

IN TAYLOR ISD WE BELIEVE...

... EVERY student has unique potential and shall engage in opportunities to grow in a safe environment through multiple approaches to learning.

... families are partners who will be informed and supported in the educational process to help students discover their unique potential.

... our empowered faculty and staff utilize their respected skills to serve as student advocates for the whole child.

... our accessible campus leaders foster community relationships and demonstrate effective communication, servant leadership, and instructional leadership to guide faculty and staff towards our vision.

... the Superintendent and district leaders are forward thinking, strategic, and accessible partners to our community that empower staff to help students achieve their unique potential.

... the Board of Trustees is a collaborative team, anchored in tradition, with a vision towards the future and a connection to the community, inspiring exceptional workplaces and excellence in student outcomes.

Vision:

Intentionally Empowering the Whole Child

Mission:

Inspire, Equip, and Empower Every Student to Achieve Their Unique Potential.



| Goal 1: Excellence in Student Outcomes | | | | | | | |
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| Critical Success Factor | Long Term Measure/Outcome (From X to Y by Z) | 21-22 | 22-23 | 23-24 | 24-25 | Progress Measure/Output | Key Strategic Action/Input |
| 1.1 Prioritize the ongoing refinement of curriculum, instruction, and professional development. | <p>Complete aligned curriculum for all core content areas by 2025.</p> <p>Decrease the percentage of students failing one or more courses.</p> | 21-22 | 22-23 | | | <p>Attendance Rates</p> <p>Student Survey Results</p> <p>Teacher Survey Results</p> <p>Interim Progress and Report Card Failure Reports</p> | <p>Develop a vertically aligned curriculum with evidence-based instructional resources.</p> <p>Provide relevant professional development directly tied to teacher/student needs.</p> <p>Enhance the learning experience through innovative and engaging instructional strategies.</p> |
| 1.2 Annually increase the percentage of students engaged in school. | <p>Increase secondary engagement in organizations, activities, and clubs from 30% to 75% by 2025.</p> <p>Increase the number of academic recognition opportunities at the elementary and middle school level.</p> | 21-22 | 22-23 | | | <p>Attendance Rates</p> <p>Percent of Taylor ISD students engaged in organizations, activities, clubs.</p> <p>Walkthrough Feedback</p> | <p>Execute a recruitment strategy for clubs, organizations, and activities in order to increase student engagement in school.</p> <p>Create opportunities for all students to enroll in UIL, academic, or student-interest clubs, organizations, activities in order to increase engagement in school.</p> <p>Expand CTE opportunities from year to year in order to improve certification pathways and engagement.</p> <p>Develop a campus based CSF 1.2 team in order to develop a measurement strategy.</p> <p>Develop a review and needs assessments related to clubs and organizations in order to improve student engagement opportunities.</p> <p>Establish expectations for community service throughout each club, organization, activity in order to improve the positive visibility of our students.</p> |
| 1.3 Annually increase the percentage of students meeting College and Career Readiness Standards. | <p>Increase the percent of students completing CTE coherent course sequence from 32% to 50% by 2025.</p> <p>Increase the percent of students enrolled in dual credit and advanced placement to 50% by 2025.</p> <p>Increase the percent of students taking an AP exam from 14% to 25% by 2025.</p> | 21-22 | 22-23 | | | <p>Percent of students engaged in dual credit and advanced placement courses.</p> <p>Percent of students completing CTE coherent course sequence.</p> <p>Percent of students gaining industry certifications.</p> <p>Percent of students participating in SAT/ACT/TSIA2.</p> | <p>Improve the course selection process in order to make pathways clearer for students.</p> <p>Create and sustain an AP Ambassador program to improve enrollment in AP classes.</p> <p>Create progress monitoring processes for each grade level in order to help guide intervention and enrichment processes.</p> <p>Integrate SAT style materials in math and English courses at the high school level in order to improve PSAT performance.</p> |

