

**TABLE 3  
Proposed Revisions of "Develop and Implement" Performance Objectives**

It is recommended that the "develop and implement" performance objectives bulleted in the following table, become *activities* in the action plans for the performance objectives listed. For example, performance objectives SPA 1.1 (implementation of curriculum), SPA 1.5 (nationally normed achievement tests) and SPA 2.5 (curriculum management software) will be included as activities implemented to achieve the performance objective SPA 1.2 (increase percent of students meeting and exceeding curriculum standards). The right hand column of the table includes timeline for implementation of the "develop and implement" objectives that will be incorporated within the performance objective. One performance objective is recommended for deletion.

<b>Goal: SBISD will be an exemplary school district with an enriched and relevant PK-12 curriculum that promotes creativity, critical thinking and achievement</b>	
<b>SPA 1 - Improve access to curriculum that engages students and promotes critical thinking and creativity at all levels and in all student groups.</b>	
<b>SPA 4 - Improve district and campus performance in state and national accountability systems</b>	
SPA 1.2 Increase the percent of students meeting and exceeding state curriculum standards in all tested subject areas	
<ul style="list-style-type: none"> <li>SPA 1.1 Implement an enriched, rigorous and relevant academic curriculum that promotes critical thinking and creativity and includes project based learning</li> <li>SPA 1.5 Investigate and implement the use of nationally normed achievement tests in assessing student performance in reading and mathematics and implement, if warranted.</li> <li>SPA 2.5 Implement curriculum management software for lesson development and planning</li> </ul>	<p>Implementation in process.</p> <p>Investigation completed; implementation scheduled for 08-09 but delayed due to funding.</p> <p>Phased in implementation beginning in 2009-10.</p>
<b>SPA 2 - Improve use of technology in the classroom by teachers and students to promote student learning</b>	
SPA 2.1 Increase student use of technology in the classroom and labs	
<ul style="list-style-type: none"> <li>SPA 2.2 Develop and implement a plan to embed technology throughout the District's curriculum</li> </ul>	Implementation in process
<b>SPA 3 - Improve student success rates for all students, including struggling learners</b>	
SPA 3.2 Decrease the percent of students retained at the Student Success Initiative (SSI) grade levels - 3, 5, 8	
<ul style="list-style-type: none"> <li>SPA 3.4 Implement tracking system to assure that all 504 accommodations are being followed for all students</li> </ul>	Tracking system implementation begins in 08-09.
<b>SPA 5 - Improve performance of grade level students</b>	
SPA 5.4 Increase the percent of positive parent ratings of the challenge, engagement, and relevance of the academic services and programs offered to students	
<ul style="list-style-type: none"> <li>SPA 5.1 Develop and implement district standards and expectations for grade level courses for all levels</li> <li>SPA 5.2 Develop and implement a program to provide academic advisors for each secondary student</li> <li>SPA 5.3 Develop and implement individual learning plans for all students</li> </ul>	Grade level standards and expectations in process; implementation begins in 09-10. Academic advisors implementation scheduled to begin in 09-10. Individual learning plans scheduled for piloting phase in 10-11.
<b>SPA 6 - Improve performance of special education students</b>	
SPA 6.2 Increase the performance of special education students on required state assessments	
<ul style="list-style-type: none"> <li>SPA 6.4 Implement a tracking system to assure that all IEPs are being followed and increase the percentage of parents who indicate that their child's IEP is being followed</li> </ul>	IEP tracking system implementation begins in 08-09.
<b>SPA 7 - Improve the performance of English Language Learners</b>	
SPA 7.1 Increase the performance of English Language Learners on required state assessments (rewording of 7.1 and 7.2)	
<ul style="list-style-type: none"> <li>SPA 7.3 Implement the one way dual language program to increase the percent of ELL students who pass TAKS reading in English at grade 5 language assessments</li> </ul>	Implementation in process.
<b>SPA 8 - Improve the performance of Gifted and Talented Students</b>	

