fall 2023	Create a campus drive for campus-level exemplar video submissions (2.1).	Google	Campus principals

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Review and rate any submitted exemplar videos (2.1).	Criteria, rubric, submitted videos	Exemplar Committee
Fall 2023	Submit selected videos to Curriculum and Instruction for upload to PPD (2.1).	Selected videos	Exemplar Committee
Fall 2023	Upload selected videos to the PPD (2.1).	Selected videos	Curriculum and Instruction
Fall 2023	Train teachers on how to access and use the assessments without state tests in PPD.	Trainer, materials, assessments	Assessment Committee
Fall 2023	Collect data on the effectiveness of the assessment training.	Effectiveness measure, list of attendees	Assessment Committee
Fall 2023	Administer pre-assessment.	Teacher TFAR created pre-assessment, PPD, DMAC	Classroom teachers
Fall 2023	Analyze pre-assessment data.	Pre-assessment scores, data reports	Classroom teachers
Fall 2023	Develop Student Learning Objectives (SLOs) from the pre-assessment data.	Pre-assessment scores, data reports, classroom teachers	Chief Instructional Officer
Fall 2023	Share Planning Protocol expectations with staff. (Collaborate with Focused Leadership.)	Planning Protocol, staff meeting, campus principals	Chief Instructional Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Utilize T-Tess instructional practices in developing instruction during planning.	T-Tess rubric, Planning Protocol, department chairs, grade-level leads	Campus principals
Spring 2024	Review student data (as available) during Planning.	Selected data reports, data analysis protocol	Campus principals
Spring 2024	Collect data on the fidelity of implementation of the data analysis protocol during planning. (Collaborate with Focused Leadership.)	Data analysis protocol, planning agendas, campus principals	Chief Instructional Officer
Spring 2024	Conduct calibration walks for all campus leaders, using the T-TESS rubric focused on dimension 2.2. (Collaborate with Focused Leadership.)	T-TESS rubric, campus leaders	Chief Instructional Officer
Spring 2024	Review and rate any submitted exemplar videos (2.1).	Criteria, rubric, submitted videos	Exemplar Committee
Spring 2024	Submit selected videos to Curriculum and Instruction for upload to PPD (2.1).	Selected videos	Exemplar Committee
Spring 2024	Upload selected videos to the PPD (2.1).	Selected videos	Curriculum and Instruction

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	Update, as needed, membership in the Assessment Committee (for content areas without state assessment data).	TFAR, teachers, administrators	Chief Instructional Officer
Spring 2024	Schedule meetings of the Assessment Committee.	District calendar	Assessment Committee
Spring 2024	Administer post-assessment.	Teacher TFAR created pre-assessment, PPD, DMAC	Classroom teachers
Spring 2024	Analyze post-assessment data.	Pre-assessment scores, data reports	Classroom teachers
Spring 2024	Update, as needed, the student survey to evaluate instructional methods tied to T-TESS Domain 2.2.	T-TESS rubric, Survey Monkey	Highly-Effective Instruction Committee
Spring 2024	Administer student surveys.	Survey	Campus principals
Spring 2024	Evaluate and analyze student survey data.	Completed survey data	Highly-Effective Instruction Committee
Spring 2024	Create a professional development plan based upon T-TESS survey data.	Survey data, T-TESS rubric	Highly-Effective Instruction Committee
Spring 2024	Share professional development plan with campus leaders. (Collaborate with Focused Leadership.)	Professional development plan	Highly-Effective Instruction Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	Monitor student data for designated population groups.	Data tool, teachers, student data	Campus principals
Spring 2024	Analyze progress of identified students.	Data tool, teachers, student data	Campus principals
Spring 2024	Share student progress data with Chief Instructional Officer.	Student progress data	Chief Instructional Officer
Spring 2024	Utilize T-Tess instructional practices in developing instruction during planning.	T-Tess rubric, Planning Protocol, department chairs, grade-level leads	Campus principals
Summer 2024	Update membership in the Highly-Effective Instruction committee.	District and campus staff list	Chief Instructional Officer
Summer 2024	Schedule meetings of the Highly-Effective Instruction Committee.	District Calendar	Highly-Effective Instruction Committee
Summer 2024	Update dashboard (C&I).	NIET Document Planning (student look-fors, teacher look-fors), T-Tess rubric, PPD Developer, Curriculum and Instruction department	Highly-Effective Instruction Committee
Summer 2024	Update, as needed, and schedule an update training for returning K-12 teachers on how to use the updated dashboard.	Dashboard, district calendar, prior training, effectiveness data	Highly-Effective Instruction Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2024	Plan and schedule a training for NEW K-12 teachers on how to use the updated dashboard.	Dashboard, district calendar, prior training, effectiveness data	Highly-Effective Instruction Committee
Summer 2024	Review and revise, as needed, the way to measure the effectiveness of the dashboard training.	Desired training outcomes, technology	Highly-Effective Instruction Committee
Summer 2024	Review and revise, as needed, the preferred data tool used for grade.	DMAC, AimHi, TXKEA, TPRI, AR, TELPAS, campus principals, Chief Instruction Officer	Highly-Effective Instruction Committee
Summer 2024	Develop and schedule an update training for all **returning** staff on how to effectively use data tools to inform instruction.	Data tools, ESC Region 15, Chief Instruction Officer, teacher leaders, district calendar	Highly-Effective Instruction Committee
Summer 2024	Develop and schedule a training for all NEW staff on how to effectively use data tools to inform instruction.	Data tools, ESC Region 15, Chief Instruction Officer, teacher leaders, district calendar	Highly-Effective Instruction Committee
Summer 2024	Review and revise, as needed, the effectiveness measure for the data tool use training.	Desired training outcomes, best practices for data tool use, technology	Highly-Effective Instruction Committee
Summer 2024	Review and revise, as needed, the protocol to be used during planning to be used to analyze student data and improve instruction.	ESC Region 15, Texas Instructional Leadership Data-Driven Instruction, *Driven by Data*	Highly-Effective Instruction Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2024	Update, as needed, and schedule a training for all teaching staff on how to implement the data analysis protocol.	District calendar, data protocol, trainers, material	Highly-Effective Instruction Committee
Summer 2024	Update, as needed, and schedule a training for all campus administrators on how to implement the data analysis protocol. (Collaborate with Focused Leadership.)	District calendar, data protocol, trainers, material	Highly-Effective Instruction Committee
Summer 2024	Revise, as needed, the way to measure the effectiveness of the data analysis protocol training.	Desired training outcomes, data analysis protocol, technology	Highly-Effective Instruction Committee
Summer 2024	Update, as needed, the way campus leaders are monitoring the fidelity of the data analysis protocol during planning. (Collaborate with Focused Leadership.)	Data analysis protocol, current planning protocol monitoring practices, Chief Instruction Officer	Highly-Effective Instruction Committee
Summer 2024	Conduct a review of the T-TESS rubric for all campus leaders focused on T-TESS dimension 2.3. (Collaborate with Focused Leadership.)	T-TESS rubric, ESC Region 15, campus principals and assistant principals	Chief Instructional Officer
Summer 2024	Revise the district walk-through form to focus on T-TESS dimension 2.3.	T-TESS rubric	Chief Instructional Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2024	Create a schedule for calibration walks, using the T-TESS rubric, for all campus leaders focused on T-TESS dimension 2.3. (Collaborate with Focused Leadership.)	T-TESS rubric, district calendar, campus leaders	Chief Instructional Officer
Summer 2024	Collect campus monitoring-observation-feedback loop calendars, focused on T-TESS dimension 2.3.	T-TESS rubric, district calendar, campus leaders	Chief Instructional Officer
Summer 2024	Develop a training to be used by all campus leaders on T-TESS rubric dimension 2.3 for all staff.	T-TESS rubric, training materials	Chief Instructional Officer
Summer 2024	Update, as needed, the way to measure the effectiveness of the T-TESS training for staff.	T-TESS rubric, desired training outcomes, technology	Chief Instructional Officer
Summer 2024	Update, as needed, membership in the Exemplar Committee (review the submitted exemplar videos).	Staff lists	Chief Instructional Officer
Summer 2024	Schedule meetings of the Exemplar Committee.	District calendar	Exemplar Committee
Summer 2024	Review and revise, as needed, the criteria for exemplar instructional method videos (teachers in action).	T-TESS rubric (2.2), NEIT look-fors	Exemplar Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2024	Review and revise, as needed, the rubric to rate exemplar instructional method video.	T-TESS rubric (2.2), NEIT look-fors	Exemplar Committee
Summer 2024	Recruit and advertise to teachers the opportunities to create and submit exemplar videos.	Flyers, criteria, rubric	Exemplar Committee
Summer 2024	Solicit suggestions from campus leaders about staff to use for illustrating exemplar practices.	Campus leaders, T-TESS rubric, walk-through data, rubric	Exemplar Committee
Summer 2024	Update, as needed, the presentation for campus leaders to use to inform staff how to submit an exemplar video.	T-TESS rubric, exemplar criteria, rubric	Exemplar Committee
Summer 2024	Update, as needed, the pre, mid, and post assessments (for content areas without state assessment data).	TFAR	Assessment Committee
Summer 2024	Post pre, mid, and post assessments to PPD (for content areas without state assessment data).	Created assessments, Chief Instructional Officer	Assessment Committee
Summer 2024	Update, as needed, and schedule a meeting for content teachers without state assessments to share assessments and how to access in PPD.	PPD, assessments, district calendar, staff list	Assessment Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2024	Revise, as needed, the way to measure the effectiveness of the meeting about assessment access.	Desired meeting outcomes, PPD, assessments	Assessment Committee
Summer 2024	Modify, as needed, the Planning Protocol to include T-TESS instructional practices.	Planning Protocol, T-TESS rubric	Highly-Effective Instruction Committee
Fall 2024	Train NEW teachers in K-12 on utilizing dashboard.	Dashboard, materials, trainer, campus principals	Highly-Effective Instruction Committee
Fall 2024	Provide an update training to K-12 returning teachers on effectively utilizing the dashboard.	Dashboard, materials, trainer, campus principals	Highly-Effective Instruction Committee
Fall 2024	Collect feedback on the effectiveness of the dashboard training.	Effectiveness measure, list of attendees	Highly-Effective Instruction Committee
Fall 2024	Train NEW teachers in how to read and analyze data reports.	Selected data tools, trainer, materials, campus principals	Highly-Effective Instruction Committee
Fall 2024	Provide an update training to returning teachers in how to read and analyze data reports.	Selected data tools, trainer, materials, campus principals	Highly-Effective Instruction Committee
Fall 2024	Collect data on the effectiveness of the data training.	Effectiveness measure, training attendees	Highly-Effective Instruction Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2024	Train all teaching staff on the data analysis protocol to be used during planning.	Trainer, materials, data analysis protocol, campus principals	Highly-Effective Instruction Committee
Fall 2024	Train all campus administrators on the data analysis protocol to be used during planning. (Collaborate with Focused Leadership.)	Trainer, materials, data analysis protocol, campus principals	Highly-Effective Instruction Committee
Fall 2024	Collect data on the effectiveness of the data analysis protocol training.	Effectiveness measure, technology, list of attendees	Highly-Effective Instruction Committee
Fall 2024	Review student data (as available) during Planning.	Selected data reports, data analysis protocol	Campus principals
Fall 2024	Utilize selected data tool to identify and generate list of students that will be monitored (GT, Bilingual and SPED).	Selected data tool, student data, demographic data, grade-level teams, department teachers	Campus principals
Fall 2024	Monitor student data for designated population groups.	Data tool, teachers, student data	Campus principals
Fall 2024	Train all teachers on the different levels of performance in the T-TESS Rubric, focusing on dimension 2.3.	T-TESS rubric, shared training, training materials	Campus principals, assistant principals