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| | <p>Improve the percentage of graduates that meet CCMR criteria from 58% to 76% by 2025.</p> <p>Improve the number of PSAT/NMSQT merit scholars and recognitions from 0 to 10 by 2025.</p> | | | | Mean score of SAT/ACT/TSIA2. | Integrate the PSAT for every 10th and 11th grade student in Taylor ISD in order to improve student outcomes. |
| <p>1.4 Annually increase the percentage of students demonstrating growth on state assessments.</p> <ul style="list-style-type: none"> - ELAR - Math - Social Studies - Science | <p>Increase the percentage of students reading at or above grade level from 26% to 60% by 2025.</p> <p>Increase the percentage of students performing at or above grade level on Math state assessments at each level from 17% to 60% by 2025.</p> <p>Increase the percentage of students at or above grade level on science state assessment from 24% to 60% by 2025.</p> <p>Increase the percentage of students performing at or above grade level on social studies state assessments from 14% to 60% by 2025.</p> <p>Increase the percentage of students reaching advanced or advanced high on TELPAS from 20% to 60% by 2025.</p> | <u>21-22</u> | <u>22-23</u> | | <p>STAAR/EOC Performance.</p> <p>DRA</p> <p>Renaissance 360 Reports</p> <p>System 44 TELPAS Diagnostics</p> <p>Summit K-12</p> <p>Campus Common Assessments</p> <p>BOY STAAR</p> <p>STAAR Interim</p> <p>mClass Early Reading Screener</p> | <p>Create progress monitoring processes for each grade level to help guide intervention and enrichment processes in order to improve state testing performance</p> <p>Reinforce and measure the alignment of success criteria and learning intentions in classroom walkthroughs to state standards (TEKS).</p> <p>Ensure teachers and teams have access to data in order to guide Tier I and Tier II instructional decisions.</p> <p>Develop a curriculum to align the written, taught, and assessed state standards.</p> <p>Ensure alignment between written, taught, and assessed curriculum in order to improve EOY performance.</p> |

Behind Expected Progress

On Track

Meeting Expectations

| Goal 2: Exceptional Workplace Climate | | | | | | | |
|--|--|-----------------------|-----------------------|-------|-------|---|---|
| Critical Success Factor | Long Term Measure/Outcome (From X to Y by Z) | 21-22 | 22-23 | 23-24 | 24-25 | Progress Measure/Output | Key Strategic Action/Input |
| 2.1 Annually increase the percentage of staff reporting positive morale. | Annually increase the percentage of teachers/staff who indicate a positive morale in annual staff surveys. | 21-22 | 22-23 | | | Staff Survey Results Rounding Feedback Mid-Year feedback from District Educational Improvement Committee on staff feedback. | Create teacher teams in order to develop workplace climate measurement tools. *NEW* Implement campus visits/rounding in order to establish checkpoints to respond to staff feedback. Implement start/stop/keep visits with campus/department staff in order to respond to stakeholder feedback. |
| 2.2 Annually increase the percentage of teacher and staff engagement. | Annually increase the percentage of teachers and staff that feel involved in decision-making. | 21-22 | 22-23 | | | Mid-Year Survey Results Campus Visits/Rounding Mid-Year feedback from District Educational Improvement Committee on staff feedback. Campus Committee Rosters | Empower principals to develop systems and opportunities for teachers to guide campus decision-making. Empower principals to develop staff committees to respond to campus level feedback. Develop teacher teams represented at the district level in order to diversify forward thinking and strategic planning. |
| 2.3 Annually increase teacher retention. | Annually increase the percentage of teachers remaining part of the Taylor ISD team. | 21-22 | 22-23 | | | Staff Survey Results Turnover Rate Staff Attendance Rates Staff enrolled in New to Profession Experiences | Develop a teacher induction program in order to support 1st and 2nd year teachers. Survey 1st and 2nd year teacher workplace satisfaction at mid-year in order to adjust practices to assist employee retention. Provide adequate support and mentoring opportunities to staff in order to retain quality staff. **NEW** Provide a personal mentor to each 1st year teacher from the district level. |
| 2.4 Annually increase the operational excellence of the district | Annually increase the percentage of staff who feel safe at work. | 21-22 | 22-23 | | | Staff survey results Safety Drill results Supervision Checks by District | Conduct routine safety drills at all district facilities Initiate and monitor new state required for safety practices Enhance current admin/teacher training related to safety Reinforce the purpose and role of campus SRO presence |

