

Argyle ISD



Strategic Plan
2014-2019

**Argyle Independent School District
2014-2019 Five Year Strategic Plan**

**MEMBERS
ARGYLE ISD STRATEGIC PLANNING COMMITTEE
2014-2019**

<u>NAME</u>	<u>TITLE</u>
Ms. Pam Arrington	High School Teacher
Mr. Jeff Butts	High School Principal
Mr. Chris Daniel	Assistant Superintendent
Ms. Marilyn Ellis	Intermediate Teacher
Mr. Matthew George	Middle School Teacher
Mr. Scott Gibson	Middle School Principal
Ms. Renee Funderburg	Intermediate School Principal
Ms. Kristen Haynes	Elementary School Teacher
Ms. Diann Huber	Business Representative
Ms. Beverly Luxton	Middle School Teacher
Ms. Terra Lyon	High School Teacher
Ms. Mandi Pels	Elementary School Principal
Ms. Stephanie Sanchez	Elementary School Teacher
Ms. Leslee Shannon	Parent
Ms. Misty Whitworth	Intermediate School Teacher
Dr. Telen Wright	Superintendent

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ARGYLE ISD STRATEGIC PLAN 2014 – 2019

Vision Statement

Argyle ISD empowers and inspires socially responsible world-class leaders, while embracing small community values.

Mission Statement

Argyle ISD will produce intrinsically motivated, socially responsible leaders who demonstrate excellence in achievement; exhibit integrity and respect; and embrace diversity and innovation within a safe, dynamic, world-class learning environment.

Value Statement

In Argyle ISD we value: Integrity, Innovation, Diversity, Excellence, Respect, Compassion, and Social Responsibility.

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Strategic Goals, Strategic Targets, and Strategic Measures

- I. With our focus on recruiting, retaining, and training highly qualified teachers and staff, Argyle ISD will:
 - A. utilize a quality process to identify, hire, and retain exceptional employees by:
 - 1. implementing a uniform recruiting and selection process
 - 2. offering a compensation package that exceeds those of bordering school districts
 - B. provide a comprehensive, data-driven staff development program which targets the needs of all staff members by:
 - 1. offering a program of differentiated staff development which meets the specific needs and job descriptions of all employees
 - C. maintain a culture of appreciation and support for all employees by:
 - 1. ensuring that ninety percent of employees respond positively to a survey regarding district culture and job satisfaction

- II. With our focus on student achievement and participation in the areas of academics, athletics, and fine arts, Argyle ISD will:
 - A. earn annually the highest possible state accountability rating as will each campus by:
 - 1. achieving TAPR data standards that confirm the highest possible state rating
 - B. meet annually the federal accountability measure for Adequate Yearly Progress (AYP) as will each campus by:
 - 1. achieving AYP accountability measures that confirm meeting the AYP standard
 - C. exceed the performance of TEA comparison campuses on state and national standardized tests by:
 - 1. achieving performance index on Index 1 (Student Achievement) at or above the target score
 - 2. achieving performance index on Index 2 (Student Progress) at or above the target score
 - 3. achieving performance index on Index 3 (Closing Performance Gaps) at or above the target score
 - 4. achieving performance index on Index 4 (Postsecondary Readiness) at or above the target score

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5. achieving campus attendance rates that confirms the required percentage for Quartile 1 or the next highest Quartile; **or, improvement from prior year**
6. achieving an **average scale score** on all STAAR tested grades and subjects at all campuses at Quartile 1 or the next higher Quartile; **or, improvement from prior year**
7. achieving Level III performance on all STAAR tested grades and subjects at all campuses at Quartile 1 or the next higher Quartile; **or, improvement from prior year**
8. achieving greater than expected progress in ELA that confirms the required performance for Quartile 1 or the next highest Quartile; **or, improvement from prior year**
9. achieving greater than expected progress in Math that confirms the required performance for Quartile 1 or the next highest Quartile; **or, improvement from prior year**
10. achieving Algebra 1 by grade 8 performance at Level III that confirms the required performance for Quartile 1 or the next highest Quartile; **or, improvement from prior year**
11. achieving Algebra 1 participation by grade 8 that confirms the required participation for Quartile 1 or the next highest Quartile; **or, improvement from prior year**
12. achieving AP and Advanced/Dual enrollment course completion participation that confirms the required percentage for Quartile 1 or the next highest Quartile; **or, improvement from prior year**
13. achieving AP ELA performance that confirms the required percentage for Quartile 1 or the next highest Quartile; **or, improvement from prior year**
14. achieving AP Math performance that confirms the required percentage for Quartile 1 or the next highest Quartile; **or, improvement from prior year**
15. achieving SAT/ACT participation percentage that confirms the required participation for Quartile 1 or the next highest Quartile; **or, improvement from prior year**
16. achieving SAT ELA performance that confirms the required performance for Quartile 1 or the next highest Quartile; **or, improvement from prior year**
17. achieving SAT Math performance that confirms the required performance for Quartile 1 or the next highest Quartile; **or, improvement from prior year**
18. achieving ACT ELA performance that confirms the required performance for Quartile 1 or the next highest Quartile; **or, improvement from prior year**