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2024	Measure the effectiveness of the T-TESS training for teachers.	Effectiveness measure, list of staff attending trainings	Chief Instructional Officer
Fall 2024	Conduct calibration walks for all campus leaders, using the T-TESS rubric, focusing on dimension 2.3.\n\n(Collaborate with Focused Leadership.)	T-TESS rubric, campus leaders	Chief Instructional Officer
Fall 2024	Host an informational meeting to share criteria for exemplar video submission. (2.2)	Flyers, criteria, rubric, shared presentation	Campus principals
Fall 2024	Update, as needed, the campus drive for campus-level exemplar video submissions (2.2).	Google	Campus principals
Fall 2024	Review and rate any submitted exemplar videos (2.2).	Criteria, rubric, submitted videos	Exemplar Committee
Fall 2024	Submit selected videos to Curriculum and Instruction for upload to PPD (2.2).	Selected videos	Exemplar Committee
Fall 2024	Upload selected videos to the PPD (2.2).	Selected videos	Curriculum and Instruction
Fall 2024	Provide updated training to teachers on how to access and use the assessments without state tests in PPD.	Trainer, materials, assessments	Assessment Committee
Fall 2024	Collect data on the effectiveness of the assessment training.	Effectiveness measure, list of attendees	Assessment Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2024	Administer pre-assessment.	Teacher TFAR created pre-assessment, PPD, DMAC	Classroom teachers
Fall 2024	Analyze pre-assessment data.	Pre-assessment scores, data reports	Classroom teachers
Fall 2024	Review and revise, as needed, the Student Learning Objectives (SLOs) from the pre-assessment data.	Pre-assessment scores, data reports, classroom teachers	Chief Instructional Officer
Fall 2024	Share Planning Protocol expectations with staff. (Collaborate with Focused Leadership.)	Planning Protocol, staff meeting, campus principals	Chief Instructional Officer
Fall 2024	Utilize T-Tess instructional practices in developing instruction during planning.	T-Tess rubric, Planning Protocol, department chairs, grade-level leads	Campus principals
Spring 2025	Review student data (as available) during planning.	Selected data reports, data analysis protocol	Campus principals
Spring 2025	Collect data on the fidelity of implementation of the data analysis protocol during planning. (Collaborate with Focused Leadership.)	Data analysis protocol, planning agendas, campus principals	Chief Instructional Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2025	Conduct calibration walks for all campus leaders, using the T-TESS rubric, focusing on dimension 2.3. (Collaborate with Focused Leadership.)	T-TESS rubric, campus leaders	Chief Instructional Officer
Spring 2025	Review and rate any submitted exemplar videos (2.2).	Criteria, rubric, submitted videos	Exemplar Committee
Spring 2025	Submit selected videos to Curriculum and Instruction for upload to PPD (2.2).	Selected videos	Exemplar Committee
Spring 2025	Upload selected videos to the PPD (2.2).	Selected videos	Curriculum and Instruction
Spring 2025	Update, as needed, membership in the Assessment Committee (for content areas without state assessment data).	TFAR, teachers, administrators	Chief Instructional Officer
Spring 2025	Schedule meetings of the Assessment Committee.	District calendar	Assessment Committee
Spring 2025	Administer post-assessment.	Teacher TFAR created pre-assessment, PPD, DMAC	Classroom teachers
Spring 2025	Analyze post-assessment data.	Pre-assessment scores, data reports	Classroom teachers
Spring 2025	Update, as needed, the student survey to evaluate instructional methods tied to T-TESS Domain 2.3.	T-TESS rubric, Survey Monkey	Highly-Effective Instruction Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\DEPARTMENT
Spring 2025	Administer student surveys.	Survey	Campus principals
Spring 2025	Evaluate and analyze student survey data.	Completed survey data	Highly-Effective Instruction Committee
Spring 2025	Create a professional development plan based upon T-TESS survey data.	Survey data, T-TESS rubric	Highly-Effective Instruction Committee
Spring 2025	Share professional development plan with campus leaders. (Collaborate with Focused Leadership.)	Professional development plan	Highly-Effective Instruction Committee
Spring 2025	Monitor student data for designated population groups.	Data tool, teachers, student data	Campus principals
Spring 2025	Analyze progress of identified students.	Data tool, teachers, student data	Campus principals
Spring 2025	Share student progress data with Chief Instructional Officer.	Student progress data	Chief Instructional Officer
Spring 2025	Utilize T-Tess instructional practices in developing instruction during planning.	T-Tess rubric, Planning Protocol, department chairs, grade-level leads	Campus principals
Summer 2025	Update membership in the Highly-Effective Instruction committee.	District and campus staff list	Chief Instructional Officer
Summer 2025	Schedule meetings of the Highly-Effective Instruction Committee.	District Calendar	Highly-Effective Instruction Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Update dashboard (C&I).	NIET Document Planning (student look-fors, teacher look-fors), T-Tess rubric, PPD Developer, Curriculum and Instruction department	Highly-Effective Instruction Committee
Summer 2025	Update, as needed, and schedule an update training for returning K-12 teachers on how to use the updated dashboard.	Dashboard, district calendar, prior training, effectiveness data	Highly-Effective Instruction Committee
Summer 2025	Update, as needed, and schedule a training for NEW K-12 teachers on how to use the updated dashboard.	Dashboard, district calendar, prior training, effectiveness data	Highly-Effective Instruction Committee
Summer 2025	Review and revise, as needed, the way to measure the effectiveness of the dashboard training.	Desired training outcomes, technology	Highly-Effective Instruction Committee
Summer 2025	Review and revise, as needed, the preferred data tool used for grade.	DMAC, AimHi, TXKEA, TPRI, AR, TELPAS, campus principals, Chief Instruction Officer	Highly-Effective Instruction Committee
Summer 2025	Develop and schedule an update training for all **returning** staff on how to effectively use data tools to inform instruction.	Data tools, ESC Region 15, Chief Instruction Officer, teacher leaders, district calendar	Highly-Effective Instruction Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Develop and schedule a training for all NEW staff on how to effectively use data tools to inform instruction.	Data tools, ESC Region 15, Chief Instruction Officer, teacher leaders, district calendar	Highly-Effective Instruction Committee
Summer 2025	Review and revise, as needed, the effectiveness measure for the data tool use training.	Desired training outcomes, best practices for data tool use, technology	Highly-Effective Instruction Committee
Summer 2025	Review and revise, as needed, the protocol to be used during planning to be used to analyze student data and improve instruction.	ESC Region 15, Texas Instructional Leadership Data-Driven Instruction, *Driven by Data*	Highly-Effective Instruction Committee
Summer 2025	Update, as needed, and schedule a training for all teaching staff on how to implement the data analysis protocol.	District calendar, data protocol, trainers, material	Highly-Effective Instruction Committee
Summer 2025	Update, as needed, and schedule a training for all campus administrators on how to implement the data analysis protocol. (Collaborate with Focused Leadership.)	District calendar, data protocol, trainers, material	Highly-Effective Instruction Committee
Summer 2025	Revise, as needed, the way to measure the effectiveness of the data analysis protocol training.	Desired training outcomes, data analysis protocol, technology	Highly-Effective Instruction Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Update, as needed, the way campus leaders are monitoring the fidelity of the data analysis protocol during planning. (Collaborate with Focused Leadership.)	Data analysis protocol, current planning protocol monitoring practices, Chief Instruction Officer	Highly-Effective Instruction Committee
Summer 2025	Conduct a review of the T-TESS rubric for all campus leaders focused on T-TESS dimension 2.4. (Collaborate with Focused Leadership.)	T-TESS rubric, ESC Region 15, campus principals and assistant principals	Chief Instructional Officer
Summer 2025	Revise the district walk-through form to focus on T-TESS dimension 2.4.	T-TESS rubric	Chief Instructional Officer
Summer 2025	Create a schedule for calibration walks, using the T-TESS rubric, for all campus leaders focused on T-TESS dimension 2.4. (Collaborate with Focused Leadership.)	T-TESS rubric, district calendar, campus leaders	Chief Instructional Officer
Summer 2025	Collect campus monitoring-observation-feedback loop calendars, focused on T-TESS dimension 2.4.	T-TESS rubric, district calendar, campus leaders	Chief Instructional Officer
Summer 2025	Develop a training to be used by all campus leaders on T-TESS rubric dimension 2.4 for all staff.	T-TESS rubric, training materials	Chief Instructional Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Update, as needed, the way to measure the effectiveness of the T-TESS training for staff.	T-TESS rubric, desired training outcomes, technology	Chief Instructional Officer
Summer 2025	Update, as needed, membership in the Exemplar Committee (review the submitted exemplar videos).	Staff lists	Chief Instructional Officer
Summer 2025	Schedule meetings of the Exemplar Committee.	District calendar	Exemplar Committee
Summer 2025	Review and revise, as needed, the criteria for exemplar instructional method videos (teachers in action).	T-TESS rubric (2.3), NEIT look-fors	Exemplar Committee
Summer 2025	Review and revise, as needed, the rubric to rate exemplar instructional method video.	T-TESS rubric (2.3), NEIT look-fors	Exemplar Committee
Summer 2025	Recruit and advertise to teachers the opportunities to create and submit exemplar videos.	Flyers, criteria, rubric	Exemplar Committee
Summer 2025	Solicit suggestions from campus leaders about staff to use for illustrating exemplar practices.	Campus leaders, T-TESS rubric, walk-through data, rubric	Exemplar Committee
Summer 2025	Update, as needed, the presentation for campus leaders to use to inform staff how to submit an exemplar video.	T-TESS rubric, exemplar criteria, rubric	Exemplar Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Update, as needed, the pre, mid, and post-assessments (for content areas without state assessment data).	TFAR	Assessment Committee
Summer 2025	Post pre, mid, and post assessments to PPD (for content areas without state assessment data).	Created assessments, Chief Instructional Officer	Assessment Committee
Summer 2025	Update, as needed, and schedule a meeting for content teachers without state assessments to share assessments and how to access in PPD.	PPD, assessments, district calendar, staff list	Assessment Committee
Summer 2025	Revise, as needed, the way to measure the effectiveness of the meeting about assessment access.	Desired meeting outcomes, PPD, assessments	Assessment Committee
Summer 2025	Modify, as needed, the Planning Protocol to include T-TESS instructional practices.	Planning Protocol, T-TESS rubric	Highly-Effective Instruction Committee
Fall 2025	Train NEW teachers in K-12 on utilizing dashboard.	Dashboard, materials, trainer, campus principals	Highly-Effective Instruction Committee
Fall 2025	Provide an update training to K-12 returning teachers on effectively utilizing the dashboard.	Dashboard, materials, trainer, campus principals	Highly-Effective Instruction Committee
Fall 2025	Collect feedback on the effectiveness of the dashboard training.	Effectiveness measure, list of attendees	Highly-Effective Instruction Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\DEPARTMENT
Fall 2025	Train NEW teachers in how to read and analyze data reports.	Selected data tools, trainer, materials, campus principals	Highly-Effective Instruction Committee
Fall 2025	Provide an update training to returning teachers in how to read and analyze data reports.	Selected data tools, trainer, materials, campus principals	Highly-Effective Instruction Committee
Fall 2025	Collect data on the effectiveness of the data training.	Effectiveness measure, training attendees	Highly-Effective Instruction Committee
Fall 2025	Train all teaching staff on the data analysis protocol to be used during planning.	Trainer, materials, data analysis protocol, campus principals	Highly-Effective Instruction Committee
Fall 2025	Train all campus administrators on the data analysis protocol to be used during planning. (Collaborate with Focused Leadership.)	Trainer, materials, data analysis protocol, campus principals	Highly-Effective Instruction Committee
Fall 2025	Collect data on the effectiveness of the data analysis protocol training.	Effectiveness measure, technology, list of attendees	Highly-Effective Instruction Committee
Fall 2025	Review student data (as available) during planning.	Selected data reports, data analysis protocol	Campus principals

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2025	Utilize selected data tool to identify and generate list of students that will be monitored (GT, Bilingual and SPED).	Selected data tool, student data, demographic data, grade-level teams, department teachers	Campus principals
Fall 2025	Monitor student data for designated population groups.	Data tool, teachers, student data	Campus principals
Fall 2025	Train all teachers on the different levels of performance in the T-TESS Rubric, focusing on dimension 2.4.	T-TESS rubric, shared training, training materials	Campus principals, assistant principals
Fall 2025	Measure the effectiveness of the T-TESS training for teachers.	Effectiveness measure, list of staff attending trainings	Chief Instructional Officer
Fall 2025	Conduct calibration walks for all campus leaders, using the T-TESS rubric, focused on dimension 2.4. (Collaborate with Focused Leadership.)	T-TESS rubric, campus leaders	Chief Instructional Officer
Fall 2025	Host an informational meeting to share criteria for exemplar video submission (2.3).	Flyers, criteria, rubric, shared presentation	Campus principals
Fall 2025	Update, as needed, the campus drive for campus-level exemplar video submissions (2.3).	Google	Campus principals

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2025	Review and rate any submitted exemplar videos (2.3).	Criteria, rubric, submitted videos	Exemplar Committee
Fall 2025	Submit selected videos to Curriculum and Instruction for upload to PPD (2.3).	Selected videos	Exemplar Committee
Fall 2025	Upload selected videos to the PPD (2.3).	Selected videos	Curriculum and Instruction
Fall 2025	Provide updated training to teachers on how to access and use the assessments without state tests in PPD.	Trainer, materials, assessments	Assessment Committee
Fall 2025	Collect data on the effectiveness of the assessment training.	Effectiveness measure, list of attendees	Assessment Committee
Fall 2025	Administer pre-assessment.	Teacher TFAR created pre-assessment, PPD, DMAC	Classroom teachers
Fall 2025	Analyze pre-assessment data.	Pre-assessment scores, data reports	Classroom teachers
Fall 2025	Review and revise, as needed, the Student Learning Objectives (SLOs) from the pre-assessment data.	Pre-assessment scores, data reports, classroom teachers	Chief Instructional Officer
Fall 2025	Share Planning Protocol expectations with staff. (Collaborate with Focused Leadership.)	Planning Protocol, staff meeting, campus principals	Chief Instructional Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2025	Utilize T-Tess instructional practices in developing instruction during planning.	T-Tess rubric, Planning Protocol, department chairs, grade-level leads	Campus principals
Spring 2026	Review student data (as available) during planning.	Selected data reports, data analysis protocol	Campus principals
Spring 2026	Collect data on the fidelity of implementation of the data analysis protocol during planning. (Collaborate with Focused Leadership.)	Data analysis protocol, planning agendas, campus principals	Chief Instructional Officer
Spring 2026	Conduct calibration walks for all campus leaders, using the T-TESS rubric, focused on dimension 2.4. (Collaborate with Focused Leadership.)	T-TESS rubric, campus leaders	Chief Instructional Officer
Spring 2026	Review and rate any submitted exemplar videos (2.3).	Criteria, rubric, submitted videos	Exemplar Committee
Spring 2026	Submit selected videos to Curriculum and Instruction for upload to PPD (2.3).	Selected videos	Exemplar Committee
Spring 2026	Upload selected videos to the PPD (2.3).	Selected videos	Curriculum and Instruction

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2026	Update, as needed, membership in the Assessment Committee (for content areas without state assessment data).	TFAR, teachers, administrators	Chief Instructional Officer
Spring 2026	Schedule meetings of the Assessment Committee.	District calendar	Assessment Committee
Spring 2026	Administer post-assessment.	Teacher TFAR created pre-assessment, PPD, DMAC	Classroom teachers
Spring 2026	Analyze post-assessment data.	Pre-assessment scores, data reports	Classroom teachers
Spring 2026	Update, as needed, the student survey to evaluate instructional methods tied to T-TESS Domain 2.4.	T-TESS rubric, Survey Monkey	Highly-Effective Instruction Committee
Spring 2026	Administer student surveys.	Survey	Campus principals
Spring 2026	Evaluate and analyze student survey data.	Completed survey data	Highly-Effective Instruction Committee
Spring 2026	Create a professional development plan based upon T-TESS survey data.	Survey data, T-TESS rubric	Highly-Effective Instruction Committee
Spring 2026	Share professional development plan with campus leaders. (Collaborate with Focused Leadership.)	Professional development plan	Highly-Effective Instruction Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2026	Monitor student data for designated population groups.	Data tool, teachers, student data	Campus principals
Spring 2026	Analyze progress of identified students.	Data tool, teachers, student data	Campus principals
Spring 2026	Share student progress data with Chief Instructional Officer.	Student progress data	Chief Instructional Officer
Spring 2026	Utilize T-Tess instructional practices in developing instruction during planning.	T-Tess rubric, Planning Protocol, department chairs, grade-level leads	Campus principals
Summer 2026	Update membership in the Highly-Effective Instruction committee.	District and campus staff list	Chief Instructional Officer
Summer 2026	Schedule meetings of the Highly-Effective Instruction Committee.	District Calendar	Highly-Effective Instruction Committee
Summer 2026	Update dashboard (C&I).	NIET Document Planning (student look-fors, teacher look-fors), T-Tess rubric, PPD Developer, Curriculum and Instruction department	Highly-Effective Instruction Committee
Summer 2026	Update, as needed, and schedule an update training for returning K-12 teachers on how to use the updated dashboard.	Dashboard, district calendar, prior training, effectiveness data	Highly-Effective Instruction Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2026	Update, as needed, and schedule a training for NEW K-12 teachers on how to use the updated dashboard.	Dashboard, district calendar, prior training, effectiveness data	Highly-Effective Instruction Committee
Summer 2026	Review and revise, as needed, the way to measure the effectiveness of the dashboard training.	Desired training outcomes, technology	Highly-Effective Instruction Committee
Summer 2026	Review and revise, as needed, the preferred data tool used for grade.	DMAC, AimHi, TXKEA, TPRI, AR, TELPAS, campus principals, Chief Instruction Officer	Highly-Effective Instruction Committee
Summer 2026	Develop and schedule an update training for all **returning** staff on how to effectively use data tools to inform instruction.	Data tools, ESC Region 15, Chief Instruction Officer, teacher leaders, district calendar	Highly-Effective Instruction Committee
Summer 2026	Develop and schedule a training for all NEW staff on how to effectively use data tools to inform instruction.	Data tools, ESC Region 15, Chief Instruction Officer, teacher leaders, district calendar	Highly-Effective Instruction Committee
Summer 2026	Review and revise, as needed, the effectiveness measure for the data tool use training.	Desired training outcomes, best practices for data tool use, technology	Highly-Effective Instruction Committee
Summer 2026	Review and revise, as needed, the protocol to be used during planning to be used to analyze student data and improve instruction.	ESC Region 15, Texas Instructional Leadership Data-Driven Instruction, *Driven by Data*	Highly-Effective Instruction Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2026	Update, as needed, and schedule a training for all teaching staff on how to implement the data analysis protocol.	District calendar, data protocol, trainers, material	Highly-Effective Instruction Committee
Summer 2026	Update, as needed, and schedule a training for all campus administrators on how to implement the data analysis protocol. (Collaborate with Focused Leadership.)	District calendar, data protocol, trainers, material	Highly-Effective Instruction Committee
Summer 2026	Revise, as needed, the way to measure the effectiveness of the data analysis protocol training.	Desired training outcomes, data analysis protocol, technology	Highly-Effective Instruction Committee
Summer 2026	Update, as needed, the way campus leaders are monitoring the fidelity of the data analysis protocol during planning. (Collaborate with Focused Leadership.)	Data analysis protocol, current planning protocol monitoring practices, Chief Instruction Officer	Highly-Effective Instruction Committee
Summer 2026	Conduct a review of the T-TESS rubric for all campus leaders focused on T-TESS dimension 2.5. (Collaborate with Focused Leadership.)	T-TESS rubric, ESC Region 15, campus principals and assistant principals	Chief Instructional Officer
Summer 2026	Revise the district walk-through form to focus on T-TESS dimension 2.5.	T-TESS rubric	Chief Instructional Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2026	Create a schedule for calibration walks, using the T-TESS rubric, for all campus leaders focused on T-TESS dimension 2.5. (Collaborate with Focused Leadership.)	T-TESS rubric, district calendar, campus leaders	Chief Instructional Officer
Summer 2026	Collect campus monitoring-observation-feedback loop calendars, focused on T-TESS dimension 2.5.	T-TESS rubric, district calendar, campus leaders	Chief Instructional Officer
Summer 2026	Develop a training to be used by all campus leaders on T-TESS rubric dimension 2.5 for all staff.	T-TESS rubric, training materials	Chief Instructional Officer
Summer 2026	Update, as needed, the way to measure the effectiveness of the T-TESS training for staff.	T-TESS rubric, desired training outcomes, technology	Chief Instructional Officer
Summer 2026	Update, as needed, membership in the Exemplar Committee (review the submitted exemplar videos).	Staff lists	Chief Instructional Officer
Summer 2026	Schedule meetings of the Exemplar Committee.	District calendar	Exemplar Committee
Summer 2026	Review and revise, as needed, the criteria for exemplar instructional method videos (teachers in action).	T-TESS rubric (2.4), NEIT look-fors	Exemplar Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2026	Review and revise, as needed, the rubric to rate exemplar instructional method video.	T-TESS rubric (2.4), NEIT look-fors	Exemplar Committee
Summer 2026	Recruit and advertise to teachers the opportunities to create and submit exemplar videos.	Flyers, criteria, rubric	Exemplar Committee
Summer 2026	Solicit suggestions from campus leaders about staff to use for illustrating exemplar practices.	Campus leaders, T-TESS rubric, walk-through data, rubric	Exemplar Committee
Summer 2026	Update, as needed, the presentation for campus leaders to use to inform staff how to submit an exemplar video.	T-TESS rubric, exemplar criteria, rubric	Exemplar Committee
Summer 2026	Update, as needed, the pre, mid, and post-assessments (for content areas without state assessment data).	TFAR	Assessment Committee
Summer 2026	Post pre, mid, and post assessments to PPD (for content areas without state assessment data).	Created assessments, Chief Instructional Officer	Assessment Committee
Summer 2026	Update, as needed, and schedule a meeting for content teachers without state assessments to share assessments and how to access in PPD.	PPD, assessments, district calendar, staff list	Assessment Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2026	Revise, as needed, the way to measure the effectiveness of the meeting about assessment access.	Desired meeting outcomes, PPD, assessments	Assessment Committee
Summer 2026	Modify, as needed, the Planning Protocol to include T-TESS instructional practices.	Planning Protocol, T-TESS rubric	Highly-Effective Instruction Committee
Fall 2026	Train NEW teachers in K-12 on utilizing dashboard.	Dashboard, materials, trainer, campus principals	Highly-Effective Instruction Committee
Fall 2026	Provide an update training to K-12 returning teachers on effectively utilizing the dashboard.	Dashboard, materials, trainer, campus principals	Highly-Effective Instruction Committee
Fall 2026	Collect feedback on the effectiveness of the dashboard training.	Effectiveness measure, list of attendees	Highly-Effective Instruction Committee
Fall 2026	Train NEW teachers in how to read and analyze data reports.	Selected data tools, trainer, materials, campus principals	Highly-Effective Instruction Committee
Fall 2026	Provide an update training to returning teachers in how to read and analyze data reports.	Selected data tools, trainer, materials, campus principals	Highly-Effective Instruction Committee
Fall 2026	Collect data on the effectiveness of the data training.	Effectiveness measure, training attendees	Highly-Effective Instruction Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2026	Train all teaching staff on the data analysis protocol to be used during planning.	Trainer, materials, data analysis protocol, campus principals	Highly-Effective Instruction Committee
Fall 2026	Train all campus administrators on the data analysis protocol to be used during planning. (Collaborate with Focused Leadership.)	Trainer, materials, data analysis protocol, campus principals	Highly-Effective Instruction Committee
Fall 2026	Collect data on the effectiveness of the data analysis protocol training.	Effectiveness measure, technology, list of attendees	Highly-Effective Instruction Committee
Fall 2026	Review student data (as available) during planning.	Selected data reports, data analysis protocol	Campus principals
Fall 2026	Utilize selected data tool to identify and generate list of students that will be monitored (GT, Bilingual and SPED).	Selected data tool, student data, demographic data, grade-level teams, department teachers	Campus principals
Fall 2026	Monitor student data for designated population groups.	Data tool, teachers, student data	Campus principals
Fall 2026	Train all teachers on the different levels of performance in the T-TESS Rubric, focusing on dimension 2.5.	T-TESS rubric, shared training, training materials	Campus principals, assistant principals