<p>SPA 8.2 Increase the performance of gifted and talented students (rewording)</p> <ul style="list-style-type: none"> <li>SPA 8.1 Develop and implement a plan to ensure the appropriate identification of students by all student groups in the Gifted and Talented program</li> <li>SPA 8.2 Develop and implement a Gifted and Talented K-12 differentiated curriculum to improve the performance of GT students</li> </ul>	<p>Implemented in spring 2008; talent pool scheduled for 08-09 pilot Curriculum revision in process.</p>
<p><b>Goal: SBISD will be the premier college-focused district in the State of Texas and will prepare all students for success after high school graduation.</b> <b>SPB 1 – Improve the preparation of students for college level coursework</b></p>	
<ul style="list-style-type: none"> <li>SPB 1.1 Increase student awareness of and access to career and college planning information</li> <li>SPB 1.12 Develop and implement a plan to provide support services to prepare students for the college experience</li> </ul>	<p>Plan for support in development with implementation scheduled for 09-10</p>
<ul style="list-style-type: none"> <li>SPB 1.2 Increase the percent of students who attend post secondary training or college the year after graduation</li> <li>SPB 1.11 Develop and implement a follow-up survey of all graduating seniors</li> </ul>	<p>Follow-up survey in process for Class of 2008</p>
<p><b>Goal: SBISD will ensure that all students have a strong foundation in ethics and character development.</b> <b>SPC 1 - Develop a character education program to provide a foundation in ethics and character development</b></p>	
<ul style="list-style-type: none"> <li>SPC 1.5 Increase the percent of students who self-report having at least 21 Developmental Assets</li> <li>SPC 1.1 Develop and implement a character education program with a focus on ethics, character development, and the Developmental Assets</li> <li>SPC 1.2 Develop and implement a plan to require participation of high school students in service learning projects</li> </ul>	<p>Character education program development in process. Service learning project development scheduled for development in 08-09 with pilot in 09-10.</p>
<p><b>Goal: SBISD will have a pervasive culture of safety and respect.</b> <b>S 1 - Improve student discipline with a focus on a positive climate of respect</b></p>	
<ul style="list-style-type: none"> <li>S 1.4 Increase percent of parents, students, staff and community who perceive SBISD campuses as respectful and orderly <ul style="list-style-type: none"> <li>S 1.1 Implement a student discipline management system supportive of social emotional learning to decrease overall discipline incidents per student and decrease serious offenses related to violence, tobacco, drugs, alcohol, gangs, and bullying.</li> <li>S 1.2 Develop and implement a discipline reporting system that produces reports for each grading period</li> </ul> </li> </ul>	<p>In development with implementation scheduled for 09-10. Developed and scheduled for implementation in 08-09.</p>
<p><b>Goal: SBISD will use strategic plans to be fiscally responsible and efficiently use all resources – human, time and monetary – to support student achievement.</b> <b>O 1 – Improve the condition of district facilities</b></p>	
<ul style="list-style-type: none"> <li>O 1.1 Increase staff and community positive perceptions of the condition and maintenance of facilities <ul style="list-style-type: none"> <li>O 1.5 Develop and implement a long range plan for facilities</li> </ul> </li> <li>O 1.2 Improve the efficiency and effectiveness in maintenance and operations areas compared to Chapter 41 districts (rewording) <ul style="list-style-type: none"> <li>O 1.2 Implement a program to reduce maintenance costs by increasing the use of standardized equipment and materials</li> </ul> </li> </ul>	<p>Developed in summer 2007 and implementation started in 07-08. Plan developed and implemented in 07-08.</p>
<p><b>O 2 - Improve the financial condition of the district</b></p>	
<ul style="list-style-type: none"> <li>O 2.3 Improve district efficiency through the use of financial tools to assess central and campus level staffing and compensation levels <ul style="list-style-type: none"> <li>O 2.1 Implement a process to compare the efficiency and effectiveness of expenditures compared to academic performance</li> <li>O 2.2 Redesign the budget process to ensure that budgeted dollars align with the Five Year Educational Plan</li> </ul> </li> </ul>	<p>Plan developed in 07-08 and scheduled for implementation in 08-09. Budget process redesigned and implemented in 07-08.</p>
<p><b>O 3 - Improve the use of technology through implementation of the district technology plan to increase district efficiency and effectiveness</b></p>	
<ul style="list-style-type: none"> <li>O 3.1 Improve teaching and learning effectiveness by use of new technologies (rewording) <ul style="list-style-type: none"> <li>O 3.1 Implement technologies to improve classroom effectiveness</li> </ul> </li> </ul>	<p>Initiatives planned and initial implementation started in 07-08.</p>

O 3.6 Improve technology infrastructure and reliability		
<ul style="list-style-type: none"> <li>• O 3.7 Provide wireless access districtwide</li> <li>• O 3.3 Develop and implement a plan for online testing</li> </ul>		Wireless access implementation began in 07-08. Plan implemented in 07-08
<b>Objective recommended for deletion</b>		
<ul style="list-style-type: none"> <li>• O 3.9 - Implement technologies to reduce paper and increase number of forms available online</li> </ul>		Plan to increase online form access implemented in 07-08.
<b>Goal: Students, parents, and community will be active partners in students' education.</b>		
<b>C 1 - Improve the quality of engagement of all stakeholders through stronger partnerships and communication</b>		
C 1.7 Increase the district's market share of enrollment of students who reside within the district boundaries. (rewording)		
<ul style="list-style-type: none"> <li>• C 1.7 Develop and implement a plan to increase the district's market share of enrollment of students who reside within the district boundaries.</li> </ul>		Plan development in 08-09 with implementation scheduled for 09-10.
<b>C 2 - Improve the involvement of parents in school life by providing support and encouragement</b>		
C 2.1 Increase parental engagement in school activities		
<ul style="list-style-type: none"> <li>• C 2.3 Develop and implement a parent contract to engage parents in their child's educational experience</li> </ul>		Development scheduled for 08-09 with implementation in 09-10.
<b>Goal: SBSISD, as the employer of choice, will recruit and retain the best people by rewarding excellence and providing opportunities for continual growth.</b>		
<b>P 1 - Improve recruitment and retention of staff</b>		
P 1.1 Decrease the SBSISD staff turnover rate to a level 1.5% below Texas or 3% lower than baseline rates		
<ul style="list-style-type: none"> <li>• P 1.2 Develop and implement a new performance based employee compensation plan</li> <li>• P 1.7 Develop and implement an exit interview process</li> </ul>		Scheduled for development with implementation in 10-11. Implemented in 07-08 for teachers and scheduled in 08-09 for other staff.
<b>P 2 - Improve employee excellence through appraisal and development</b>		
P 2.1 Increase employee satisfaction with the appraisal system (rewording)		
<ul style="list-style-type: none"> <li>• P 2.1 Implement an appraisal system that rewards excellent performance of teachers and staff</li> </ul>		Implementation in 08-09 for administrators, paraprofessionals, police, nurses and custodial; scheduled for teachers, counselors, and child nutrition in 09-10.