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- 19. achieving ACT Math performance that confirms the required performance for Quartile 1 or the next highest Quartile; **or, improvement from prior year**
- D. provide comprehensive extra-curricular and highly competitive athletic and fine arts programs by:
 - 1. offering programs that meet the needs of all AISD students by ensuring equitable funding
 - 2. achieving highly competitive team/group records of performance
 - 3. increasing student participation
- E. prepare students for the 21st century workplace by:
 - 1. integrating technology into each classroom
- III. With our focus on parental involvement and community awareness and support, Argyle ISD will:
 - A. build partnerships to promote, support and establish opportunities for parental, student, and community involvement by:
 - 1. continuing and expanding upon partnerships and volunteerism
 - B. communicate with all stakeholders using multiple avenues:
 - 1. continuing and expanding avenues of communication
 - 2. analyzing survey data
- IV. With our focus on operational excellence through well-defined procedures and policies, Argyle ISD will:
 - A. establish and maintain policies and procedures to ensure operational excellence by:
 - 1. analyzing the number of policies and procedures created, reviewed and revised
 - 2. conducting program evaluations
 - 3. conducting employee evaluations
 - B. implement and evaluate 3-5 year district, campus, and departmental plans, including budgetary concerns by:
 - 1. ensuring expenditures reflect goals in each plan

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- V. With our focus on fiscal accountability, Argyle ISD will:**
 - A. be fiscally responsible while maintaining a transparent accountability system by:**
 - 1. achieving a superior score using the Financial Integrity Rating System of Texas (FIRST)
 - 2. completing an “Independent Audit Report” with no major findings in the accompanying management letter
 - 3. providing publicly communicated monthly financial reports
 - 4. achieving a district attendance rate of 96%

- VI. With our focus on assessing and maintaining facilities and projecting future facility needs, AISD will:**
 - A. annually inform the Board regarding maintenance needs by**
 - 1. presenting a three to five year plan with short and long term needs articulated
 - B. develop a short term facility plan**
 - 1. showing needs at each grade level at specific enrollment increments
 - C. develop a long term facility plan**
 - 1. showing vision for district at build out

- VII. With our focus on safety and security, Argyle ISD will:**
 - A. Provide secure campus learning environments as measured by:**
 - 1. assessing and mitigating threat in areas adjacent to campuses.
 - 2. assessing and mitigating threat in area immediately surrounding campuses.
 - 3. assessing and mitigating threat inside buildings on all campuses.
 - B. Provide a secure environment at extracurricular activities as measured by:**
 - 1. assessing and mitigating threat in areas adjacent to campuses.
 - 2. assessing and mitigating threat in area immediately surrounding campuses.
 - 3. assessing and mitigating threat inside buildings on all campuses.
 - 4. assessing and mitigating threat when students participate off campus outside AISD.
 - C. Provide safe and secure transportation for students as measured by:**
 - 1. assessing and mitigating threat regarding vehicles such as buses and suburbans.

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2. assessing and mitigating threat regarding drivers.
3. assessing and mitigating threat regarding distance and routes.

VIII. With our focus on “Character First” Culture, Argyle ISD will:

- A. Provide a learning environment of compassion, honesty, and integrity by:
 1. increasing awareness and display of character attributes of students and staff

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Goal 1: With our focus on recruiting, retaining, and training highly qualified teachers and staff, Argyle ISD will:

Target A: Utilize a quality process to identify, hire, and retain exceptional employees as measured by:

Measure 1: A uniform recruiting and selection process

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Utilize "Procedures for Hiring of New Personnel" flow chart	Flow chart, staff time	Superintendent	Sept. 2014-August 2019
Attend teacher fairs as needed	Staff time	Superintendent, Assistant Superintendent	Sept. 2014-August 2019
Utilize standardized interview questions to screen candidates	Set of questions, staff time	Superintendent	Sept. 2014-August 2019
Utilize PDAS for teachers and appropriate appraisal instruments for other staff	Appraisal instruments, Eduphoria	Superintendent, Principals	Sept. 2014-August 2019

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Goal 1: With our focus on recruiting, retaining, and training highly qualified teachers and staff, Argyle ISD will:

Target A: Utilize a quality process to identify, hire, and retain exceptional employees as measured by:

Measure 2: A compensation package that exceeds those of bordering school districts