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2026	Measure the effectiveness of the T-TESS training for teachers.	Effectiveness measure, list of staff attending trainings	Chief Instructional Officer
Fall 2026	Conduct calibration walks for all campus leaders, using the T-TESS rubric focused on dimension 2.5.\ \ (Collaborate with Focused Leadership.)	T-TESS rubric, campus leaders	Chief Instructional Officer
Fall 2026	Host an informational meeting to share criteria for exemplar video submission (2.4 & 2.5).	Flyers, criteria, rubric, shared presentation	Campus principals
Fall 2026	Update, as needed, the campus drive for campus-level exemplar video submissions (2.4 & 2.5).	Google	Campus principals
Fall 2026	Review and rate any submitted exemplar videos (2.4 & 2.5).	Criteria, rubric, submitted videos	Exemplar Committee
Fall 2026	Submit selected videos to Curriculum and Instruction for upload to PPD (2.4 & 2.5).	Selected videos	Exemplar Committee
Fall 2026	Upload selected videos to the PPD (2.4 & 2.5).	Selected videos	Curriculum and Instruction
Fall 2026	Provide updated training to teachers on how to access and use the assessments without state tests in PPD.	Trainer, materials, assessments	Assessment Committee
Fall 2026	Collect data on the effectiveness of the assessment training.	Effectiveness measure, list of attendees	Assessment Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2026	Administer pre-assessment.	Teacher TFAR created pre-assessment, PPD, DMAC	Classroom teachers
Fall 2026	Analyze pre-assessment data.	Pre-assessment scores, data reports	Classroom teachers
Fall 2026	Review and revise, as needed, the Student Learning Objectives (SLOs) from the pre-assessment data.	Pre-assessment scores, data reports, classroom teachers	Chief Instructional Officer
Fall 2026	Share Planning Protocol expectations with staff. (Collaborate with Focused Leadership.)	Planning Protocol, staff meeting, campus principals	Chief Instructional Officer
Fall 2026	Utilize T-Tess instructional practices in developing instruction during planning.	T-Tess rubric, Planning Protocol, department chairs, grade-level leads	Campus principals
Spring 2027	Review student data (as available) during planning.	Selected data reports, data analysis protocol	Campus principals
Spring 2027	Collect data on the fidelity of implementation of the data analysis protocol during planning. (Collaborate with Focused Leadership.)	Data analysis protocol, planning agendas, campus principals	Chief Instructional Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2027	Conduct calibration walks for all campus leaders, using the T-TESS rubric focused on dimension 2.5. (Collaborate with Focused Leadership.)	T-TESS rubric, campus leaders	Chief Instructional Officer
Spring 2027	Review and rate any submitted exemplar videos (2.4 & 2.5).	Criteria, rubric, submitted videos	Exemplar Committee
Spring 2027	Submit selected videos to Curriculum and Instruction for upload to PPD (2.4 & 2.5).	Selected videos	Exemplar Committee
Spring 2027	Upload selected videos to the PPD (2.4 & 2.5).	Selected videos	Curriculum and Instruction
Spring 2027	Update, as needed, membership in the Assessment Committee (for content areas without state assessment data).	TFAR, teachers, administrators	Chief Instructional Officer
Spring 2027	Schedule meetings of the Assessment Committee.	District calendar	Assessment Committee
Spring 2027	Administer post-assessment.	Teacher TFAR created pre-assessment, PPD, DMAC	Classroom teachers
Spring 2027	Analyze post-assessment data.	Pre-assessment scores, data reports	Classroom teachers
Spring 2027	Update, as needed, the student survey to evaluate instructional methods tied to T-TESS Domain 2.5.	T-TESS rubric, Survey Monkey	Highly-Effective Instruction Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2027	Administer student surveys.	Survey	Campus principals
Spring 2027	Evaluate and analyze student survey data.	Completed survey data	Highly-Effective Instruction Committee
Spring 2027	Create a professional development plan based upon T-TESS survey data.	Survey data, T-TESS rubric	Highly-Effective Instruction Committee
Spring 2027	Share professional development plan with campus leaders. (Collaborate with Focused Leadership.)	Professional development plan	Highly-Effective Instruction Committee
Spring 2027	Monitor student data for designated population groups.	Data tool, teachers, student data	Campus principals
Spring 2027	Analyze progress of identified students.	Data tool, teachers, student data	Campus principals
Spring 2027	Share student progress data with Chief Instructional Officer.	Student progress data	Chief Instructional Officer
Spring 2027	Utilize T-Tess instructional practices in developing instruction during planning.	T-Tess rubric, Planning Protocol, department chairs, grade-level leads	Campus principals

Innovation

SMART GOAL:

By 2027, SFDR-CISD will offer well-established innovative programs to 100% of the students.

STRATEGY:

Provide a district-wide system to foster creativity and promote the diverse learning needs of students.

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Form a District Innovative Programs Committee to review interest survey data and develop a plan to hold informational meetings for parents, students and staff.	Stakeholder lists	Superintendent Designee
Summer 2022	Schedule meetings of the District Innovative Programs Committee.	District calendar	District Innovative Programs Committee
Summer 2022	Research innovative model programs which align with STEM, Dual Language, New Tech High, and P-Tech.	Research	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Summer 2022	Begin to develop a rubric of components of high-quality innovative model programs, including curriculum.	Components of successful innovative model programs, STEM TEA	District Innovative Programs Committee
Summer 2022	Create a survey for families, students, and staff about their **interest** in STEM, Dual Lang, New Tech High & P-Tech.	Components of the different programs, technology	District Innovative Programs Committee
Summer 2022	Survey families, students, and staff about their **interest** in STEM, Dual Lang, New Tech High & P-Tech.	Survey, technology, stakeholder lists	District Innovative Programs Committee
Summer 2022	Plan and schedule family and student information sessions, regarding STEM, Dual Lang, New Tech High and P-Tech.	District calendar, components of different programs, presenter, logistics	District Innovative Programs Committee
Summer 2022	Create a marketing campaign to build awareness with students, families, and staff of the new innovative programs and the information nights.	Marketing materials, components of the new programs, technology	District Innovative Programs Committee
Summer 2022	Plan and schedule staff information sessions, regarding STEM, Dual Lang, New Tech High and P-Tech.	District calendar, components of different programs, presenter, logistics	District Innovative Programs Committee
Summer 2022	Launch the marketing campaign to build awareness of the innovative programs and the information sessions.	Marketing materials, technology, list of stakeholders	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Fall 2022	Hold family and student information sessions regarding STEM, Dual Lang, New Tech High and P-Tech.	Location availability, presenter, interest survey data	District Innovative Programs Committee
Fall 2022	Hold staff information sessions regarding STEM, Dual Lang, New Tech High, and P-Tech.	Location availability, presenter, interest survey data	District Innovative Programs Committee
Fall 2022	Gather input on the certifications, qualifications and application process for STEM, Dual Lang, New Tech High, and P-Tech.	Chief Human Resource Officer, campus principals, district administrators	District Innovative Programs Committee
Fall 2022	Determine qualifications and application process for hiring criteria for STEM, Dual Lang, New Tech and P-Tech.	District/campus administrators	District Innovative Programs Committee
Fall 2022	Continue to develop the rubric of components of successful innovative model programs.	Research on successful innovative model programs	District Innovative Programs Committee
Fall 2022	Schedule district leaders, campus administrators, select teachers, and the District Innovative Programs Committee to visit effective programs throughout the state, using a designated rubric.	Select district staff, district budget, rubric of components of successful innovative model programs, district calendar	Superintendent Designee
Fall 2022	Debrief campus visits, updating the rubric of components of successful innovative model programs.	Rubric notes from campus visits	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Fall 2022	Debrief campus visits, making a list of program needs.	Rubric notes from campus visits	District Innovative Programs Committee
Fall 2022	Begin to design a curriculum framework for the innovative programs.	Curriculum and Instruction department, current district curriculum, rubric notes	District Innovative Programs Committee
Spring 2023	Discuss needs based on program visits, to include program cohorts and timeframes of implementation.	Select district staff	District Innovative Programs Committee
Spring 2023	Continue to design a curriculum framework for the innovative programs.	Chief Instructional Officer, current district curriculum, rubric notes	District Innovative Programs Committee
Spring 2023	Determine the applications qualifications and application processes for students to STEM, Dual Lang, New Tech and P-Tech.	District stakeholders (teachers and district/campus admin)	District Innovative Programs Committee
Spring 2023	Determine the certifications, qualifications, and application processes for staff to teach in the STEM, Dual Lang, New Tech and P-Tech programs.	List of certifications and qualifications, Chief Human Resource Officer	District Innovative Programs Committee
Spring 2023	Develop an application for students to apply to the STEM, Dual Lang, New Tech, and P-Tech programs.	Similar district applications, qualifications for program, deadline	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Spring 2023	Inform district administrators and staff of the student application process, qualifications, and deadlines.	Application process, qualifications, deadline	District Innovative Programs Committee
Spring 2023	Inform campus administrators and staff of the student application process, qualifications, and deadlines.	Application process, qualifications, deadline	District Innovative Programs Committee
Spring 2023	Inform staff of the staff application process, qualifications, and deadlines.	Application process, qualifications, deadline, Chief Human Resource Officer	District Innovative Programs Committee
Spring 2023	Notify students and families of the application qualifications, process, and deadlines.	Admission process, qualifications, application	District Innovative Programs Committee
Spring 2023	Notify students, families, and staff of student acceptance into programs.	Campus administrators, student applications	District Innovative Programs Committee
Spring 2023	Notify staff of their acceptance to teach in the innovative programs.	Campus administrators, staff applications, Chief Human Resource Officer	District Innovative Programs Committee
Summer 2023	Update membership in the District Innovative Programs Committee.	Stakeholder lists	Superintendent Designee
Summer 2023	Schedule meetings of the District Innovative Programs Committee.	District calendar	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Summer 2023	Continue to research innovative model programs which align with STEM, Dual Language, New Tech High, and P-Tech.	Research	District Innovative Programs Committee
Summer 2023	Update, as needed, the rubric of components of high-quality innovative model programs, including curriculum.	Components of successful innovative model programs	District Innovative Programs Committee
Summer 2023	Finalize the curriculum framework for the innovative programs.	C & I, current district curriculum, rubric notes	District Innovative Programs Committee
Summer 2023	Plan and schedule Quarter 1 (Summer 2023) training for staff and administrators.	Hired consultants, program curriculum framework, district calendar	Chief Instructional Officer, District Innovative Programs Committee
Summer 2023	Develop a training effectiveness measure for Quarter 1 training.	Desired training outcomes, technology, curriculum framework	District Innovative Programs Committee
Summer 2023	Plan and schedule Quarter 2 (Fall 2023) training for staff and administrators.	Hired consultants, program curriculum framework, district calendar	Chief Instructional Officer, District Innovative Programs Committee
Summer 2023	Review and revise, as needed, the training effectiveness measure for Quarter 2 training.	Desired training outcomes, technology, curriculum framework	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Summer 2023	Plan and schedule Quarter 3 (Spring 2024) training for staff and administrators.	Hired consultants, program curriculum framework, district calendar	Chief Instructional Officer, District Innovative Programs Committee
Summer 2023	Review and revise, as needed, the training effectiveness measure for Quarter 3 training.	Desired training outcomes, technology, curriculum framework	District Innovative Programs Committee
Summer 2023	Train hired teachers and district/campus admin on necessary professional development for curriculum and instruction.	Logistics, materials, trainer, curriculum framework	Chief Instructional Officer, District Innovative Programs Committee
Summer 2023	Gather data on the effectiveness of the curriculum and instruction professional development.	Effectiveness measure, technology, list of attendees	District Innovative Programs Committee
Summer 2023	Update, as needed, the survey for families, students, and staff about their **interest** in STEM, Dual Lang, New Tech High & P-Tech.	Current survey, technology	District Innovative Programs Committee
Summer 2023	Survey families, students, and staff about their **interest** in STEM, Dual Lang, New Tech High & P-Tech.	Survey, technology, stakeholder lists	District Innovative Programs Committee
Summer 2023	Plan and schedule family and student information sessions for the Spring, regarding STEM, Dual Lang, New Tech High and P-Tech.	District calendar, components of different programs, presenter, logistics	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Summer 2023	Update, as needed, the marketing campaign to build awareness with students, families, and staff of the innovative programs and the information nights for Cohort 2.	Current marketing materials, components of the new programs, technology	District Innovative Programs Committee
Summer 2023	Plan and schedule staff information sessions, regarding STEM, Dual Lang, New Tech High and P-Tech.	District calendar, components of different programs, presenter, logistics	District Innovative Programs Committee
Summer 2023	Launch the marketing campaign to build awareness of the innovative programs and the information sessions for Cohort 2.	Marketing materials, technology, list of stakeholders	District Innovative Programs Committee
YEAR TWO	**COHORT 1**		
Summer 2023	Design and schedule an orientation session for students and staff.	Program components, curriculum framework	District Innovative Programs Committee
Summer 2023	Develop an effectiveness measure of the orientation session.	Orientation schedule and design, desired outcomes	District Innovative Programs Committee
Fall 2023	Conduct Orientation for students and staff.	Campus Leadership Team	Campus Leadership Team
Fall 2023	Gather data on the effectiveness of the orientation session.	Effectiveness measure, list of attendees	District Innovation Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Fall 2023	Implement campus programs (Cohort 1).	Campus selected	Campus administration
Fall 2023	Train hired teachers, district leaders, and campus administrators on necessary curriculum and instruction professional development.	Logistics, materials, trainer, curriculum framework	Chief Instructional Officer, District Innovative Programs Committee
Fall 2023	Gather data on the effectiveness of the curriculum and instruction professional development.	Effectiveness measure, technology, list of attendees	District Innovative Programs Committee
Fall 2023	Review student data.	School program rubrics, student data	District Innovative Programs Committee
Fall 2023	Hold family and student information sessions regarding STEM, Dual Lang, New Tech High and P-Tech.	Location availability, presenter, interest survey data	District Innovative Programs Committee
Fall 2023	Hold staff information sessions regarding STEM, Dual Lang, New Tech High, and P-Tech.	Location availability, presenter, interest survey data	District Innovative Programs Committee
Fall 2023	Review and revise, as needed, the certifications, qualifications, and application process for hiring staff for STEM, Dual Lang, New Tech and P-Tech.	District and campus administrators	District Innovative Programs Committee
Spring 2024	Implement campus programs (Cohort 1).	Campus selected	Campus administration

