

**Proposed Revision of the Five Year Educational Plan
Goals, Objectives, and Performance Objectives
September 15, 2008**

Over-arching Focus of the Five Year Educational Plan: "Students who start ninth grade in the district will earn a Bachelor's degree within five years from the date of graduation or an Associate's degree or technical certification within three years of the date of graduation."

Goal: Student Performance (SPA) - SBISD will be an exemplary school district with an enriched and relevant PK-12 curriculum that promotes creativity, critical thinking and achievement.

Objective: SPA 1 - Improve access to curriculum that engages students and promotes critical thinking, creativity, and achievement at all levels and in all student groups

Performance Objective: Increase the percent of students meeting and exceeding state curriculum standards in all tested subject areas

Objective: SPA 2 – Improve use of technology in the classroom by teachers and students to promote student learning

Performance Objectives:

Increase student use of technology in the classroom and labs

Increase access to online learning tools that support mastery of the TEKS and credit acquisition

Objective: SPA 3 - Improve student success rates for all students, including struggling learners

Performance Objectives:

Increase the percent of students scoring "developing as expected" or higher on the K-2 reading assessment

Decrease the percent of students retained at the Student Success Initiative (SSI) grade levels – 3, 5, and 8

Decrease dropout rates at middle school

Objective: SPA 4 – Improve performance of grade level students

Performance Objective: Increase the percent of positive parent ratings of the challenge, engagement, and relevance of the academic services and programs offered to students

Objective: SPA 5 – Improve performance of special education students

Performance Objectives:

Increase the performance of special education students on required state assessments

Increase the percent of positive parent ratings of services and programs

Objective: SPA 6– Improve the performance of English Language Learners

Performance Objectives:

Increase the performance of English Language Learners on required state assessments

Increase the percent of positive parent ratings of services and programs

Objective: SPA 7– Improve the performance of Gifted and Talented Students

Performance Objectives:

Increase the performance of gifted and talented students

Increase the percent of positive parent ratings of services and programs

Goal: Student Performance (SPB) – SBISD will be the premier college-focused district in the State of Texas and will prepare all students for success after high school graduation.

Objective: SPB 1 – Improve the preparation of students for college level coursework

Performance Objectives:

Increase student awareness of and access to career and college planning information

Increase the percent of students who attend post secondary training or college the year after graduation

Increase the percent of graduates who earn one or more scholarships/grants to pursue post-secondary studies

Increase the percent of students successfully completing pre-AP, AP, IB, and dual credit courses

Increase student performance on SAT/ACT assessments

Increase the percent of students meeting the College Readiness standard in English Language Arts and mathematics

Objective: SPB 2 – Improve student opportunities to participate in an enriched high school program

Performance Objective: Increase the percent of students graduating from high school within four years

Goal: Student Performance (SPC) - SBISD will ensure that all students have a strong foundation in ethics and character development.

Objective: SPC 1 - Develop a character education program to provide a foundation in ethics and character development

Performance Objectives:

Increase student attendance rates

Increase the percent of students who self-report having at least 21 Developmental Assets

Increase student academic honesty through character education programs

Goal: Student Performance (SPD) - SBISD will offer all students a wide range of school sponsored activities outside the classroom.

Objective: SPD 1 - Students will be engaged in school life and participate in school sponsored activities

Performance Objective: Increase the percent of students who participate in co-curricular and extra-curricular activities including speech, drama, theatre arts, music, art, intramural and athletics

Goal: Safety (S) - SBISD will have a pervasive culture of safety and respect.

Objective: S 1 - Improve student discipline with a focus on a positive climate of respect

Performance Objective: Increase percent of parents, students, staff and community who perceive SBISD campuses as respectful and orderly

Objective: S 2 - Improve district safety

Performance Objectives:

Decrease the number and severity of Worker's Compensation claims

Decrease the number of accidents involving students, staff, and community members that occur on district property or while conducting district business

Goal: Operations (O) - SBISD will use strategic plans to be fiscally responsible and efficiently use all resources – human, time and monetary – to support student achievement.

Objective: O 1 - Improve the condition of district facilities

Performance Objectives:

Increase staff and community positive perceptions of the condition and maintenance of facilities

Improve the efficiency and effectiveness in maintenance and operations areas compared to Chapter 41 districts

Objective: O 2 - Improve the financial condition of the district

Performance Objective: Improve district efficiency through the use of financial tools to assess central and campus level staffing and compensation levels

Objective: O 3 - Improve the use of technology through implementation of the district technology plan to increase district efficiency and effectiveness

Performance Objectives:

Improve classroom effectiveness by use of new technologies.

Increase the functionality and integration of administrative systems to improve operational efficiency

Improve level and quality of services to campuses

Improve technology infrastructure and reliability

Goal: Community (C) - Students, parents, and community will be active partners in students' education.

Objective: C 1 - Improve the quality of engagement of all stakeholders through stronger partnerships and communication

Performance Objectives:

Increase the number of Good Neighbor partnerships

Increase the percent of schools with high levels of community involvement

Increase parent and community positive responses in feeling welcome, valued, and supported

Increase the satisfaction of students, parents, community and staff with the amount and quality of communication

Increase the district's market share of enrollment of students who reside within the district boundaries

Objective: C 2 - Improve the involvement of parents in school life by providing support and encouragement

Performance Objective: Increase parental engagement in school activities

Goal: People (P) - SBISD, as the employer of choice, will recruit and retain the best people by rewarding excellence and providing opportunities for continual growth.

Objective: P 1 - Improve recruitment and retention of staff

Performance Objectives:

Decrease the SBISD staff turnover rate to a level 1.5% below Texas or 3% lower than baseline rates

Improve the positive work culture supportive of collegial and collaborative teamwork

Objective: P 2 – Improve employee excellence through appraisal and development

Performance Objective: Increase employee satisfaction appraisal system