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Provide salary schedule competitive with bordering school districts	Staff time, local salary schedules	Chief Financial Officer	Sept. 2014-August 2019
Provide funds to supplement health insurance premiums	District funds	Chief Financial Officer	Sept. 2014-August 2019
Provide life insurance	District funds	Chief Financial Officer	Sept. 2014-August 2019
Provide five days local sick leave	District funds	Superintendent, Chief Financial Officer	Sept. 2014-August 2019
Implement performance incentive plan	Staff time	Superintendent	August 2013

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Goal 1: With our focus on recruiting, retaining, and training highly qualified teachers and staff, Argyle ISD will:

Target A: Utilize a quality process to identify, hire, and retain exceptional employees as measured by:

Measure 3: Staff retention at a rate higher than bordering school districts

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Provide one personal day for each five years of service (up to three days)	District funds	Superintendent	Sept. 2014-August 2019
Complete exit interview on resigning employees	Exit form, staff time	Superintendent, Principals, Directors, Chief Financial Officer	Sept. 2014-August 2019
Continue longevity pay to qualified employees	District funds	Chief Financial Officer	Sept. 2014-August 2019
Maintain student teacher ratio below campus group	District funds	Superintendent, Chief Financial Officer	Sept. 2014-August 2019
Minimize traveling and room sharing by teachers	District funds	Superintendent, Chief Financial Officer	Sept. 2014-August 2019

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Goal 1: With our focus on recruiting, retaining, and training highly qualified teachers and staff, Argyle ISD will:

Target B: Provide comprehensive, data-driven staff development, which targets the needs of all staff members as measured by:

Measure 1: A program of differentiated staff development, which meets specific needs and job descriptions of employees

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Review District Staff Development Plan	Staff time	Assistant Superintendent	Sept. 2014-August 2019
Provide training session for staff regarding all special programs	Staff time, district funds	Assistant Superintendent	Sept. 2014-August 2019
Utilize curriculum coordinators for content area staff development	Staff time, district funds	Assistant Superintendent	Sept. 2014-August 2019

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Goal 1: With our focus on recruiting, retaining, and training highly qualified teachers and staff, Argyle ISD will:

Target C: Maintain a culture of appreciation and support for all employees as measured by:

Measure 1: Positive response to a survey regarding district culture and job satisfaction from ninety percent of employees

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Conduct bi-annual employee job satisfaction survey	Staff time	Superintendent	Sept. 2014- August 2019

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Goal 2: With our focus on student achievement and participation in the areas of academics, athletics, and fine arts, Argyle ISD will:

Target A: Annually earn the highest state accountability rating as will each campus as measured by:

Measure 1: AEIS data

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Utilize benchmarks on all campuses	Released exams, Eduphoria, STAAR Maker, STAAR One	Assistant Superintendent, Principals	Sept. 2014-August 2019
Provide TAKS and STAAR remediation classes at secondary campuses	District funds, teaching staff, TAKS and STAAR results, A+, individual student reports, TAKS and STAAR study guides	Assistant Superintendent, Principals	Sept. 2014-August 2019
Provide STAAR tutoring and/or accelerated instruction at all campuses	District funds, teaching staff, STAAR results, A+, individual student reports, STAAR study guides	Assistant Superintendent	Sept. 2014-August 2019
Provide after school transportation for tutoring	District funds	Principals, Assistant Director of Transportation	Sept. 2014-August 2019
Provide summer school transportation	District funds	Principals, Assistant Director of Transportation	Sept. 2014-August 2019

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Monitor drop-out prevention	Staff time	HS Principal, HS Counselor	Sept. 2014-August 2019
Provide counseling for alternative education programs	Staff time	HS Counselor	Sept. 2014-August 2019
Monitor leaver codes	Staff time	HS Principal	Sept. 2014-August 2019
Maintain incentive program for attendance	Staff time	Principals	Sept. 2014-August 2019
Maintain daily call log for parents of absent students	Staff time	Principals	Sept. 2014-August 2019
Maintain campus attendance committees	Staff time	Principals	Sept. 2014-August 2019
Make truancy court referrals	Staff time	Principals	Sept. 2014-August 2019
Conduct comprehensive needs assessment addressing district student performance on the Texas Academic Performance Report and other appropriate measures of performance	Staff time, district funds	Assistant Superintendent	Sept. 2014-August 2019

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Provide group presentations regarding the needs of students for special programs	Staff time, district funds	Assistant Superintendent	Sept. 2014-August 2019
Monitor and support the implementation of differentiated instruction in reading for students in all special programs (Dyslexia, Special Education, ESL, 504, At Risk)	Staff time	Principals, Assistant Superintendent	Sept. 2014-August 2019
Provide reading and math improvement classes at the elementary grades for at risk students as part of the daily schedule	State Compensatory Education – \$277,156 Title I- \$67,104 Local Funds	Teachers, Principal	Sept. 2014-August 2019
Coordinate the alignment and articulation of instruction both vertically and horizontally in grades K-12 to deliver a quality curriculum to all students	Staff time	Assistant Superintendent	Sept. 2014-August 2019
List all CTE course offerings in course description guide	Staff time	Counselor	Sept. 2014-August 2019
Provide all students and parents online access to the student handbook and student code of conduct	Internet, website	Principals	Sept. 2014-August 2019