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Spring 2024	Showcase program outcomes to the community.	Student work	Campus administration, teachers, strategists
Spring 2024	Train hired teachers, district leaders, and campus administrators on necessary curriculum and instruction professional development.	Logistics, materials, trainer, curriculum framework	Chief Instructional Officer, District Innovative Programs Committee
Spring 2024	Gather data on the effectiveness of the curriculum and instruction professional development.	Effectiveness measure, technology, list of attendees	District Innovative Programs Committee
Spring 2024	Review program placement and student data.	Artifacts, student data, school program rubrics	District Innovative Programs Committee
Spring 2024	Produce a report for district administration on student outcomes.	Student program data trends	District Innovative Programs Committee
Spring 2024	Review and revise, as needed, the applications qualifications and application processes for students to STEM, Dual Lang, New Tech and P-Tech.	District stakeholders (teachers and district/campus admin)	District Innovative Programs Committee
Spring 2024	Inform district administrators and staff of the student application process, qualifications, and deadlines.	Application process, qualifications, deadline	District Innovative Programs Committee
Spring 2024	Inform campus administrators and staff of the student application process, qualifications, and deadlines.	Application process, qualifications, deadline	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Spring 2024	Inform staff of the staff application process, qualifications, and deadlines.	Application process, qualifications, deadline, Chief Human Resource Officer	District Innovative Programs Committee
Spring 2024	Notify students and families of the application qualifications, process, and deadlines for Cohort 2.	Admission process, qualifications, application	District Innovative Programs Committee
Spring 2024	Notify students, families, and staff of student acceptance into Cohort 2 programs.	Campus administrators, student applications	District Innovative Programs Committee
Spring 2024	Notify staff of their acceptance to teach in the innovative programs.	Campus administrators, staff applications, Chief Human Resource Officer	District Innovative Programs Committee
Spring 2024	Evaluate and realign programs to meet our district's vision and mission.	Community, students and teachers	Campus administration
Summer 2024	Update membership in the District Innovative Programs Committee.	Stakeholder lists	Superintendent Designee
Summer 2024	Schedule meetings of the District Innovative Programs Committee.	District calendar	District Innovative Programs Committee
Summer 2024	Update, as needed, the curriculum framework for the innovative programs.	Director of Instruction, current district curriculum, rubric notes	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Summer 2024	Plan and schedule Quarter 4 (Fall 2024) training for staff and administrators.	Hired consultants, program curriculum framework, district calendar	Chief Instructional Officer, District Innovative Programs Committee
Summer 2024	Review and revise, as needed, the training effectiveness measure for Quarter 4 training.	Desired training outcomes, technology, curriculum framework	District Innovative Programs Committee
Summer 2024	Plan and schedule Quarter 5 (Spring 2025) training for staff and administrators.	Hired consultants, program curriculum framework, district calendar	Chief Instructional Officer, District Innovative Programs Committee
Summer 2024	Review and revise, as needed, the training effectiveness measure for Quarter 5 training.	Desired training outcomes, technology, curriculum framework	District Innovative Programs Committee
Summer 2024	Update, as needed, the survey for families, students, and staff about their **interest** in STEM, Dual Lang, New Tech High & P-Tech.	Current survey, technology	District Innovative Programs Committee
Summer 2024	Survey families, students, and staff about their **interest** in STEM, Dual Lang, New Tech High & P-Tech.	Survey, technology, stakeholder lists	District Innovative Programs Committee
Summer 2024	Plan and schedule family and student information sessions for the Spring, regarding STEM, Dual Lang, New Tech High and P-Tech.	District calendar, components of different programs, presenter, logistics	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Summer 2024	Update, as needed, the marketing campaign to build awareness with students, families, and staff of the innovative programs and the information nights for Cohort 3.	Current marketing materials, components of the new programs, technology	District Innovative Programs Committee
Summer 2024	Plan and schedule staff information sessions, regarding STEM, Dual Lang, New Tech High and P-Tech.	District calendar, components of different programs, presenter, logistics	District Innovative Programs Committee
Summer 2024	Launch the marketing campaign to build awareness of the innovative programs and the information sessions for Cohort 3.	Marketing materials, technology, list of stakeholders	District Innovative Programs Committee
YEAR THREE	COHORT 2		
Summer 2024	Update, as needed, and schedule the orientation session for students and staff.	Program components, curriculum framework	District Innovative Programs Committee
Summer 2023	Revise, as needed, the effectiveness measure of the orientation session.	Orientation schedule and design, desired outcomes	District Innovative Programs Committee
Fall 2024	Conduct orientation for students and staff.	Campus Leadership Team	Campus Leadership Team
Fall 2024	Gather data on the effectiveness of the orientation session.	Effectiveness measure, list of attendees	District Innovation Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Fall 2024	Implement campus programs (Cohort 2).	Campus selected	Campus administration
Fall 2024	Train hired teachers, district leaders, and campus administrators on necessary curriculum and instruction professional development.	Logistics, materials, trainer, curriculum framework	Chief Instructional Officer, District Innovative Programs Committee
Fall 2024	Gather data on the effectiveness of the curriculum and instruction professional development.	Effectiveness measure, technology, list of attendees	District Innovative Programs Committee
Fall 2024	Review student data.	School program rubrics, student data	District Innovative Programs Committee
Fall 2024	Hold family and student information sessions regarding STEM, Dual Lang, New Tech High and P-Tech.	Location availability, presenter, interest survey data	District Innovative Programs Committee
Fall 2024	Hold staff information sessions regarding STEM, Dual Lang, New Tech High, and P-Tech.	Location availability, presenter, interest survey data	District Innovative Programs Committee
Fall 2024	Review and revise, as needed, the certifications, qualifications, and application process for hiring staff for STEM, Dual Lang, New Tech and P-Tech.	District and campus administrators	District Innovative Programs Committee
Spring 2025	Implement campus programs (Cohort 2).	Campus selected	Campus administration

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Spring 2025	Showcase program outcomes to the community.	Student work	Campus administration, teachers, strategists
Spring 2025	Train hired teachers, district leaders, and campus administrators on necessary curriculum and instruction professional development.	Logistics, materials, trainer, curriculum framework	Chief Instructional Officer, District Innovative Programs Committee
Spring 2025	Gather data on the effectiveness of the curriculum and instruction professional development.	Effectiveness measure, technology, list of attendees	District Innovative Programs Committee
Spring 2025	Review program placement and student data.	Artifacts, student data, school program rubric	District Innovative Programs Committee
Spring 2025	Produce a report for district administration on student outcomes.	Student program data trends	District Innovative Programs Committee
Spring 2025	Review and revise, as needed, the application qualifications and processes for students to STEM, Dual Lang, New Tech and P-Tech.	District stakeholders (teachers and district/campus admin)	District Innovative Programs Committee
Spring 2025	Inform district administrators and staff of the student application process, qualifications, and deadlines.	Application process, qualifications, deadline	District Innovative Programs Committee
Spring 2025	Inform campus administrators and staff of the student application process, qualifications, and deadlines.	Application process, qualifications, deadline	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Spring 2025	Inform staff of the staff application process, qualifications, and deadlines.	Application process, qualifications, deadline, Chief Human Resource Officer	District Innovative Programs Committee
Spring 2025	Notify students and families of the application qualifications, process, and deadlines for Cohort 3.	Admission process, qualifications, application	District Innovative Programs Committee
Spring 2025	Notify students, families, and staff of student acceptance into Cohort 3 programs.	Campus administrators, student applications	District Innovative Programs Committee
Spring 2025	Notify staff of their acceptance to teach in the innovative programs.	Campus administrators, staff applications, Chief Human Resource Officer	District Innovative Programs Committee
Spring 2025	Ensure the alignment between innovative programs with Teacher Incentive Allotment criteria.	Program teacher evaluation, TIA requirements	Campus administrators, Director of Human Resources
Spring 2025	Collaborate with model district programs across the state.	Program district leadership	Campus administrators, Chief Academic Officer
Summer 2025	Update membership in the District Innovative Programs Committee.	Stakeholder lists	Superintendent Designee
Summer 2025	Schedule meetings of the District Innovative Programs Committee.	District calendar	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Summer 2025	Finalize the curriculum framework for the innovative programs.	Director of Instruction, current district curriculum, rubric notes	District Innovative Programs Committee
Summer 2025	Plan and schedule Quarter 6 (Fall 2025) training for staff and administrators.	Hired consultants, program curriculum framework, district calendar	Chief Instructional Officer, District Innovative Programs Committee
Summer 2025	Review and revise, as needed, the training effectiveness measure for Quarter 6 training.	Desired training outcomes, technology, curriculum framework	District Innovative Programs Committee
Summer 2025	Plan and schedule Quarter 7 (Spring 2026) training for staff and administrators.	Hired consultants, program curriculum framework, district calendar	Chief Instructional Officer, District Innovative Programs Committee
Summer 2025	Review and revise, as needed, the training effectiveness measure for Quarter 7 training.	Desired training outcomes, technology, curriculum framework	District Innovative Programs Committee
Summer 2025	Update, as needed, the survey for families, students, and staff about their **interest** in STEM, Dual Lang, New Tech High & P-Tech.	Current survey, technology	District Innovative Programs Committee
Summer 2025	Survey families, students, and staff about their **interest** in STEM, Dual Lang, New Tech High & P-Tech.	Survey, technology, stakeholder lists	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Summer 2025	Plan and schedule family and student information sessions for the Spring, regarding STEM, Dual Lang, New Tech High and P-Tech.	District calendar, components of different programs, presenter, logistics	District Innovative Programs Committee
Summer 2025	Update, as needed, the marketing campaign to build awareness with students, families, and staff of the innovative programs and the information nights for Cohort 4.	Current marketing materials, components of the new programs, technology	District Innovative Programs Committee
Summer 2025	Plan and schedule staff information sessions, regarding STEM, Dual Lang, New Tech High and P-Tech.	District calendar, components of different programs, presenter, logistics	District Innovative Programs Committee
Summer 2025	Launch the marketing campaign to build awareness of the innovative programs and the information sessions for Cohort 4.	Marketing materials, technology, list of stakeholders	District Innovative Programs Committee
YEAR 4	**COHORT 3**		
Summer 2025	Update, as needed, and schedule the orientation session for students and staff (Cohort 3).	Program components, curriculum framework	District Innovative Programs Committee
Summer 2025	Revise, as needed, the effectiveness measure of the orientation session.	Orientation schedule and design, desired outcomes	District Innovative Programs Committee
Fall 2025	Conduct orientation for students and staff (Cohort 3).	Campus Leadership Team	Campus Leadership Team

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Fall 2025	Gather data on the effectiveness of the orientation session.	Effectiveness measure, list of attendees	District Innovation Programs Committee
Fall 2025	Implement campus programs (Cohort 3).	Campus selected	Campus administration
Fall 2025	Train hired teachers, district leaders, and campus administrators on necessary curriculum and instruction professional development.	Logistics, materials, trainer, curriculum framework	Chief Instructional Officer, District Innovative Programs Committee
Fall 2025	Gather data on the effectiveness of the curriculum and instruction professional development.	Effectiveness measure, technology, list of attendees	District Innovative Programs Committee
Fall 2025	Review student data.	School program rubrics, student data	District Innovative Programs Committee
Fall 2025	Hold family and student information sessions regarding STEM, Dual Lang, New Tech High and P-Tech.	Location availability, presenter, interest survey data	District Innovative Programs Committee
Fall 2025	Hold staff information sessions regarding STEM, Dual Lang, New Tech High, and P-Tech.	Location availability, presenter, interest survey data	District Innovative Programs Committee
Fall 2025	Review and revise, as needed, the certifications, qualifications, and application process for hiring staff for STEM, Dual Lang, New Tech and P-Tech.	District and campus administrators	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Spring 2026	Implement campus programs (Cohort 3).	Campus selected	Campus administration
Spring 2026	Showcase program outcomes to the community.	Student work	Campus administration, teachers, strategists
Spring 2026	Train hired teachers, district leaders, and campus administrators on necessary curriculum and instruction professional development.	Logistics, materials, trainer, curriculum framework	Chief Instructional Officer, District Innovative Programs Committee
Spring 2026	Gather data on the effectiveness of the curriculum and instruction professional development.	Effectiveness measure, technology, list of attendees	District Innovative Programs Committee
Spring 2026	Review program placement and student data.	Artifacts, student data	District Innovative Programs Committee
Spring 2026	Produce a report for district administration on student outcomes.	Student program data trends	District Innovative Programs Committee
Spring 2026	Review and revise, as needed, the application qualifications and processes for students to STEM, Dual Lang, New Tech and P-Tech.	District stakeholders (teachers and district/campus admin)	District Innovative Programs Committee
Spring 2026	Inform district administrators and staff of the student application process, qualifications, and deadlines.	Application process, qualifications, deadline	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Spring 2026	Inform campus administrators and staff of the student application process, qualifications, and deadlines.	Application process, qualifications, deadline	District Innovative Programs Committee
Spring 2026	Inform staff of the staff application process, qualifications, and deadlines.	Application process, qualifications, deadline, Chief Human Resource Officer	District Innovative Programs Committee
Spring 2026	Notify students and families of the application qualifications, process, and deadlines for Cohort 4.	Admission process, qualifications, application	District Innovative Programs Committee
Spring 2026	Notify students, families, and staff of student acceptance into Cohort 4 programs.	Campus administrators, student application process	District Innovative Programs Committee
Spring 2026	Notify staff of their acceptance to teach in the innovative programs.	Campus administrators, staff applications, Chief Human Resource Officer	District Innovative Programs Committee
Spring 2026	Conduct P-Tech, New Tech, Stem student recruiting exhibition.	Student presentations	Program teachers
Spring 2026	Measure the effectiveness of the student recruiting exhibition.	Increase enrollment/applications, exit tickets	Program teachers
Spring 2026	Utilize model district programs to evaluate SFDR-CISD marquee programs.	Model District Leadership	Campus administration, Chief Instructional Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Summer 2026	Update membership in the District Innovative Programs Committee.	Stakeholder lists	Superintendent Designee
Summer 2026	Schedule meetings of the District Innovative Programs Committee.	District calendar	District Innovative Programs Committee
Summer 2026	Finalize the curriculum framework for the innovative programs.	Director of Instruction, current district curriculum, rubric notes	District Innovative Programs Committee
Summer 2026	Plan and schedule Quarter 8 (Fall 2026) training for staff and administrators.	Hired consultants, program curriculum framework, district calendar	Chief Instructional Officer, District Innovative Programs Committee
Summer 2026	Review and revise, as needed, the training effectiveness measure for Quarter 8 training.	Desired training outcomes, technology, curriculum framework	District Innovative Programs Committee
Summer 2026	Plan and schedule Quarter 9 (Spring 2027) training for staff and administrators.	Hired consultants, program curriculum framework, district calendar	Chief Instructional Officer, District Innovative Programs Committee
Summer 2026	Review and revise, as needed, the training effectiveness measure for Quarter 9 training.	Desired training outcomes, technology, curriculum framework	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
YEAR 5	**COHORT 4**		
Summer 2026	Update, as needed, and schedule the orientation session for students and staff (Cohort 4).	Program components, curriculum framework	District Innovative Programs Committee
Summer 2026	Revise, as needed, the effectiveness measure of the orientation session.	Orientation schedule and design, desired outcomes	District Innovative Programs Committee
Fall 2026	Conduct orientation for students and staff (Cohort 4).	Campus Leadership Team	Campus Leadership Team
Fall 2026	Gather data on the effectiveness of the orientation session.	Effectiveness measure, list of attendees	District Innovation Programs Committee
Fall 2026	Implement campus programs (Cohort 4).	Campus selected	Campus administration
Fall 2026	Train hired teachers, district leaders, and campus administrators on necessary curriculum and instruction professional development.	Logistics, materials, trainer, curriculum framework	Chief Instructional Officer, District Innovative Programs Committee
Fall 2026	Gather data on the effectiveness of the curriculum and instruction professional development.	Effectiveness measure, technology, list of attendees	District Innovative Programs Committee
Fall 2026	Review student data.	School program rubrics, student data	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Fall 2026	Hold family and student information sessions regarding STEM, Dual Lang, New Tech High and P-Tech.	Location availability, presenter, interest survey data	District Innovative Programs Committee
Fall 2026	Hold staff information sessions regarding STEM, Dual Lang, New Tech High, and P-Tech.	Location availability, presenter, interest survey data	District Innovative Programs Committee
Fall 2026	Review and revise, as needed, the certifications, qualifications, and application process for hiring staff for STEM, Dual Lang, New Tech and P-Tech.	District and campus administrators	District Innovative Programs Committee
Spring 2027	Implement campus programs (Cohort 4).	Campus selected	Campus administration
Spring 2027	Showcase program outcomes to the community.	Student work	Campus administration, teachers, strategists
Spring 2027	Deliver P-Tech students created lessons to elementary classrooms.	Student lesson plans	P Tech instructors, campus administrators
Spring 2027	Train hired teachers, district leaders, and campus administrators on necessary curriculum and instruction professional development.	Logistics, materials, trainer, curriculum framework	Chief Instructional Officer, District Innovative Programs Committee
Spring 2027	Gather data on the effectiveness of the curriculum and instruction professional development.	Effectiveness measure, technology, list of attendees	District Innovative Programs Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Spring 2027	Review program placement and student data.	Artifacts, student data, school program rubric	District Innovative Programs Committee
Spring 2027	Produce a report for district administration on student outcomes.	Student program data trends	District Innovative Programs Committee
Spring 2027	Review and revise, as needed, the application qualifications and processes for students to STEM, Dual Lang, New Tech and P-Tech.	District stakeholders (teachers and district/campus admin)	District Innovative Programs Committee
Spring 2027	Inform district administrators and staff of the student application process, qualifications, and deadlines.	Application process, qualifications, deadline	District Innovative Programs Committee
Spring 2027	Inform campus administrators and staff of the student application process, qualifications, and deadlines.	Application process, qualifications, deadline	District Innovative Programs Committee
Spring 2027	Inform staff of the staff application process, qualifications, and deadlines.	Application process, qualifications, deadline, Chief of Human Resources	District Innovative Programs Committee
Spring 2027	Notify students and families of the application qualifications, process, and deadlines for Cohort 5.	Admission process, qualifications, application	District Innovative Programs Committee
Spring 2027	Notify students, families, and staff of student acceptance into Cohort 5 programs.	Campus administrators, student applications	District Innovative Programs Committee

SEMESTER – YEAR	ACTION STEPS	RESOURCES	SEMESTER - YEAR
Spring 2027	Notify staff of their acceptance to teach in the innovative programs.	Campus administrators, staff applications, Chief of Human Resources	District Innovative Programs Committee
Spring 2027	Evaluate and realign programs to meet our district's vision and mission.	Community, students and teachers	Campus administration

Strategic Staffing

SMART GOAL:

By 2027, SFDR-CISD will recruit, develop, and retain 100% highly-effective staff.