Behind Expected Progress

On Track

Meeting Expectations

| Goal 3: Quality Customer Service | | | | | | | |
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| Critical Success Factor | Long Term Measure/Outcome (From X to Y by Z) | 21-22 | 22-23 | 23-24 | 24-25 | Progress Measure/Output | Key Strategic Action/Input |
| 3.1 Annually increase the percentage of parent engagement. | Increase percentage of families reporting feeling engaged and informed about their child's school and classroom as measured by annual survey. | 21-22 | 21-23 | | | Survey Results Number of Parents Completing Campus Calendar of Events Campus to Home Communications Social Media Engagement | Develop campus outreach efforts in order to engage families with their teachers. Develop campus events in order to help educate, inform, and support parent involvement in their child's education. Improve campus to home communication efforts in order to help parents feel informed and involved. *New* Ongoing district strategic communication related to initiatives in order to help parents feel informed and involved. |
| 3.2 Annually increase the percentage of student satisfaction with school experiences. | Increase the percentage of students reporting feeling engaged to their education to tap into their unique potential. | 21-22 | 21-23 | | | Survey Results Campus Visits/Rounding | Develop professional development opportunities in order to empower students to own their learning progress. Develop walkthrough feedback processes in order to measure, reinforce, and highlight student learning. Implement student surveys in order to measure the overall student experience of learning and engagement. |
| 3.3 Annually increase the percentage of staff satisfaction | Increase the percentage of staff reporting feeling engaged and informed about their school and the District. | 21-22 | 21-23 | | | Survey Results Campus Visits/Rounding | Utilize start/stop/keep processes to encourage teacher voice and address needs that improve the workplace climate. *New* Implement a Teaching and Learning newsletter that is distributed monthly in order to keep staff informed. Utilize survey feedback in order to improve staff satisfaction. |

Behind Expected Progress

On Track

Meeting Expectations

Goal 4: Efficient Financial Stewardship Service

| Critical Success Factor | Long Term Measure/Outcome (From X to Y by Z) | 21-22 | 22-23 | 23-24 | 24-25 | Progress Measure/Output | Key Strategic Action/Input |
|---|---|--------------|--------------|-------|-------|--|---|
| 4.1 Coherent Budget Development, Adoption, and Management Processes | Clearly communicate revenue and expenditure projection processes with guidelines and monthly reviews. | <u>21-22</u> | <u>22-23</u> | | | Achieve Perfect FIRST Rating Campus/Department Budgets Balanced Timelines for Budgets are Followed | Provide monthly board updates on the budget development process in order to demonstrate transparency to all stakeholders. Implement quarterly budget reviews of campus and department budgets in order to ensure efficiency. Adhere to purchasing processes outlined in finance handbook in order to align practices. Routinely complete internal and external compensation analysis in order to remain competitive with pay structures. |
| 4.2 Utilize staffing efficiencies to create competitive teacher and staff compensation. | Teachers remaining part of the Taylor ISD team will increase from 78% to 85% by 2025. | <u>21-22</u> | <u>22-23</u> | | | Student/Staff Ratio Pay Structure Comparisons to Surrounding Districts | Create and execute a teacher induction program in order to retain quality staff. Create and execute an aspiring leadership program in order to develop a talent pool for future leadership positions. Utilize exit survey feedback to help create a positive workplace environment. |
| 4.3 Improve operational effectiveness and efficiency. | Overtime expenses will be reduced by 50% by 2025 based upon 2020-21 expenses. | <u>21-22</u> | <u>22-23</u> | | | Work order turnaround time. Energy Audit Savings Assessment of Operational Effectiveness | Review departmental staffing and work order in order to reduce overtime expenses. Manage vacancies effectively in order to ensure student and staff needs are met. Develop and review life cycle replacement systems. Manage and close work order in order to ensure student and staff needs are met. |
| 4.4 Communication of Financial Critical Success Factors | Projected budgets will be balanced through 2025. | <u>21-22</u> | <u>22-23</u> | | | Clean Audit Monthly Board Report Legislative Updates | Reduce bookkeeper errors in order to ensure transparency in financial stewardship. Develop campus budgets around goals and strategies in order to ensure alignment of district systems. |

Behind Expected Progress

On Track

Meeting Expectations