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Provide middle school students, teachers and parents information on career options	Classroom curriculum, Career Day	Middle School Counselor	Sept. 2014-August 2019
Provide high school students, teachers and parents information for higher education admissions and financial aid opportunities	Pamphlet information, College Day	High School Counselor	Sept. 2014-August 2019

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Goal 2: With our focus on student achievement and participation in the areas of academics, athletics, and fine arts, Argyle ISD will:

Target B: Annually meet the federal accountability measure for Adequate Yearly Progress (AYP) as will each campus as measured by:

Measure 1: AYP data

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Utilize benchmarks at all campuses	Released exams, STAAR Maker, Eduphoria	Assistant Superintendent	Sept. 2014-August 2019
Provide TAKS and STAAR remediation classes at secondary campuses	District funds, teaching staff, TAKS and STAAR results, A+, individual student reports, TAKS and STAAR study guides	Assistant Superintendent	Sept. 2014-August 2019
Provide STAAR tutoring/accelerated instruction at all campuses	District funds, teaching staff, TAKS and STAAR results, A+, individual student reports, TAKS and STAAR study guides	Assistant Superintendent	Sept. 2014-August 2019
Monitor drop-out prevention	Staff time	HS Principal, HS Counselor	Sept. 2014-August 2019

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Provide counseling for alternative education programs	Staff time	HS Counselor	Sept. 2014-August 2019
Monitor leaver codes	Staff time	HS Principal	Sept. 2014-August 2019

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Goal 2: With our focus on student achievement and participation in the areas of academics, athletics, and fine arts, Argyle ISD will:

Target C: Exceed the performance of TEA comparison campuses on state and national standardized tests as measured by:

Measure 1: Achieving campus attendance rates that confirms the required percentage for Quartile 1 or the next highest Quartile

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Hire Argyle ISD Police Chief	District funds	Superintendent	Sept. 2014-August 2019
Maintain daily call log for parents of absent students	Staff time	Principals	Sept. 2014-August 2019
Maintain campus attendance committees	Staff time	Principals	Sept. 2014-August 2019
Make truancy court referrals	Staff time	Principals	Sept. 2014-August 2019
Maintain incentive program for attendance	Staff time	Principals	Sept. 2014-August 2019

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Goal 2: With our focus on student achievement and participation in the areas of academics, athletics, and fine arts, Argyle ISD will:

Target C: Exceed the performance of TEA comparison campuses on state and national standardized tests as measured by:

Measures 2-10: STAAR

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Provide reading and math improvement classes at the elementary grades for at risk students as part of the daily schedule	Staff time	ES Principal	Sept. 2014-August 2019
Coordinate the alignment and articulation of instruction both vertically and horizontally in grades K-12 to deliver a quality curriculum to all students	Staff time	Assistant Superintendent	Sept. 2014-August 2019
Continue document based questioning (DBQ) program in all social studies classrooms	Staff time	Principals, Assistant Superintendent	Sept. 2014-August 2019
Continue implementation of writing training on all campuses	Staff time	Principals, Assistant Superintendent	Sept. 2014-August 2019
Continue implementation of Instructional Rounds on all campuses	Staff time, District funds	Principals, Assistant Superintendent	Sept. 2014-August 2019

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Begin implementation of the Fundamental Five on all campuses	Staff time, District funds	Principals, Assistant Superintendent	Sept. 2014-August 2019
Provide common assessments in all math classes	Staff time, Eduphoria, STAAR One, STAAR Maker	Curriculum Coordinator, Principals	Sept. 2014-August 2019
Utilize benchmarks on all campuses	Released exams, Eduphoria, STAAR Maker	Assistant Superintendent, Principals	Sept. 2014-August 2019
Provide TAKS and STAAR remediation classes at secondary campuses	District funds, teaching staff, TAKS and STAAR results, A+, individual student reports, TAKS and STAAR study guides	Assistant Superintendent, Principals	Sept. 2014-August 2019
Provide STAAR tutoring and/or accelerated instruction at all campuses	District funds, teaching staff, STAAR results, A+, individual student reports, STAAR study guides	Assistant Superintendent, Principals	Sept. 2014-August 2019
Provide after school transportation for tutoring	District funds	Principals, Assistant Director of Transportation	Sept. 2014-August 2019
Provide summer school transportation	District funds	Principals, Assistant Director of Transportation	Sept. 2014-August 2019