STRATEGY 1:

Develop and implement a sustainable district-wide system to recruit highly-effective staff.

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Develop committee to establish Teacher Recruitment Committee.	Staff list	Chief Human Resources Officer
Summer 2022	Schedule meetings of the Teacher Recruitment Committee.	District calendar	Teacher Recruitment Committee
Summer 2022	Create a list of benefits of working for SFDR-CISD.	Human Resources Department	Teacher Recruitment Committee
Summer 2022	Gather photos of staff to illustrate benefits of working at SFDR-CISD.	Communications staff, Human Resources Department	Teacher Recruitment Committee

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Update the district webpage with pictures to include the benefits and perks offered at SFDR-CISD.	Pictures of staff with perks, such as laptop, PP, etc., list of benefits, technology, Communications department	Teacher Recruitment Committee
Summer 2022	Establish a specific tab or link on the district website for "Prospective Employees".	Communications department, Technology department	Teacher Recruitment Committee
Summer 2022	Create a survey for new staff about why they accepted employment at SFDR-CISD.	Technology	Teacher Recruitment Committee
Summer 2022	Expand the teacher job fairs to include para-professionals and auxiliary staff.	List of possible para-professional and auxiliary staff positions, list of benefits	Chief Human Resources Officer
Summer 2022	Reach out to university graduates to inform them of teaching opportunities through ACP.	Graduation dates, list of open positions	Chief Human Resources Officer
Summer 2022	Develop a framework that helps attract and retain high-performing teachers through the Teacher Incentive Allotment (TIA-Cohort 2). (Collaborate with High-Quality Instruction.)	TEA chart, DMAC data, principals	Chief Instructional Officer, Chief Human Resources Officer

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Create growth measures (TIA-Cohort 2).	Framework, examples from other districts, teacher committees, TIA website	Chief Human Resources Officer
Fall 2022	Survey new employees to solicit feedback regarding their initial interest in the district and their decision to accept the district's offer of employment.	List of new employees, survey, technology	Teacher Recruitment Committee
Fall 2022	Implement a framework that helps attract and retain high-performing teachers through the Teacher Incentive Allotment (TIA-Cohort 2). (Collaborate with High-Quality Instruction.)	TEA chart, DMAC data, principals	Chief Instructional Officer, Chief Human Resources Officer
Spring 2023	Update membership in the Teacher Recruitment Committee.	Staff list	Chief Human Resources Officer
Spring 2023	Schedule meetings of the Teacher Recruitment Committee.	District calendar	Teacher Recruitment Committee
Spring 2023	Create a survey for staff about why they remain at SFDR-CISD.	Technology	Teacher Recruitment Committee
Spring 2023	Survey staff to find out the reasons why they remain at SFDR-CISD.	Survey, list of retained employees, technology	Teacher Recruitment Committee

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2023	Expand the job fairs to include teachers, para-professionals and auxiliary staff.	List of possible para-professional and auxiliary staff positions, list of benefits	Chief Human Resources Officer
Spring 2023	Continue to implement a framework that helps attract and retain high-performing teachers through the Teacher Incentive Allotment (TIA-Cohort 2). (Collaborate with High-Quality Instruction.)	TEA chart, DMAC data, principals	Chief Instructional Officer, Chief Human Resources Officer
Summer 2023	Review and update, as needed, the district webpage with pictures to include the benefits and perks offered at SFDR-CISD, using survey data from new employees.	Survey feedback from staff accepting positions, Pictures of staff with perks, such as laptop, PP, etc., list of benefits, technology, Communications department	Teacher Recruitment Committee
Summer 2023	Interview staff based upon their survey responses as to why they remain at SFDR-CISD and add videos and statements to the district webpage.	Technology department, survey results	Teacher Recruitment Committee
Summer 2023	Review and revise, as needed, the survey for new staff about why the accepted employment at SFDR-CISD.	Technology	Teacher Recruitment Committee

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Create a one-page brochure that could be presented at job fairs that promotes "Why SFDR-CISD".	Marketing material	Teacher Recruitment Committee
Summer 2023	Reach out to university graduates to inform them of teaching opportunities through ACP.	Graduation dates, list of open positions	Chief Human Resources Officer
Summer 2023	Share marketing materials with universities to inform them of the benefits of working for SFDR-CISD.	One-pager and other marketing materials, list of universities	Chief Human Resources Officer
Summer 2023	Plan and schedule a training for staff on how to promote working for SFDR-CISD.	District calendar, survey results, training desired outcomes	Teacher Recruitment Committee
Summer 2023	Design an effectiveness measure for the staff promotion training.	Training desired outcomes, technology	Teacher Recruitment Committee
Summer 2023	Develop plan to recruit students to enter P-TECH for teaching certification. (Collaborate with Innovative Programs.)	Grow-Your-Own plan, one-pager, teacher survey data, other marketing materials, Chief Human Resources Officer	Teacher Recruitment Committee

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Develop a framework that helps attract and retain high-performing teachers through the Teacher Incentive Allotment (TIA-Cohort 3). (Collaborate with High-Quality Instruction.)	TEA chart, DMAC data, principals	Chief Instructional Officer, Chief Human Resources Officer
Summer 2023	Create growth measures (TIA-Cohort 3).	Framework, examples from other districts, teacher committees, TIA website	Chief Human Resources Officer
Fall 2023	Survey new employees to solicit feedback regarding their initial interest in the district and their decision to accept the offer of employment.	List of new employees, survey, technology	Teacher Recruitment Committee
Fall 2023	Hold staffing meetings with campus administration and determine para-professionals interested in the teaching field.	List of teachers with certifications, list of para-professionals	Principals, Chief Human Resources Officer
Fall 2023	Train staff (faculty meeting) on the "Ways Teachers can Promote SFDR-CISD".	One-pager, district website, campus administrators	Teacher Recruitment Committee
Fall 2023	Gather data on the effectiveness of the promotion training.	Effectiveness measure, list of attendees	Teacher Recruitment Committee

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Implement a framework that helps attract and retain high-performing teachers through the Teacher Incentive Allotment (TIA-Cohort 3). (Collaborate with High-Quality Instruction.)	TEA chart, DMAC data, principals	Chief Instructional Officer, Chief Human Resources Officer
Spring 2024	Update membership in the Teacher Recruitment Committee.	Staff list	Chief Human Resources Officer
Spring 2024	Schedule meetings of the Teacher Recruitment Committee.	District calendar	Teacher Recruitment Committee
Spring 2024	Update, as needed, the survey for staff about why they remain at SFDR-CISD.	Technology	Teacher Recruitment Committee
Spring 2024	Survey staff to find out the reasons they remain at SFDR-CISD.	Survey, list of retained employees, technology	Teacher Recruitment Committee
Spring 2024	Continue to implement a framework that helps attract and retain high-performing teachers through the Teacher Incentive Allotment (TIA-Cohort 3). (Collaborate with High-Quality Instruction.)	TEA chart, DMAC data, principals	Chief Instructional Officer, Chief Human Resources Officer

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	Continue to include teachers, para-professionals and auxiliary staff in job fair recruitment.	List of possible para-professional and auxiliary staff positions, list of benefits	Chief Human Resources Officer
Summer 2024	Review and update, as needed, the district webpage with pictures to include the benefits and perks offered at SFDR-CISD, using survey data from employees.	Survey feedback from staff accepting positions, Pictures of staff with perks, such as laptop, PP, etc., list of benefits, technology, Communications department	Teacher Recruitment Committee
Summer 2024	Interview staff based upon their survey responses as to why they remain at SFDR-CISD and add videos and statements to the district webpage.	Technology department, survey results	Teacher Recruitment Committee
Summer 2024	Review and revise, as needed, the survey for new staff about why they accepted employment at SFDR-CISD.	Technology	Teacher Recruitment Committee
Summer 2024	Review and revise, as needed, the one-page brochure that could be presented at job fairs that promotes "Why SFDR-CISD".	Existing one-pager, survey data	Teacher Recruitment Committee

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2024	Reach out to university graduates to inform them of teaching opportunities through ACP.	Graduation dates, list of open positions	Chief Human Resources Officer
Summer 2024	Share marketing materials with universities to inform them of the benefits of working for SFDR-CISD.	One-pager and other marketing materials, list of universities	Chief Human Resources Officer
Summer 2024	Look to partner with other universities to support para-professionals in acquiring a bachelor's degree and certification.	Grow-Your-Own Plan, counselors, Chief Human Resources Officer	Teacher Recruitment Committee
Summer 2024	Update, as needed, and schedule the training for staff on how to promote working for SFDR-CISD.	District calendar, survey results, training desired outcomes, effectiveness feedback, prior training	Teacher Recruitment Committee
Summer 2024	Revise, as needed, the effectiveness measure for the staff promotion training.	Training desired outcomes, technology	Teacher Recruitment Committee
Summer 2024	Develop a framework that helps attract and retain high-performing teachers through the Teacher Incentive Allotment (TIA-Cohort 4). (Collaborate with High-Quality Instruction.)	TEA chart, DMAC data, principals	Chief Instructional Officer, Chief Human Resources Officer

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\DEPARTMENT
Summer 2024	Create growth measures (TIA-Cohort 4).	Framework, examples from other districts, teacher committees, TIA website	Chief Human Resources Officer
Summer 2024	Continue to develop the plan to recruit students to enter P-TECH for teaching certification. (Collaborate with Innovative Programs.)	Grow-Your-Own plan, one-pager, teacher survey data, other marketing materials, Chief Human Resources Officer	Teacher Recruitment Committee
Summer 2024	Collect data on the effectiveness of the Teacher Incentive Allotment and its impact on teacher retention.	Retention data, TIA data, Chief Human Resources Officer	Teacher Recruitment Committee
Fall 2024	Survey new employees to solicit feedback regarding their initial interest in the district and their decision to accept the offer of employment.	List of new employees, survey, technology	Teacher Recruitment Committee
Fall 2024	Hold staffing meetings with campus administration and determine para-professionals interested in the teaching field.	List of teachers with certifications, list of para-professionals	Principals, Chief Human Resources Officer
Fall 2024	Train staff (faculty meeting) on the "Ways Teachers can Promote SFDR-CISD".	One-pager, district website, campus administrators	Teacher Recruitment Committee

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2024	Gather data on the effectiveness of the promotion training.	Effectiveness measure, list of attendees	Teacher Recruitment Committee
Fall 2024	Implement a framework that helps attract and retain high-performing teachers through the Teacher Incentive Allotment (TIA-Cohort 4). (Collaborate with High-Quality Instruction.)	TEA chart, DMAC data, principals	Chief Instructional Officer, Chief Human Resources Officer
Spring 2025	Update membership in the Teacher Recruitment Committee.	Staff list	Chief Human Resources Officer
Spring 2025	Schedule meetings of the Teacher Recruitment Committee.	District calendar	Teacher Recruitment Committee
Spring 2025	Update, as needed, the survey for staff about why they remain at SFDR-CISD.	Technology	Teacher Recruitment Committee
Spring 2025	Survey staff to find out the reasons why they remain at SFDR-CISD.	Survey, list of retained employees. technology	Teacher Recruitment Committee
Spring 2025	Continue to include teachers, para-professionals and auxiliary staff in job fair recruitment.	List of possible para-professional and auxiliary staff positions, list of benefits	Chief Human Resources Officer

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2025	Continue to implement a framework that helps attract and retain high-performing teachers through the Teacher Incentive Allotment (TIA-Cohort 4). (Collaborate with High-Quality Instruction.)	TEA chart, DMAC data, principals	Chief Instructional Officer, Chief Human Resources Officer
Summer 2025	Review and update, as needed, the district webpage with pictures to include the benefits and perks offered at SFDR-CISD, using survey data from new employees.	Survey feedback from staff accepting positions, Pictures of staff with perks, such as laptop, PP, etc., list of benefits, technology, Communications department	Teacher Recruitment Committee
Summer 2025	Interview staff based upon their survey responses as to why they remain at SFDR-CISD and add videos and statements to the district webpage.	Technology department, survey results	Teacher Recruitment Committee
Summer 2025	Review and revise, as needed, the survey for new staff about why they accepted employment at SFDR-CISD.	Technology	Teacher Recruitment Committee
Summer 2025	Review and revise, as needed, the one-page brochure that could be presented at job fairs that promotes "Why SFDR-CISD".	Existing one-pager, survey data	Teacher Recruitment Committee

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Reach out to university graduates to inform them of teaching opportunities through ACP.	Graduation dates, list of open positions	Chief Human Resources Officer
Summer 2025	Share marketing materials with universities to inform them of the benefits of working for SFDR-CISD.	One-pager and other marketing materials, list of universities	Chief Human Resources Officer
Summer 2025	Renew existing partnerships and look to other potential universities to support para-professionals in acquiring a bachelor's degree and certification.	Grow-Your-Own Plan, counselors, Chief Human Resources Officer	Teacher Recruitment Committee
Summer 2025	Update, as needed, and schedule the training for staff on how to promote working for SFDR-CISD.	District calendar, survey results, training desired outcomes, effectiveness feedback, prior training	Teacher Recruitment Committee
Summer 2025	Revise, as needed, the effectiveness measure for the staff promotion training.	Training desired outcomes, technology	Teacher Recruitment Committee
Summer 2025	Develop the framework that helps attract and retain high-performing teachers through the Teacher Incentive Allotment (TIA- Cohort 5). (Collaborate with High-Quality Instruction.)	TEA chart, DMAC data, principals	Chief Instructional Officer, Chief Human Resources Officer

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\DEPARTMENT
Summer 2025	Create growth measures (TIA-Cohort 5).	Framework, examples from other districts, teacher committees, TIA website	Chief Human Resources Officer
Summer 2025	Collect data on the effectiveness of the Teacher Incentive Allotment and its impact on teacher retention.	Retention data, TIA data, Chief Human Resources Officer	Teacher Recruitment Committee
Summer 2025	Continue to develop the plan to recruit students to enter P-TECH for teaching certification. (Collaborate with Innovative Programs.)	Grow-Your-Own plan, one-pager, teacher survey data, other marketing materials, Chief Human Resources Officer	Teacher Recruitment Committee
Summer 2025	Collect data on the effectiveness of the Teacher Incentive Allotment and its impact on teacher retention.	Retention data, TIA data, Chief Human Resources Officer	Teacher Recruitment Committee
Fall 2025	Survey new employees to solicit feedback regarding their initial interest in the district and their decision to accept the offer of employment.	List of new employees, survey, technology	Teacher Recruitment Committee
Fall 2025	Hold staffing meetings with campus administration and determine para-professionals interested in the teaching field.	List of teachers with certifications, list of para-professionals	Principals, Chief Human Resources Officer

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\DEPARTMENT
Fall 2025	Train staff (faculty meeting) on the "Ways Teachers can Promote SFDR-CISD".	One-pager, district website, campus administrators	Teacher Recruitment Committee
Fall 2025	Gather data on the effectiveness of the promotion training.	Effectiveness measure, list of attendees	Teacher Recruitment Committee
Fall 2025	Implement a framework that helps attract and retain high-performing teachers through the Teacher Incentive Allotment (TIA-Cohort 5). (Collaborate with High-Quality Instruction.)	TEA chart, DMAC data, principals	Chief Instructional Officer, Chief Human Resources Officer
Spring 2026	Update membership in the Teacher Recruitment Committee.	Staff list	Chief Human Resources Officer
Spring 2026	Schedule meetings of the Teacher Recruitment Committee.	District calendar	Teacher Recruitment Committee
Spring 2026	Update, as needed, the survey for staff about why they remain at SFDR-CISD.	Technology	Teacher Recruitment Committee
Spring 2026	Survey staff to find out the reasons they remain at SFDR-CISD.	Survey, list of retained employees. technology	Teacher Recruitment Committee
Spring 2026	Continue to include teachers, para-professionals and auxiliary staff in job fair recruitment.	List of possible para-professional and auxiliary staff positions, list of benefits	Chief Human Resources Officer

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2026	Continue to implement a framework that helps attract and retain high-performing teachers through the Teacher Incentive Allotment (TIA-Cohort 5). (Collaborate with High-Quality Instruction.)	TEA chart, DMAC data, principals	Chief Instructional Officer, Chief Human Resources Officer
Summer 2026	Review and update, as needed, the district webpage with pictures to include the benefits and perks offered at SFDR-CISD, using survey data from new employees.	Survey feedback from staff accepting positions, Pictures of staff with perks, such as laptop, PP, etc., list of benefits, technology, Communications department	Teacher Recruitment Committee
Summer 2026	Interview staff based upon their survey responses as to why they remain at SFDR-CISD and add videos and statements to the district webpage.	Technology department, survey results	Teacher Recruitment Committee
Summer 2026	Review and revise, as needed, the survey for new staff about why the accepted employment at SFDR-CISD.	Technology	Teacher Recruitment Committee
Summer 2026	Review and revise, as needed, the one-page brochure that could be presented at job fairs that promotes "Why SFDR-CISD".	Existing one-pager, survey data	Teacher Recruitment Committee