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Monitor and support the implementation of differentiated instruction in reading for students in all special programs (SPED, Dyslexia, ESL, 504, At Risk)	Staff time	Principals, Assistant Superintendent	Sept. 2014-August 2019
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Goal 2: With our focus on student achievement and participation in the areas of academics, athletics, and fine arts, Argyle ISD will:

Target C: Exceed the performance of TEA comparison campuses on state and national standardized tests as measured by:

Measure 11: Achieving Algebra 1 participation by grade 8 that confirms the required participation for Quartile 1 or the next highest Quartile

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Ensure students are identified in grade 4 for advanced classes in 5 th grade	Staff time	ES Principal, Assistant Superintendent	Sept. 2014-August 2019
Provide opportunities for course advancement to students who do not begin advanced classes in grade 5-7	Staff time	IS Principal, MS Principal, Assistant Superintendent	Sept. 2014-August 2019

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Goal 2: With our focus on student achievement and participation in the areas of academics, athletics, and fine arts, Argyle ISD will:

Target C: Exceed the performance of TEA comparison campuses on state and national standardized tests as measured by:

Measures 12-19: AP/SAT/ACT

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Offer SAT/ACT prep class during the school day	Staff time	HS Principal, Assistant Superintendent	Sept. 2014- August 2019
Provide opportunity for SAT/ACT prep class after school hours	Staff time	HS Principal, Assistant Superintendent	Sept. 2014- August 2019
Identify eligible Duke University Talent Search students	Staff time	ES, IS, and MS Counselors	Sept. 2014- August 2019
Encourage Duke University Talent Search students to take the SAT or ACT	Staff time	MS Principal, MS Counselor	Sept. 2014- August 2019
Continue to offer the PSAT to all sophomores	Staff time	HS Principal, HS Counselors,	Sept. 2014- August 2019
Encourage all juniors to take the SAT or ACT	Staff time	HS Principal, HS Counselors	Sept. 2014- August 2019
Consider offering the SAT/ACT on-site at Argyle High	Staff time	HS Principal, HS Counselors	Sept. 2014- August 2019
Consider offering SAT vocabulary program	Staff time	HS Principals, Assistant Superintendent	Sept. 2014- August 2019
Continue to offer AP/Dual credit classes	Staff time	HS Principal, HS Counselors	Sept. 2014- August 2019
Consider offering SAT math problem of the day	Staff time	HS Principals, Assistant Superintendent	Sept. 2014- August 2019

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Goal 2: With our focus on student achievement and participation in the areas of academics, athletics, and fine arts, Argyle ISD will:

Target D: Provide comprehensive extracurricular and highly competitive athletic and fine arts programs as measured by:

Measure 1: Offering programs that meet the needs of all AISD students through equitable funding

Survey student population annually for athletic/fine arts interest selections	Staff time	Superintendent, HS Principal, HS Counselor	Sept. 2014-August 2019
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Goal 2: With our focus on student achievement and participation in the areas of academics, athletics, and fine arts, Argyle ISD will:

Target D: Provide comprehensive extracurricular and highly competitive athletic and fine arts programs as measured by:

Measure 2: Team/group records of performance

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Document district, regional and state records	Staff time	HS Principal	Sept. 2014- August 2019

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Goal 2: With our focus on student achievement and participation in the areas of academics, athletics, and fine arts, Argyle ISD will:

Target D: Provide comprehensive extracurricular and highly competitive athletic and fine arts programs as measured by:

Measure 3: Level of student participation

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Measure percentage participation in extra-curricular activities	Staff time	Superintendent, Campus Principals, Counselors	Sept. 2014- August 2019
Increase percentage participation in extra-curricular activities	Staff time	Superintendent, Campus Principals	Sept. 2014- August 2019
Conduct one-on-one conferences with students entering 9 th grade	Staff time	Superintendent, Campus Principals, Counselors	Sept. 2014- August 2019

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Goal 2: With our focus on student achievement and participation in the areas of academics, athletics, and fine arts, Argyle ISD will:

Target E: Prepare students for the 21st century workplace by:

Measure 1: Integrating technology into each classroom

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Continue position of Instructional Technologist	District funds	Assistant Superintendent	Sept. 2014-August 2019
Integrate bring your own device	Staff time	Assistant Superintendent, HS Principal	Sept. 2014-August 2019
Build capacity of teachers and staff on how to effectively integrate technology into their classroom	Staff time	Assistant Superintendent, Principals, Instructional Technologist	Sept. 2014-August 2019
Continue technology committee comprised of Superintendent, board member, staff members, and community members	Staff time	Superintendent	Sept. 2014-August 2019

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Provide one-to-one device to students in grades 5-8	District funds, Staff time	Superintendent, Technology Director, Principals	Sept. 2014- August 2019
Provide devices to students in grades K-4	District funds, Staff time	Superintendent, Technology Director, Principals	Sept 2014- August 2019
Continue campus technology committees	Staff time	Technology Director, Assistant Superintendent, Principals	Sept. 2014- August 2019
Integrate instructional technology into classroom instruction K-12 to support student achievement	A+, projectors, computer labs, mimios, iPads	Principals, Assistant Principal, Instructional Technologist	Sept. 2014- August 2019
Continue implementation and revision of the 5-year technology plan	District funds, staff time	Assistant Superintendent, Technology Director, Technology Committee	Sept. 2014- August 2019

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Continue to employ technology director, network administrator, 2 computer technicians, and instructional technologist	District funds	Board, Superintendent	Sept. 2014- August 2019
Continue to provide one computer lab facilitator at the elementary campus and one computer lab facilitator at MS/HS	District funds	Board, Superintendent	Sept. 2014- August 2019

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Goal 3: With our focus on parental and student involvement and community awareness and support, Argyle ISD will:

Target A: Build partnerships to promote, support and establish opportunities for parental and community involvement as measured by:

Measure 1: Number of partnerships and volunteer efforts continued and expanded upon

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Conduct Career Day annually	Counselors	MS/HS Principals	Sept. 2014-August 2019
Conduct College Fair annually	Counselors	HS Principal	Sept. 2014-August 2019
Increase participation in PTA/PTSA organizations at each campus	Volunteers	Campus Principals	Sept. 2014-August 2019
Increase participation in student volunteerism	Faculty sponsors, time	Principals, Faculty Sponsors	Sept. 2014-August 2019
Maintain partnership with Argyle Education Foundation	Argyle Education Foundation	Assistant Superintendent	Sept. 2014-August 2019

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Increase participation in booster clubs in Athletics and Band	Volunteers	Campus Principals, Band Director, Athletic Director	Sept. 2014-August 2019
Conduct Open House and Meet the Teacher Night	Staff time	Campus Principals	Sept. 2014-August 2019

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Goal 3: With our focus on parental involvement and community awareness and support, Argyle ISD will:

Target B: Communicate with all stakeholders using multiple avenues as measured by:

Measure 1: Number of avenues of communication continued and expanded

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Maintain and update website	District funds, webmaster	Superintendent	Sept. 2014-August 2019
Increase communication to parents via e-mail and text using School Messenger	E-mail	Superintendent	Sept. 2014-August 2019
Distribute "Insights" in English and Spanish	Website, staff time	Superintendent	Sept. 2014-August 2019
Maintain weekly update of marquee	Staff time	Principals	Sept. 2014-August 2019
Maintain Facebook and Twitter account	Staff time	Superintendent, Assistant Superintendent	Sept. 2014-August 2019
Acquire electronic marquee	District funds	Superintendent	Sept. 2014-August 2019
Post Board Book online	Website	Superintendent	Sept. 2014-August 2019

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Goal 3: With our focus on parental involvement and community awareness and support, Argyle ISD will:

Target B: Communicate with all stakeholders using multiple avenues as measured by:

Measure 2: Survey data

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Conduct bi-annual stake holder satisfaction survey	Staff time	Superintendent	Sept. 2014- August 2019
Continue using School Messenger	Staff time	Superintendent	Sept. 2014- August 2019

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Goal 4: With our focus on operational excellence through well-defined procedures and policies, Argyle ISD will:

Target A: Establish and maintain policies and procedures to ensure operational excellence as measured by:

Measure 1: Number of policies and procedures created, reviewed and revised

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Maintain business office procedure manual on-line	Staff time	Chief Financial Officer	Sept. 2014-August 2019
Maintain and update internal staff resource forms	Staff time	Superintendent	Sept. 2014-August 2019

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Goal 4: With our focus on operational excellence through well-defined procedures and policies, Argyle ISD will:

Target A: Establish and maintain policies and procedures to ensure operational excellence as measured by:

Measure 2: Program evaluations

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Utilize committees to regularly evaluate programs	Staff time	Superintendent	Sept. 2014-August 2019
Utilize key personnel to regularly evaluate programs	Staff time	Superintendent	Sept. 2014-August 2019
Utilize key personnel to evaluate services departments are providing	Staff time	Superintendent	Sept. 2014-August 2019

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Goal 4: With our focus on operational excellence through well-defined procedures and policies, Argyle ISD will:

Target A: Establish and maintain policies and procedures to ensure operational excellence as measured by:

Measure 3: Employee evaluations

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Utilize the PDAS instrument to evaluate teacher performance	Staff time, Eduphoria	Superintendent, Campus Principals	Sept. 2014-August 2019
Utilize the recommended TEA instrument to evaluate administrator performance	Staff time, evaluation instrument	Superintendent	Sept. 2014-August 2019
Utilize district evaluation for non-certified employees	Staff time, evaluation instrument	Superintendent	Sept. 2014-August 2019