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2026	Reach out to university graduates to inform them of teaching opportunities through ACP.	Graduation dates, list of open positions	Chief Human Resources Officer
Summer 2026	Share marketing materials with universities to inform them of the benefits of working for SFDR-CISD.	One-pager and other marketing materials, list of universities	Chief Human Resources Officer
Summer 2026	Renew existing partnerships and look to other potential universities to support para-professionals in acquiring a bachelor's degree and certification.	Grow-Your-Own Plan, counselors, Chief Human Resources Officer	Teacher Recruitment Committee
Summer 2026	Update, as needed, and schedule the training for staff on how to promote working for SFDR-CISD.	District calendar, survey results, training desired outcomes, effectiveness feedback, prior training	Teacher Recruitment Committee
Summer 2026	Revise, as needed, the effectiveness measure for the staff promotion training.	Training desired outcomes, technology	Teacher Recruitment Committee
Summer 2026	Update, as needed, the framework that helps attract and retain high-performing teachers through the Teacher Incentive Allotment (TIA). (Collaborate with High-Quality Instruction.)	TEA chart, DMAC data, principals	Chief Instructional Officer, Chief Human Resources Officer

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2026	Collect data on the effectiveness of the Teacher Incentive Allotment and its impact on teacher retention.	Retention data, TIA data, Chief Human Resources Officer	Teacher Recruitment Committee
Summer 2026	Integrate teacher retention and TIA data into teacher recruitment marketing materials and district website.	Technology, retention data, TIA data, Chief Human Resources Officer	Teacher Recruitment Committee
Summer 2026	Continue to develop the plan to recruit students to enter P-TECH for teaching certification. (Collaborate with Innovative Programs.)	Grow-Your-Own plan, one-pager, teacher survey data, other marketing materials, Chief Human Resources Officer	Teacher Recruitment Committee
Fall 2026	Survey new employees to solicit feedback regarding their initial interest in the district and their decision to accept the offer of employment.	List of new employees, survey, technology	Teacher Recruitment Committee
Fall 2026	Hold staffing meetings with campus administration and determine para-professionals interested in the teaching field.	List of teachers with certifications, list of para-professionals	Principals, Chief Human Resources Officer
Fall 2026	Train staff (faculty meeting) on the "Ways Teachers can Promote SFDR-CISD".	One-pager, district website, campus administrators	Teacher Recruitment Committee
Fall 2026	Gather data on the effectiveness of the promotion training.	Effectiveness measure, list of attendees	Teacher Recruitment Committee

SEMESTER – YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2026	Continue to implement a framework that helps attract and retain high-performing teachers through the Teacher Incentive Allotment (TIA). (Collaborate with High-Quality Instruction.)	TEA chart, DMAC data, principals	Chief Instructional Officer, Chief Human Resources Officer
Spring 2027	Update membership in the Teacher Recruitment Committee.	Staff list	Chief Human Resources Officer
Spring 2027	Schedule meetings of the Teacher Recruitment Committee.	District calendar	Teacher Recruitment Committee
Spring 2027	Update, as needed, the survey for staff about why they remain at SFDR-CISD.	Technology	Teacher Recruitment Committee
Spring 2027	Survey staff to find out the reasons they remain at SFDR-CISD.	Survey, list of retained employees. technology	Teacher Recruitment Committee
Spring 2027	Continue to include teachers, para-professionals and auxiliary staff in job fair recruitment.	List of possible para-professional and auxiliary staff positions, list of benefits	Chief Human Resources Officer
Spring 2027	Continue to implement a framework that helps attract and retain high-performing teachers through the Teacher Incentive Allotment (TIA). (Collaborate with High-Quality Instruction.)	TEA chart, DMAC data, principals	Chief Instructional Officer, Chief Human Resources Officer

STRATEGY 2:

Create and implement a sustainable and differentiated district-wide system to develop and retain highly-effective staff.