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Goal 4: With our focus on operational excellence through well-defined procedures and policies, Argyle ISD will:

Target B: Implement and evaluate 3-5 year district, campus, and departmental plans, including budgetary concerns as measured by:

Measure 1: Ensuring expenditures reflect goals in each plan

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Conduct an evaluation of expenses by campus and/or department	Staff time	Superintendent, CFO, Campus Principals, Directors	Sept. 2014- August 2019

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Goal 5: With our focus on fiscal accountability, Argyle ISD will:

Target A: Be fiscally responsible while maintaining a transparent accountability system as measured by:

Measure 1: Superior Financial Integrity Rating System of Texas (FIRST) score

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Monitor each criterion indicator in FIRST	Staff time	Chief Financial Officer	Sept. 2014-August 2019
Annually update and present all business office policies and procedures	Staff time, handbooks	Chief Financial Officer	Sept. 2014-August 2019
Keep all financial transactions within budget	Staff time	Chief Financial Officer	Sept. 2014-August 2019
Hold quarterly meetings with principals regarding campus budgets	Staff time	Chief Financial Officer	Sept. 2014-August 2019
Hold monthly meeting with Director of Maintenance and Transportation	Staff time	Chief Financial Officer	Sept. 2014-August 2019
Ensure financial resources of	Staff time	Superintendent,	Sept. 2014-

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the district are maximized during construction projects		Chief Financial Officer	August 2019
Build district's fund balance	Staff time	Superintendent, Chief Financial Officer	Sept. 2014-August 2019
Annually present 3-5 year financial plan which ties to departmental budgets	Staff time	Chief Financial Officer	Sept. 2014-August 2019

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Goal 5: With our focus on fiscal accountability, Argyle ISD will:

Target A: Be fiscally responsible while maintaining a transparent accountability system as measured by:

Measure 2: Independent Audit Report with no major findings in management letter

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Regularly update business office policies and procedures	Handbooks	Chief Financial Officer	Sept. 2014-August 2019
Keep all financial transactions within budget	Staff time	Chief Financial Officer	Sept. 2014-August 2019
Amend budget monthly	Staff time	Chief Financial Officer	Sept. 2014-August 2019
Review budget monthly	Staff time	Chief Financial Officer	Sept. 2014-August 2019
Update and present capital plan to board	Staff time	Chief Financial Officer	Sept. 2014-August 2019

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Goal 5: With our focus on fiscal accountability, Argyle ISD will:

Target A: Be fiscally responsible while maintaining a transparent accountability system as measured by:

Measure 3: Publicly communicated monthly financial reports

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Post check register online (posted in Board Book)	Website, staff time	Chief Financial Officer	Sept. 2014- August 2019
Post Board Book online	Board Book, website, staff time	Chief Financial Officer, Superintendent's Administrative Assistant	Sept. 2014- August 2019
Post budget online	Website, staff time	Chief Financial Officer	Sept. 2014- August 2019
Maintain business office link on AISD website	Website, staff time	Chief Financial Officer	Sept. 2014- August 2019

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Goal 5: With our focus on fiscal accountability, Argyle ISD will:

Target A: Be fiscally responsible while maintaining a transparent accountability system as measured by:

Measure 4: Achieving district attendance rate of 96% for current school year

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Maintain incentive program for attendance	Staff time	Principals	Sept. 2014- August 2019
Maintain daily call log for parents of absent students	Staff time	Principals	Sept. 2014- August 2019
Maintain campus attendance committees	Staff time	Principals	Sept. 2014- August 2019
Make truancy court referrals	Staff time	Principals	Sept. 2014- August 2019

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Goal 6: With our focus on assessing and maintaining facilities and projecting future facility needs, Argyle ISD will:

Target A: Annually inform the Board regarding maintenance needs by:

Measure 1: Presenting a three to five year plan with short and long term needs articulated

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Continue facilities committee comprised of Superintendent, board member, staff members, and community members	Committee time	Superintendent	Sept. 2014- August 2019

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Goal 6: With our focus on assessing and maintaining facilities and projecting future facility needs, Argyle ISD will:

Target B: Develop a short term facility plan:

Measure 1: Showing needs at each grade level at specific enrollment increments

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Continue facilities committee comprised of Superintendent, board member, staff members, and community members	Committee time	Superintendent	Sept. 2014- August 2019

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Goal 6: With our focus on assessing and maintaining facilities and projecting future facility needs, Argyle ISD will:

Target C: Develop a long-term facility plan:

Measure 1: Showing vision for district at build out

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Continue facilities committee comprised of Superintendent, board member, staff members, and community members	Committee time	Superintendent	Sept. 2014-August 2019
Facilities committee will present findings and recommendations to board	Committee time	Superintendent	Sept. 2014-August 2019