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Create a Grow Your Own committee specific to increasing certifications in special education, bilingual education, P-Tech education, and training pathway.	List of qualified staff members, Special Education Director, Bilingual Education Director	Director of Human Resources
Summer 2022	Schedule meetings of the Grow Your Own Committee.	District calendar	Grow Your Own Committee
Summer 2022	Investigate partnerships with universities to assist with certifications.	List of possible MOU partners	Grow Your Own Committee
Summer 2022	Develop a partnership proposal (MOU with universities) for district leadership.	Possible partner university, desired outcomes from partnership	Grow Your Own Committee
Summer 2022	Propose partnership for the education and training classes.	List of possible partnership universities	Grow Your Own Committee
Summer 2022	Collect information on certification details (dates, location, cost, timeline, reimbursement).	State certification information, Human Resources department	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Analyze budget for possible test reimbursement for test takers that pass certification exam.	Budget, cost information, Human Resources department, Chief Financial Officer	Grow Your Own Committee
Summer 2022	Propose reimbursement, if needed, for Special Education Certification test.	State certification information, cost of testing	Chief Human Resource Officer
Summer 2022	Develop a timeline for preparation and certification testing.	State certification and testing information	Grow Your Own Committee
Summer 2022	Determine study session times and dates.	District calendar	Grow Your Own Committee
Summer 2022	Develop an informative brochure.	Information collected	Grow Your Own Committee
Summer 2022	Create a website page or link for certification preparation and support.	Technology	Grow Your Own Committee
Summer 2022	Post timeline, study session dates, and other information about certification support on the district website.	Testing information, preparation information, brochure, technology	Grow Your Own Committee
Summer 2022	Create a survey on interest in certifications in special education, bilingual education, P-Tech education.	Google forms	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2022	Create a script of information about the Grow Your Own program details for campus leaders to use.	Grow Your Own program details	Grow Your Own Committee
Summer 2022	Create a Substitute Committee.	Stakeholder list	Chief Human Resources Officer
Summer 2022	Schedule meetings of the Substitute Committee.	District calendar	Substitute Committee
Summer 2022	Create a survey for staff to determine substitute teacher skill set.	Technology	Substitute Committee
Summer 2022	Plan professional development for Emergency Certification Program teachers.	Certification information	Grow Your Own Committee
Summer 2022	Schedule professional development for Emergency Certification Program.	District calendar	Grow Your Own Committee
Fall 2022	Share Grow Your Own program information with staff and P-Tech students.	Script, program details, summary of notes	Campus principals
Fall 2022	Send out interest inquiry survey to teachers, staff, instructional aides, and P-Tech Education and Training students.	Survey link	Grow Your Own Committee
Fall 2022	Create a roster of staff committed to testing for certification in special education or bilingual education.	Survey results	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2022	Meet with cohort for orientation and provide study resources, details, and timeline.	Agenda, study resources, timeline (print/digital)	Grow Your Own Committee
Fall 2022	Share test registration information with teachers enrolled in Grow Your Own program.	Test information	Grow Your Own Committee
Fall 2022	Meet with Emergency Certification Program teachers for orientation and provide study resources, details, and timeline.	Agenda, study resources, timeline (print/digital)	Grow Your Own Committee
Fall 2022	Conduct professional development for Emergency Certification Program teachers.	Materials, trainers, study resources	Grow Your Own Committee
Fall 2022	Share test registration information with Emergency Certification Program teachers.	Test information	Grow Your Own Committee
Fall 2022	Refine substitute list to include only substitutes available to work.	Substitute list	Substitute Committee
Fall 2022	Send updated substitute list to campuses.	Substitute list	Substitute Committee
Fall 2022	Form a District Campus Culture Committee (1 staff, 1 teacher from each campus and principals).	District staff and teachers	Chief Human Resources Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\DEPARTMENT
Fall 2022	Develop a committee meeting schedule based on district schedule.	District schedule	District Campus Culture Committee
Fall 2022	Develop a campus culture survey aligned to the district beliefs, mission and vision.	District Mission, Belief, and Vision Statements, current campus climate survey	District Campus Culture Committee
Fall 2022	Distribute campus culture surveys-to stakeholders (staff, students, community members).	Campus Culture survey, technology	District Campus Culture Committee
Spring 2023	Ensure teachers enrolled in Grow Your Own program register for certification test.	Testing website, funds to cover cost of test	Grow Your Own Committee
Spring 2023	Complete certification test.	Transportation to/from testing site	Teacher
Spring 2023	Support teachers who passed test to apply for certification with TEA.	TEA website, cost of application certification	Grow Your Own Committee
Spring 2023	Support teachers who did not pass test to reregister for test.	TEA website, cost of application certification	Grow Your Own Committee
Spring 2023	Provide additional support and materials for teachers who need to retake the certification test.	Test preparation materials	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2023	Ensure teachers enrolled in Emergency Certification Program register for certification test.	Testing website, funds to cover cost of test	Grow Your Own Committee
Spring 2023	Complete certification test.	Transportation to/from testing site	Emergency Certification Program teachers
Spring 2023	Support Emergency Certification Program teachers who passed test to apply for certification with TEA.	TEA website, cost of application certification	Grow Your Own Committee
Spring 2023	Support Emergency Certification Program teachers who did not pass test to reregister for test.	TEA website, cost of application certification	Grow Your Own Committee
Spring 2023	Provide additional support and materials for Emergency Certification Program teachers who need to retake the certification test.	Test preparation materials	Grow Your Own Committee
Spring 2023	Survey campus staff to determine needs to improve substitutes skill set through professional development.	Survey, staff lists, campus principals, technology	Substitute Committee
Spring 2023	Analyze campus culture survey data.	Campus Culture Report	District Campus Culture Committee
Spring 2023	Create a report from data received from surveys addressing campus culture.	Data from surveys, technology	District Campus Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2023	Create a list of recommendations to address areas of concern revealed by survey data.	Campus Culture Report	District Campus Culture Committee
Spring 2023	Review the recommendation list with campus leaders. (Collaborate with Focused Leadership.)	Recommendation list	District Campus Culture Committee
Spring 2023	Analyze T-TESS data at the beginning and end of semester. (Collaborate with Focused Leadership, Highly-Effective Instruction.)	T-TESS	Campus principals
Spring 2023	Identify struggling teachers.	T-TESS data, campus principals	Campus principals
Spring 2023	Provide list of struggling teachers to Chief Human Resources Officer.	List of struggling teachers	Chief Human Resources Officer
Spring 2023	Follow up with struggling teachers to develop needs to create or develop a coaching plan. (Collaborate with Focused Leadership, Highly-Effective Instruction.)	T-TESS, planning protocol	Campus principals
Spring 2023	Conduct exit interviews for employees leaving the district.	Exit survey	Chief Human Resources Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Update, as needed, membership in the Grow Your Own committee specific to increasing certifications in special education, bilingual education, P-Tech education, and training pathway.	List of qualified staff members, Special Education Director, Bilingual Education Director	Director of Human Resources
Summer 2023	Schedule meetings of the Grow Your Own Committee.	District calendar	Grow Your Own Committee
Summer 2023	Evaluate success of Grow Your Own program.	Number of Grow Your Own participants who pass test	Grow Your Own Committee
Summer 2023	Adjust Grow Your Own program, utilizing results from evaluation, as needed.	Certification results, existing program materials	Grow Your Own Committee
Summer 2023	Propose renewed partnership for the education and training classes.	Existing MOUs	Grow Your Own Committee
Summer 2023	Collect information on certification details (dates, location, cost, timeline, reimbursement).	State certification information, Human Resources department	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Analyze budget for possible test reimbursement for test takers that pass certification exam.	Budget, cost information, Human Resources department, Chief Financial Officer	Grow Your Own Committee
Summer 2023	Propose reimbursement, if needed, for Special Education Certification test.	State certification information, cost of testing	Chief Human Resource Officer
Summer 2023	Develop a timeline for preparation and certification testing.	State certification and testing information	Grow Your Own Committee
Summer 2023	Determine study session times and dates.	District calendar	Grow Your Own Committee
Summer 2023	Update, as needed, the informative brochure.	Information collected	Grow Your Own Committee
Summer 2023	Update, as needed, the website page or link for certification preparation and support.	Technology	Grow Your Own Committee
Summer 2023	Post timeline, study session dates, and other information about certification support on the district website.	Testing information, preparation information, brochure, technology	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Update, as needed, the survey on interest in certifications in special education, bilingual education, P-Tech education.	Google forms	Grow Your Own Committee
Summer 2023	Review and revise, as needed, the script of information about the Grow Your Own program details for campus leaders to use.	Grow Your Own program details	Grow Your Own Committee
Summer 2023	Update, as needed, membership in the Substitute Committee.	Stakeholder list	Chief Human Resources Officer
Summer 2023	Schedule meetings of the Substitute Committee.	District calendar	Substitute Committee
Summer 2023	Update, as needed, the survey for staff to determine substitute teacher skill set.	Technology	Substitute Committee
Summer 2023	Create staff development and orientation plan for substitute teachers.	Survey results, Human Resources, Curriculum and Instruction	Substitute Committee
Summer 2023	Develop a feedback system for campuses to log positive and negative substitute experiences.	Feedback form	Substitute Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2023	Update, as needed, and schedule the professional development for Emergency Certification Program teachers.	Certification information, results from prior year's certification, district calendar	Grow Your Own Committee
Summer 2023	Review and modify previous list of recommendations to address new or continuing areas of concern revealed by survey data.	Campus Culture Report	District Campus Culture Committee
Summer 2023	Create activities to promote positive culture during monthly professional development in-service and schedule.	Survey data, materials, trainers, district calendar	District Campus Culture Committee
Summer 2023	Develop a way to measure the effectiveness of the campus culture activities.	Desired activities outcomes, technology	District Campus Culture Committee
Summer 2023	Plan and schedule professional development for new and struggling teachers. (Collaborate with Highly-Effective Instruction.)	T-TESS data, district calendar	Chief Instructional Officer
Summer 2023	Develop an effectiveness measure for the professional development for new and struggling teachers.	Training desired outcomes, technology	Chief Instructional Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Share Grow Your Own program information with staff and P-Tech students.	Script, program details, summary of notes	Campus principals
Fall 2023	Send out interest inquiry survey to teachers, staff, instructional aides, and P-Tech Education and Training students.	Survey link	Grow Your Own Committee
Fall 2023	Create a roster of staff committed to testing for certification in special education or bilingual education.	Survey results	Grow Your Own Committee
Fall 2023	Meet with cohort for orientation and provide study resources, details, and timeline.	Agenda, study resources, timeline (print/digital)	Grow Your Own Committee
Fall 2023	Share test registration information with teachers enrolled in the Grow Your Own program.	Test information	Grow Your Own Committee
Fall 2023	Refine substitute list to include only substitutes available to work.	Substitute list	Substitute Committee
Fall 2023	Send updated substitute list to campuses.	Substitute list	Substitute Committee
Fall 2023	Continue to implement substitute orientation and development plan.	Development plan, list of substitutes	Substitute Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Train campus staff on how to use the substitute feedback system.	Feedback system and forms	Substitute Committee
Fall 2023	Implement the substitute feedback system.	Feedback system and forms	Campus staff
Fall 2023	Meet with Emergency Certification Program teachers for orientation and provide study resources, details, and timeline.	Agenda, study resources, timeline (print/digital)	Grow Your Own Committee
Fall 2023	Conduct professional development for Emergency Certification Program teachers.	Materials, trainers, study resources	Grow Your Own Committee
Fall 2023	Share test registration information with Emergency Certification Program teachers.	Test information	Grow Your Own Committee
Fall 2023	Update, as needed, membership in the District Campus Culture Committee (1 staff, 1 teacher from each campus and principals).	District staff and teachers	Chief Human Resources Officer
Fall 2023	Schedule District Campus Culture Committee meetings.	District schedule	District Campus Culture Committee
Fall 2023	Update, as needed, the campus culture survey aligned to the district beliefs, mission and vision.	District Mission, Belief, and Vision statements, current campus climate survey	District Campus Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Distribute campus culture surveys to stakeholders (staff, students, community members).	Campus Culture survey, technology	District Campus Culture Committee
Fall 2023	Implement monthly campus culture activities during professional development.	Professional development campus culture schedule, activities list	Principals, campus leaders
Fall 2023	Collect data on the effectiveness of the campus culture activities.	Effectiveness measure, technology, sign-in sheets from meetings	District Campus Culture Committee
Fall 2023	Review current insurance benefits.	EBSS, Chief Human Resources Officer	Human Resources, Employee Benefits
Fall 2023	Propose adjustments to insurance benefits, if necessary.	EBSS, Chief Human Resources Officer	Chief Human Resources Officer
Fall 2023	Share exit interview data with campus principals.	Exit survey spreadsheet	Chief Human Resources Officer
Fall 2023	Provide professional development for new and struggling teachers. (Collaborate with Highly-Effective Instruction.)	T-TESS rubric	Chief Instructional Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2023	Measure the effectiveness of the new and struggling teacher training.	Effectiveness measure, technology, sign-in sheets	Chief Instructional Officer
Fall 2023	Monitor teacher progress after targeted professional development.	Planning protocol, walk-throughs, coaching loop	Campus principals
Spring 2023	Evaluate annual salary schedule.	TASB Salary Study	Human Resources department
Spring 2023	Analyze budget for possible bonus pay and Incentives (special pops).	TASB Salary Study, district budget	Human Resources department
Spring 2023	Propose salary adjustments, as needed.	TASB Salary Study	Chief Human Resources Office
Spring 2024	Ensure teachers enrolled in Grow Your Own program register for certification tests.	Testing website, funds to cover cost of test	Grow Your Own Committee
Spring 2024	Complete certification test.	Transportation to/from the testing site	Teacher
Spring 2024	Support teachers who passed tests to apply for certification with TEA.	TEA website, cost of application certification	Grow Your Own Committee
Spring 2024	Support teachers who did not pass test to reregister for test.	TEA website, cost of application certification	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	Provide additional support and materials for teachers who need to retake the certification test.	Test preparation materials	Grow Your Own Committee
Spring 2024	Ensure teachers enrolled in Emergency Certification Program register for certification test.	Testing website, funds to cover cost of test	Grow Your Own Committee
Spring 2024	Complete certification test.	Transportation to/from testing site	Emergency Certification Program teachers
Spring 2024	Support Emergency Certification Program teachers who passed test to apply for certification with TEA.	TEA website, cost of application certification	Grow Your Own Committee
Spring 2024	Support Emergency Certification Program teachers who did not pass test to reregister for test.	TEA website, cost of application certification	Grow Your Own Committee
Spring 2024	Provide additional support and materials for Emergency Certification Program teachers who need to retake the certification test.	Test preparation materials	Grow Your Own Committee
Spring 2024	Survey campus staff to determine needs to improve substitutes skill set through professional development.	Survey, staff lists, campus principals, technology	Substitute Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	Teach principals and attendance clerks how to give substitute feedback. (Collaborate with Focused Leadership.)	Feedback form	Substitute Committee
Spring 2024	Distribute end-of-year campus culture surveys to be distributed to stakeholders (staff, students, community members).	Campus culture survey, technology	District Campus Culture Committee
Spring 2024	Analyze campus culture survey data.	Campus Culture Report	District Campus Culture Committee
Spring 2024	Create a report from data received from surveys addressing campus culture.	Data from surveys, technology	District Campus Culture Committee
Spring 2024	Create a list of recommendations to address areas of concern revealed by survey data.	Campus Culture Report	District Campus Culture Committee
Spring 2024	Review the recommendation list with campus leaders. (Collaborate with Focused Leadership.)	Recommendation list	District Campus Culture Committee
Spring 2024	Implement monthly campus culture activities during professional development.	Professional development activity list	Principals, campus leaders
Spring 2024	Collect data on the effectiveness of the campus culture activities.	Effectiveness measure, technology, sign-in sheets from meetings	District Campus Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2024	Analyze T-TESS data from the beginning and end of semester. (Collaborate with Focused Leadership, Highly-Effective Instruction.)	T-TESS data	Campus principals
Spring 2024	Identify struggling teachers.	T-TESS data, campus principals	Campus principals
Spring 2024	Provide list of struggling teachers to Chief Human Resources Officer.	List of struggling teachers	Chief Human Resources Officer
Spring 2024	Follow up with struggling teachers to develop needs to create or develop a coaching plan. (Collaborate with Focused Leadership, Highly-Effective Instruction.)	T-TESS, Planning Protocol	Campus principals
Spring 2024	Conduct exit interviews for employees leaving the district.	Exit survey	Chief Human Resources Officer
Summer 2024	Update, as needed, membership in the Grow Your Own committee specific to increasing certifications in special education, bilingual education, P-Tech education, and training pathway.	List of qualified staff members, Special Education Director, Bilingual Education Director	Director of Human Resources
Summer 2024	Schedule meetings of the Grow Your Own Committee.	District calendar	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2024	Evaluate success of the Grow Your Own program.	Number of Grow Your Own participants who pass test	Grow Your Own Committee
Summer 2024	Adjust Grow Your Own program, utilizing results from evaluation as needed.	Certification results, existing program materials	Grow Your Own Committee
Summer 2024	Propose renewed partnership for the education and training classes.	Existing MOUs	Grow Your Own Committee
Summer 2024	Collect information on certification details (dates, location, cost, timeline, reimbursement).	State certification information, Human Resources department	Grow Your Own Committee
Summer 2024	Analyze budget for possible test reimbursement for test takers that pass certification exam.	Budget, cost information, Human Resources department, Chief Financial Officer	Grow Your Own Committee
Summer 2024	Propose reimbursement, if needed, for Special Education Certification test.	State certification information, cost of testing	Chief Human Resource Officer
Summer 2024	Develop a timeline for preparation and certification testing.	State certification and testing information	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2024	Determine study session times and dates.	District calendar	Grow Your Own Committee
Summer 2024	Update, as needed, the informative brochure.	Information collected	Grow Your Own Committee
Summer 2024	Update, as needed, the website page or link for certification preparation and support.	Technology	Grow Your Own Committee
Summer 2024	Post timeline, study session dates, and other information about certification support on the district website.	Testing information, preparation information, brochure, technology	Grow Your Own Committee
Summer 2024	Update, as needed, the survey on interest in certifications in special education, bilingual education, P-Tech education.	Google forms	Grow Your Own Committee
Summer 2024	Review and revise, as needed, the script of information about the Grow Your Own program details for campus leaders to use.	Grow Your Own program details	Grow Your Own Committee
Summer 2024	Update, as needed, membership in the Substitute Committee.	Stakeholder list	Chief Human Resources Officer
Summer 2024	Schedule meetings of the Substitute Committee.	District calendar	Substitute Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2024	Update, as needed, the survey for staff to determine substitute teacher skill set.	Technology	Substitute Committee
Summer 2024	Update, as needed, the staff development and orientation plan for substitute teachers.	Previous substitute development and orientation plan, survey results, Human Resources, Curriculum and Instruction	Substitute Committee
Summer 2024	Update, as needed, the feedback system for campuses to log positive and negative substitute experiences.	Previous feedback form	Substitute Committee
Summer 2024	Develop marketing materials to recruit substitutes.	Technology, other marketing materials	Substitute Committee
Summer 2024	Recruit substitutes.	Substitute orientation and marketing	Human Resources department
Summer 2024	Update, as needed, and schedule the professional development for Emergency Certification Program teachers.	Certification information, results from prior year's certification, district calendar	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2024	Review and modify previous list of recommendations to address new or continuing areas of concern revealed by survey data.	Campus Culture Report	District Campus Culture Committee
Summer 2024	Create activities to promote positive culture during monthly professional development in-service and schedule.	Survey data, materials, trainers, district calendar	District Campus Culture Committee
Summer 2024	Revise, as needed, the way to measure the effectiveness of the campus culture activities.	Desired activities outcomes, technology	District Campus Culture Committee
Summer 2024	Plan and schedule professional development for new and struggling teachers. (Collaborate with Highly-Effective Instruction.)	District calendar, T-TESS data, effectiveness data from previous training	Chief Instructional Officer
Summer 2024	Revise, as needed, the effectiveness measure for the professional development for new and struggling teachers.	Effectiveness measure, desired training outcomes	Chief Instructional Officer
Summer 2024	Plan and schedule new administrators and renew training for returning administrators on positive leadership and campus culture. (Collaborate with Focused Leadership.)	Administrator list, district calendar, trainer, materials	District Campus Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2024	Develop a way to assess an effectiveness measure for the leader training on positive leadership and campus culture.	Desired training outcomes, technology	District Campus Culture Committee
Summer 2024	Conduct new administrators and renew training for returning administrators on positive leadership and campus culture. (Collaborate with Focused Leadership.)	Trainer, materials	District Campus Culture Committee
Summer 2024	Gather data on the effectiveness of the training for administrators on positive leadership and campus culture.	Effectiveness measure, sign-in sheets	District Campus Culture Committee
Fall 2024	Share Grow Your Own program information with staff and P-Tech students.	Script, program details, summary of notes	Campus principals
Fall 2024	Send out interest inquiry survey to teachers, staff, instructional aides, and P-Tech Education and Training students.	Survey link	Grow Your Own Committee
Fall 2024	Create a roster of staff committed to testing for certification in special education or bilingual education.	Survey results	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2024	Meet with cohort for orientation and provide study resources, details, and timeline.	Agenda, study resources, timeline (print/digital)	Grow Your Own Committee
Fall 2024	Share test registration information with teachers enrolled in Grow Your Own program.	Test information	Grow Your Own Committee
Fall 2024	Refine substitute list to include only substitutes available to work.	Substitute list	Substitute Committee
Fall 2024	Send updated substitute list to campuses.	Substitute list	Substitute Committee
Fall 2024	Implement substitute orientation and development plan.	Development plan, list of substitutes	Substitute Committee
Fall 2024	Train campus staff on how to use the substitute feedback system.	Feedback system and forms	Substitute Committee
Fall 2024	Implement the substitute feedback system.	Feedback system and forms	Campus staff
Fall 2024	Meet with Emergency Certification Program teachers for orientation and provide study resources, details, and timeline.	Agenda, study resources, timeline (print/digital).	Grow Your Own Committee
Fall 2024	Conduct professional development for Emergency Certification Program teachers.	Materials, trainers, study resources	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2024	Share test registration information with Emergency Certification Program teachers.	Test information	Grow Your Own Committee
Fall 2024	Update, as needed, membership in the District Campus Culture Committee (1 staff, 1 teacher from each campus and principals).	District staff and teachers	Chief Human Resources Officer
Fall 2024	Schedule District Campus Culture Committee meetings.	District schedule	District Campus Culture Committee
Fall 2024	Update, as needed, the campus culture survey aligned to the district beliefs, mission and value.	District Mission, Belief, and Vision Statements, current campus climate survey	District Campus Culture Committee
Fall 2024	Distribute campus culture surveys to stakeholders (staff, students, community members).	Campus Culture survey, technology	District Campus Culture Committee
Fall 2024	Implement monthly campus culture activities during professional development.	Professional development campus culture schedule, activities list	Principals, campus leaders
Fall 2024	Collect data on the effectiveness of the campus culture activities.	Effectiveness measure, technology, sign-in sheets from meetings	District Campus Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\DEPARTMENT
Fall 2024	Share exit interview data with campus principals.	Exit survey spreadsheet	Chief Human Resources Officer
Fall 2024	Provide professional development for new and struggling teachers. (Collaborate with Highly-Effective Instruction.)	T-TESS rubric	Chief Instructional Officer
Fall 2024	Measure the effectiveness of the new and struggling teacher training.	Effectiveness measure, technology, sign-in sheets	Chief Instructional Officer
Fall 2024	Monitor teacher progress after targeted professional development.	Planning protocol, walk-throughs, coaching loop	Campus principals
Spring 2025	Ensure teachers enrolled in Grow Your Own program register for certification test.	Testing website, funds to cover cost of test	Grow Your Own Committee
Spring 2025	Complete certification test.	Transportation to/from the testing site	Teacher
Spring 2025	Support teachers who passed tests to apply for certification with TEA.	TEA website, cost of application certification	Grow Your Own Committee
Spring 2025	Support teachers who did not pass test to re-register for test.	TEA website, cost of application certification	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2025	Provide additional support and materials for teachers who need to retake the certification test.	Test preparation materials	Grow Your Own Committee
Spring 2025	Ensure teachers enrolled in Emergency Certification Program register for certification test.	Testing website, funds to cover cost of test	Grow Your Own Committee
Spring 2025	Complete certification test.	Transportation to/from testing site	Emergency Certification Program teachers
Spring 2025	Support Emergency Certification Program teachers who passed test to apply for certification with TEA.	TEA website, cost of application certification	Grow Your Own Committee
Spring 2025	Support Emergency Certification Program teachers who did not pass test to reregister for test.	TEA website, cost of application certification	Grow Your Own Committee
Spring 2025	Provide additional support and materials for Emergency Certification Program teachers who need to retake the certification test.	Test preparation materials	Grow Your Own Committee
Spring 2025	Survey campus staff to determine needs to improve substitutes skill set through professional development.	Survey, staff lists, campus principals, technology	Substitute Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2025	Teach principals and attendance clerks how to give substitute feedback. (Collaborate with Focused Leadership.)	Feedback form	Substitute Committee
Spring 2025	Develop a list of substitutes available to substitute long term.	List of long-term substitutes	Human Resources
Spring 2025	Implement monthly campus culture activities during professional development.	Professional development activity list	Principals, campus leaders
Spring 2025	Collect data on the effectiveness of the campus culture activities.	Effectiveness measure, technology, sign-in sheets from meetings	District Campus Culture Committee
Spring 2025	Distribute end-of-year campus culture surveys to be distributed to stakeholders (staff, students, community members).	Campus Culture survey, technology	District Campus Culture Committee
Spring 2025	Analyze campus culture survey data.	Campus Culture Report	District Campus Culture Committee
Spring 2025	Create a report from data received from surveys addressing campus culture.	Data from surveys, technology	District Campus Culture Committee
Spring 2025	Create a list of recommendations to address areas of concern revealed by survey data.	Campus Culture Report	District Campus Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2025	Review the recommendation list with campus leaders. (Collaborate with Focused Leadership.)	Recommendation list	District Campus Culture Committee
Spring 2025	Analyze T-TESS data from the beginning and end of semester. (Collaborate with Focused Leadership, Highly-Effective Instruction.)	T-TESS data	Campus principals
Spring 2025	Identify struggling teachers.	T-TESS data, campus principals	Campus principals
Spring 2025	Provide list of struggling teachers to Chief Human Resources Officer.	List of struggling teachers	Chief Human Resources Officer
Spring 2025	Follow up with struggling teachers to develop needs to create or develop a coaching plan. (Collaborate with Focused Leadership, Highly-Effective Instruction.)	T-TESS, Planning Protocol	Campus principals
Spring 2025	Conduct exit interviews for employees leaving the district.	Exit survey	Chief Human Resources Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Update, as needed, membership in the Grow Your Own committee specific to increasing certifications in special education, bilingual education, P-Tech education, and training pathway.	List of qualified staff members, Special Education Director, Bilingual Education Director	Director of Human Resources
Summer 2025	Schedule meetings of the Grow Your Own Committee.	District calendar	Grow Your Own Committee
Summer 2025	Evaluate the success of the Grow Your Own program.	Number of Grow Your Own participants who pass test	Grow Your Own Committee
Summer 2025	Adjust Grow Your Own program, utilizing results from evaluation, as needed.	Certification results, existing program materials	Grow Your Own Committee
Summer 2025	Propose renewed partnership for the education and training classes.	Existing MOUs	Grow Your Own Committee
Summer 2025	Collect information on certification details (dates, location, cost, timeline, reimbursement).	State certification information, Human Resources department	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Analyze budget for possible test reimbursement for test takers that pass certification exam.	Budget, cost information, Human Resources department, Chief Financial Officer	Grow Your Own Committee
Summer 2025	Propose reimbursement, if needed, for Special Education Certification test.	State certification information, cost of testing	Chief Human Resource Officer
Summer 2025	Develop a timeline for preparation and certification testing.	State certification and testing information	Grow Your Own Committee
Summer 2025	Determine study session times and dates.	District calendar	Grow Your Own Committee
Summer 2025	Update, as needed, the informative brochure.	Information collected	Grow Your Own Committee
Summer 2025	Update, as needed, the website page or link for certification preparation and support.	Technology	Grow Your Own Committee
Summer 2025	Post timeline, study session dates, and other information about certification support on the district website.	Testing information, preparation information, brochure, technology	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Update, as needed, the survey on interest in certifications in special education, bilingual education, P-Tech education.	Google forms	Grow Your Own Committee
Summer 2025	Review and revise, as needed, the script of information about the Grow Your Own program details for campus leaders to use.	Grow Your Own program details	Grow Your Own Committee
Summer 2025	Update, as needed, membership in the Substitute Committee.	Stakeholder list	Chief Human Resources Officer
Summer 2025	Schedule meetings of the Substitute Committee.	District calendar	Substitute Committee
Summer 2025	Update, as needed, the survey for staff to determine substitute teacher skill set.	Technology	Substitute Committee
Summer 2025	Update, as needed, the staff development and orientation plan for substitute teachers.	Previous substitute development and orientation plan, survey results, Human Resources, Curriculum and Instruction	Substitute Committee
Summer 2025	Update, as needed, the feedback system for campuses to log positive and negative substitute experiences.	Previous feedback form	Substitute Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Develop marketing materials to recruit substitutes.	Technology, other marketing materials	Substitute Committee
Summer 2025	Recruit substitutes.	Substitute orientation and marketing	Human Resources department
Summer 2025	Update, as needed, and schedule the professional development for Emergency Certification Program teachers.	Certification information, results from prior year's certification, district calendar	Grow Your Own Committee
Summer 2025	Review and modify previous list of recommendations to address new or continuing areas of concern revealed by survey data.	Campus Culture Report	District Campus Culture Committee
Summer 2025	Create activities to promote positive culture during monthly professional development in-service and schedule.	Survey data, materials, trainers, district calendar	District Campus Culture Committee
Summer 2025	Revise, as needed, the way to measure the effectiveness of the campus culture activities.	Desired activities outcomes, technology	District Campus Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Update, as needed, and schedule professional development for new and struggling teachers. (Collaborate with Highly-Effective Instruction.)	District calendar, T-TESS data, effectiveness data from previous training	Chief Instructional Officer
Summer 2025	Revise, as needed, the effectiveness measure for the professional development for new and struggling teachers.	Effectiveness measure, desired training outcomes	Chief Instructional Officer
Summer 2025	Plan and schedule new administrators and renew training for returning administrators on positive leadership and campus culture. (Collaborate with Focused Leadership.)	Administrator list, district calendar, trainer, materials	District Campus Culture Committee
Summer 2025	Develop a way to assess an effectiveness measure or the leader training on positive leadership and campus culture.	Desired training outcomes, technology	District Campus Culture Committee
Summer 2025	Conduct new administrators and renew training for returning administrators on positive leadership and campus culture. (Collaborate with Focused Leadership.)	Trainer, materials	District Campus Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2025	Gather data on the effectiveness of the training for administrators on positive leadership and campus culture.	Effectiveness measure, sign-in sheets	District Campus Culture Committee
Fall 2025	Share Grow Your Own program information with staff and P-Tech students.	Script, program details, summary of notes	Campus principals
Fall 2025	Send out interest inquiry survey to teachers, staff, instructional aides, and P-Tech Education and Training students.	Survey link	Grow Your Own Committee
Fall 2025	Create a roster of staff committed to testing for certification in special education or bilingual education.	Survey results	Grow Your Own Committee
Fall 2025	Meet with cohort for orientation and provide study resources, details, and timeline.	Agenda, study resources, timeline (print/digital).	Grow Your Own Committee
Fall 2025	Share test registration information with teachers enrolled in Grow Your Own program.	Test information	Grow Your Own Committee
Fall 2025	Refine substitute list to include only substitutes available to work.	Substitute list	Substitute Committee
Fall 2025	Send updated substitute list to campuses.	Substitute list	Substitute Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2025	Implement substitute orientation and development plan.	Development plan, list of substitutes	Substitute Committee
Fall 2025	Train campus staff on how to use the substitute feedback system.	Feedback system and forms	Substitute Committee
Fall 2025	Implement the substitute feedback system.	Feedback system and forms	Campus staff
Fall 2025	Meet with Emergency Certification Program teachers for orientation and provide study resources, details, and timeline.	Agenda, study resources, timeline (print/digital)	Grow Your Own Committee
Fall 2025	Conduct professional development for Emergency Certification Program teachers.	Materials, trainers, study resources	Grow Your Own Committee
Fall 2025	Share test registration information with Emergency Certification Program teachers.	Test information	Grow Your Own Committee
Fall 2025	Update, as needed, membership in the District Campus Culture Committee (1 staff, 1 teacher from each campus and principals).	District staff and teachers	Chief Human Resources Officer
Fall 2025	Schedule District Campus Culture Committee meetings.	District schedule	District Campus Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2025	Update, as needed, the campus culture survey aligned to the district beliefs, mission and value.	District Mission, Belief, and Vision Statements, current campus climate survey	District Campus Culture Committee
Fall 2025	Distribute campus culture survey to stakeholders (staff, students, community members).	Campus Culture survey, technology	District Campus Culture Committee
Fall 2025	Implement monthly campus culture activities during professional development.	Professional development campus culture schedule, activities list	Principals, campus leaders
Fall 2025	Collect data on the effectiveness of the campus culture activities.	Effectiveness measure, technology, sign-in sheets from meetings	District Campus Culture Committee
Fall 2025	Share exit interview data with campus principals.	Exit survey spreadsheet	Chief Human Resources Officer
Fall 2025	Provide professional development for new and struggling teachers. (Collaborate with Highly-Effective Instruction.)	T-TESS rubric	Chief Instructional Officer
Fall 2025	Measure the effectiveness of the new and struggling teacher training.	Effectiveness measure, technology, sign-in sheets	Chief Instructional Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2025	Monitor teacher progress after targeted professional development.	Planning protocol, walk-throughs, coaching loop	Campus principals
Spring 2026	Ensure teachers enrolled in Grow Your Own program register for certification test.	Testing website, funds to cover cost of test	Grow Your Own Committee
Spring 2026	Complete certification test.	Transportation to/from testing site	Teacher
Spring 2026	Support teachers who passed test to apply for certification with TEA.	TEA website, cost of application certification	Grow Your Own Committee
Spring 2026	Support teachers who did not pass test to reregister for test.	TEA website, cost of application certification	Grow Your Own Committee
Spring 2026	Provide additional support and materials for teachers who need to retake the certification test.	Test preparation materials	Grow Your Own Committee
Spring 2026	Ensure teachers enrolled in Emergency Certification Program register for certification test.	Testing website, funds to cover cost of test	Grow Your Own Committee
Spring 2026	Complete certification test.	Transportation to/from testing site	Emergency Certification Program teachers

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2026	Support Emergency Certification Program teachers who passed test to apply for certification with TEA.	TEA website, cost of application certification	Grow Your Own Committee
Spring 2026	Support Emergency Certification Program teachers who did not pass test to reregister for test.	TEA website, cost of application certification	Grow Your Own Committee
Spring 2026	Provide additional support and materials for Emergency Certification Program teachers who need to retake the certification test.	Test preparation materials	Grow Your Own Committee
Spring 2026	Survey campus staff to determine needs to improve substitutes skill set through professional development.	Survey, staff lists, campus principals, technology	Substitute Committee
Spring 2026	Teach principals and attendance clerks how to give substitute feedback. (Collaborate with Focused Leadership.)	Feedback form	Substitute Committee
Spring 2026	Update the list of substitutes available to substitute long term.	List of long-term substitutes	Human Resources department
Spring 2026	Implement monthly campus culture activities during professional development.	Professional development activity list	Principals, campus leaders

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2026	Collect data on the effectiveness of the campus culture activities.	Effectiveness measure, technology, sign-in sheets from meetings	District Campus Culture Committee
Spring 2026	Distribute end-of-year campus culture surveys to be distributed to stakeholders (staff, students, community members).	Campus Culture survey, technology	District Campus Culture Committee
Spring 2026	Analyze campus culture survey data.	Campus Culture Report	District Campus Culture Committee
Spring 2026	Create a report from data received from surveys addressing campus culture.	Data from surveys, technology	District Campus Culture Committee
Spring 2026	Create a list of recommendations to address areas of concern revealed by survey data.	Campus Culture Report	District Campus Culture Committee
Spring 2026	Review the recommendation list with campus leaders. (Collaborate with Focused Leadership.)	Recommendation list	District Campus Culture Committee
Spring 2026	Analyze T-TESS data from the beginning and end of semester. (Collaborate with Focused Leadership, Highly-Effective Instruction.)	T-TESS data	Campus principals

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SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2026	Identify struggling teachers.	T-TESS data, campus principals	Campus principals
Spring 2026	Provide list of struggling teachers to Chief Human Resources Officer.	List of struggling teachers	Chief Human Resources Officer
Spring 2026	Follow up with struggling teachers to develop needs to create or develop a coaching plan. (Collaborate with Focused Leadership, Highly-Effective Instruction.)	T-TESS, Planning Protocol	Campus principals
Spring 2026	Conduct exit interviews for employees leaving the district.	Exit survey	Chief Human Resources Officer
Summer 2026	Update, as needed, membership in the Grow Your Own committee specific to increasing certifications in special education, bilingual education, P-Tech education, and training pathway.	List of qualified staff members, Special Education Director, Bilingual Education Director	Director of Human Resources
Summer 2026	Schedule meetings of the Grow Your Own Committee.	District calendar	Grow Your Own Committee
Summer 2026	Evaluate the success of the Grow Your Own program.	Number of Grow Your Own participants who pass test	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2026	Adjust Grow Your Own program, utilizing results from evaluation as needed.	Certification results, existing program materials	Grow Your Own Committee
Summer 2026	Propose renewed partnership for the education and training classes.	Existing MOUs	Grow Your Own Committee
Summer 2026	Collect information on certification details (dates, location, cost, timeline, reimbursement).	State certification information, Human Resources department	Grow Your Own Committee
Summer 2026	Analyze budget for possible test reimbursement for test takers that pass certification exam.	Budget, cost information, Human Resources department, Chief Financial Officer	Grow Your Own Committee
Summer 2026	Propose reimbursement, if needed, for Special Education and/or Bilingual Certification test.	State certification information, cost of testing	Chief Human Resource Officer
Summer 2026	Develop a timeline for preparation and certification testing.	State certification and testing information	Grow Your Own Committee
Summer 2026	Determine study session times and dates.	District calendar	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2026	Update, as needed, the informative brochure.	Information collected	Grow Your Own Committee
Summer 2026	Update, as needed, the website page or link for certification preparation and support.	Technology	Grow Your Own Committee
Summer 2026	Post timeline, study session dates, and other information about certification support on the district website.	Testing information, preparation information, brochure, technology	Grow Your Own Committee
Summer 2026	Update, as needed, the survey on interest in certifications in special education, bilingual education, P-Tech education.	Google forms	Grow Your Own Committee
Summer 2026	Create a script of information about the Grow Your Own program details for campus leaders to use.	Grow Your Own program details	Grow Your Own Committee
Summer 2026	Update, as needed, membership in the Substitute Committee.	Stakeholder list	Chief Human Resources Officer
Summer 2026	Schedule meetings of the Substitute Committee.	District calendar	Substitute Committee
Summer 2026	Update, as needed, the survey for staff to determine substitute teacher skill set.	Technology	Substitute Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2026	Update, as needed, the staff development and orientation plan for substitute teachers.	Previous substitute development and orientation plan, survey results, Human Resources, Curriculum and Instruction	Substitute Committee
Summer 2026	Update, as needed, the feedback system for campuses to log positive and negative substitute experiences.	Previous feedback form	Substitute Committee
Summer 2026	Develop marketing materials to recruit substitutes.	Technology, other marketing materials	Substitute Committee
Summer 2026	Recruit substitutes.	Substitute orientation and marketing	Human Resources department
Summer 2026	Create a tiering system for substitutes with additional pay for more experienced and subs with more training and district needs.	Tier criteria and pay adjustments, district budget, substitute skills	Substitute Committee
Summer 2026	Propose tiering system for substitutes with additional pay to district leadership.	Tier criteria and pay adjustments	Chief Human Resources Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2026	Update, as needed, and schedule the professional development for Emergency Certification Program teachers.	Certification information, results from prior year's certification, district calendar	Grow Your Own Committee
Summer 2026	Review and modify previous list of recommendations to address new or continuing areas of concern revealed by survey data.	Campus Culture Report	District Campus Culture Committee
Summer 2026	Create activities to promote positive culture during monthly professional development in-service and schedule.	Survey data, materials, trainers, district calendar	District Campus Culture Committee
Summer 2026	Revise, as needed, the way to measure the effectiveness of the campus culture activities.	Desired activities outcomes, technology	District Campus Culture Committee
Summer 2026	Update, as needed, and schedule professional development for new and struggling teachers. (Collaborate with Highly-Effective Instruction.)	District calendar, T-TESS data, effectiveness data from previous training	Chief Instructional Officer
Summer 2026	Revise, as needed, the effectiveness measure for the professional development for new and struggling teachers.	Effectiveness measure, desired training outcomes	Chief Instructional Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Summer 2026	Plan and schedule new administrators and renew training for returning administrators on positive leadership and campus culture. (Collaborate with Focused Leadership.)	Administrator list, district calendar, trainer, materials	District Campus Culture Committee
Summer 2026	Develop a way to measure an effectiveness measure or the leader training on positive leadership and campus culture.	Desired training outcomes, technology	District Campus Culture Committee
Summer 2026	Conduct new administrators and renew training for returning administrators on positive leadership and campus culture. (Collaborate with Focused Leadership.)	Trainer, materials	District Campus Culture Committee
Summer 2026	Gather data on the effectiveness of the training for administrators on positive leadership and campus culture.	Effectiveness measure, sign-in sheets	District Campus Culture Committee
Fall 2026	Share Grow Your Own program information with staff and P-Tech students.	Script, program details, summary of notes	Campus principals
Fall 2026	Send out interest inquiry survey to teachers, staff, instructional aides, and P-Tech Education and Training students.	Survey link	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2026	Create a roster of staff committed to testing for certification in special education or bilingual education.	Survey results	Grow Your Own Committee
Fall 2026	Meet with cohort for orientation and provide study resources, details, and timeline.	Agenda, study resources, timeline (print/digital)	Grow Your Own Committee
Fall 2026	Share test registration information with teachers enrolled in Grow Your Own program.	Test information	Grow Your Own Committee
Fall 2026	Refine substitute list to include only substitutes available to work.	Substitute list	Substitute Committee
Fall 2026	Send updated substitute list to campuses.	Substitute list	Substitute Committee
Fall 2026	Implement substitute orientation and development plan.	Development plan, list of substitutes	Substitute Committee
Fall 2026	Train campus staff on how to use the substitute feedback system.	Feedback system and forms	Substitute Committee
Fall 2026	Implement the substitute feedback system.	Feedback system and forms	Campus staff
Fall 2026	Implement tiering system.	Tiering system	Chief Human Resources Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2026	Meet with Emergency Certification Program teachers for orientation and provide study resources, details, and timeline.	Agenda, study resources, timeline (print/digital)	Grow Your Own Committee
Fall 2026	Conduct professional development for Emergency Certification Program teachers.	Materials, trainers, study resources	Grow Your Own Committee
Fall 2026	Share test registration information with Emergency Certification Program teachers.	Test information	Grow Your Own Committee
Fall 2026	Update, as needed, membership in the District Campus Culture Committee (1 staff, 1 teacher from each campus and principals).	District staff and teachers	Chief Human Resources Officer
Fall 2026	Schedule District Campus Culture Committee meetings.	District schedule	District Campus Culture Committee
Fall 2026	Update, as needed, the campus culture survey aligned to the district beliefs, mission and vision.	District Mission, Belief, and Vision Statements, current campus climate survey	District Campus Culture Committee
Fall 2026	Distribute campus culture surveys to stakeholders (staff, students, community members).	Campus Culture survey, technology	District Campus Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Fall 2026	Implement monthly campus culture activities during professional development.	Professional development campus culture schedule, activities list	Principals, campus leaders
Fall 2026	Collect data on the effectiveness of the campus culture activities.	Effectiveness measure, technology, sign-in sheets from meetings	District Campus Culture Committee
Fall 2026	Share exit interview data with campus principals.	Exit survey spreadsheet	Chief Human Resources Officer
Fall 2026	Provide professional development for new and struggling teachers. (Collaborate with Highly-Effective Instruction.)	T-TESS rubric	Chief Instructional Officer
Fall 2026	Measure the effectiveness of the new and struggling teacher training.	Effectiveness measure, technology, sign-in sheets	Chief Instructional Officer
Fall 2026	Monitor teacher progress after targeted professional development.	Planning protocol, walk-throughs, coaching loop	Campus principals
Spring 2027	Ensure teachers enrolled in Grow Your Own program register for certification test.	Testing website, funds to cover cost of test	Grow Your Own Committee
Spring 2027	Complete certification test.	Transportation to/from testing site	Teachers

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2027	Support teachers who passed test to apply for certification with TEA.	TEA website, cost of application certification	Grow Your Own Committee
Spring 2027	Support teachers who did not pass test to reregister for test.	TEA website, cost of application certification	Grow Your Own Committee
Spring 2027	Provide additional support and materials for teachers who need to retake the certification test.	Test preparation materials	Grow Your Own Committee
Spring 2027	Ensure teachers enrolled in Emergency Certification Program register for certification test.	Testing website, funds to cover cost of test	Grow Your Own Committee
Spring 2027	Complete certification test.	Transportation to/from testing site	Emergency Certification Program teachers
Spring 2027	Support Emergency Certification Program teachers who passed test to apply for certification with TEA.	TEA website, cost of application certification	Grow Your Own Committee
Spring 2027	Support Emergency Certification Program teachers who did not pass test to reregister for test.	TEA website, cost of application certification	Grow Your Own Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2027	Provide additional support and materials for Emergency Certification Program teachers who need to retake the certification test.	Test preparation materials	Grow Your Own Committee
Spring 2027	Survey campus staff to determine needs to improve substitutes skill set through professional development.	Survey, staff lists, campus principals, technology	Substitute Committee
Spring 2027	Teach principals and attendance clerks how to give substitute feedback.\n\n(Collaborate with Focused Leadership.)	Feedback form	Substitute Committee
Spring 2027	Update the list of substitutes available to substitute long term.	List of long-term substitutes	Human Resources department
Spring 2027	Implement tiering system.	Tiering system	Chief Human Resources Officer
Spring 2027	Implement monthly campus culture activities during professional development.	Professional development activity list	Principals, campus leaders
Spring 2027	Collect data on the effectiveness of the campus culture activities.	Effectiveness measure, technology, sign-in sheets from meetings	District Campus Culture Committee

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2027	Distribute end-of-year campus culture surveys to be distributed to stakeholders (staff, students, community members).	Campus Culture survey, technology	District Campus Culture Committee
Spring 2027	Analyze campus culture survey data.	Campus Culture Report	District Campus Culture Committee
Spring 2027	Create a report from data received from surveys addressing campus culture.	Data from surveys, technology	District Campus Culture Committee
Spring 2027	Create a list of recommendations to address areas of concern revealed by survey data.	Campus Culture Report	District Campus Culture Committee
Spring 2027	Review the recommendation list with campus leaders. (Collaborate with Focused Leadership.)	Recommendation list	District Campus Culture Committee
Spring 2027	Analyze T-TESS data from the beginning and end of semester. (Collaborate with Focused Leadership, Highly-Effective Instruction.)	T-TESS data	Campus principals
Spring 2027	Identify struggling teachers.	T-TESS data, campus principals	Campus principals
Spring 2027	Provide list of struggling teachers to Chief Human Resources Officer.	List of struggling teachers	Chief Human Resources Officer

SEMESTER - YEAR	ACTION STEPS	RESOURCES	RESPONSIBLE TITLE\ DEPARTMENT
Spring 2027	Follow up with struggling teachers to develop needs to create or develop a coaching plan. (Collaborate with Focused Leadership, Highly-Effective Instruction.)	TTESS, Planning Protocol	Campus principals
Spring 2027	Conduct exit interviews for employees leaving the district.	Exit survey	Chief Human Resources Officer

ESC Region 13 Strategic Planning

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