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Goal 7: With our focus on safety and security, Argyle ISD will:

Target A: Provide secure campus learning environments as measured by:

Measure 1: Assessing and mitigating threat in areas adjacent to campuses

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Argyle ISD Police Chief	District funds	Superintendent	Sept. 2014-August 2019

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Goal 7: With our focus on safety and security, Argyle ISD will:

Target A: Provide secure campus learning environments as measured by:

Measure 2: Assessing and mitigating threat in area immediately surrounding campuses

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Argyle ISD Police Chief	District funds	Superintendent	Sept. 2014-August 2019

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Goal 7: With our focus on safety and security, Argyle ISD will:

Target A: Provide secure campus learning environments as measured by:

Measure 3: Assessing and mitigating threat inside buildings on all campuses

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Provide training and integrate activities/lessons to support the counseling staff with violence prevention, bullying, crisis intervention, character education, resiliency, conflict resolution, dating violence and safety	Staff time	Principals, Counselors	Sept. 2014- August 2019
Provide cameras and canines to deter the use of drugs on campus	District funds	HS & MS Principals	Sept. 2014- August 2019
Provide additional campus security at high school football games and high school basketball games	District funds	HS Principal	Sept. 2014- August 2019
Conduct survey on MS/HS campus related to drug and alcohol use and violence	District funds	Assistant Superintendent	Sept. 2014- August 2019

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Continue Challenge Day Club	District funds	HS Principal, CDC Sponsor	Sept. 2014-August 2019
Articulate a campus-wide discipline management plan on each campus	Discipline reports from teachers and administrators	HS Principal, CDC Sponsor	Sept. 2014- August 2019

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Goal 7: With our focus on safety and security, Argyle ISD will:

Target B: Provide a secure environment at extracurricular activities as measured by:

Measure 1: Assessing and mitigating threat in areas adjacent to campuses

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Argyle ISD Police Chief	District funds	Superintendent	Sept. 2014-August 2019
Provide additional campus security at high school football games	District funds	HS Principal	Sept. 2014- August 2019

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Goal 7: With our focus on safety and security, Argyle ISD will:

Target B: Provide a secure environment at extracurricular activities as measured by:

Measure 2: Assessing and mitigating threat in area immediately surrounding campuses

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Argyle ISD Police Chief	District funds	Superintendent	Sept. 2014-August 2019
Provide additional campus security at high school football games	District funds	HS Principal	Sept. 2014- August 2019

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Goal 7: With our focus on safety and security, Argyle ISD will:

Target B: Provide a secure environment at extracurricular activities as measured by:

Measure 3: Assessing and mitigating threat inside buildings on all campuses

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Argyle ISD Police Chief	District funds	Superintendent	Sept. 2014-August 2019
Provide additional campus security at high school football games	District funds	HS Principal	Sept. 2014-August 2019
Maintain signage in buildings	District funds	HS Principal, Director of Maintenance and Transportation	Sept. 2014-August 2019

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Goal 7: With our focus on safety and security, Argyle ISD will:

Target B: Provide a secure environment at extracurricular activities as measured by:

Measure 4: Assessing and mitigating threat when students participate off campus outside AISD

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Argyle ISD Police Chief	District funds	Superintendent	Sept. 2014-August 2019

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Goal 7: With our focus on safety and security, Argyle ISD will:

Target C: Provide safe and secure transportation for students as measured by:

Measure 1: Assessing and mitigating threat regarding vehicles such as buses and suburbans

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Continue maintenance program for vehicles	District funds	Director of Maintenance and Transportation	Sept. 2014-August 2019

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Goal 7: With our focus on safety and security, Argyle ISD will:

Target C: Provide safe and secure transportation for students as measured by:

Measure 2: Assessing and mitigating threat regarding drivers

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Provide communication tools to bus drivers	District funds	Director of Maintenance and Transportation	Sept. 2014-August 2019
Provide radios on each campus	District funds	Director of Maintenance and Transportation, Principals	Sept. 2014-August 2019

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Goal 7: With our focus on safety and security, Argyle ISD will:

Target C: Provide safe and secure transportation for students as measured by:

Measure 3: Assessing and mitigating threat regarding distance and routes

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Provide communication tools to bus drivers	District funds	Director of Maintenance and Transportation	Sept. 2014-August 2019
Provide radios on each campus	District funds	Director of Maintenance and Transportation, Principals	Sept. 2014-August 2019

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Goal 8: With our focus on a “Character First” Culture, Argyle ISD will:

Target A: Provide a learning environment of compassion, honesty, and integrity by:

Measure 1: increasing awareness and display of character attributes of students and staff

<u>Strategies</u>	<u>Resources</u>	<u>Staff Responsible</u>	<u>Timeline</u>
Create a CFC committee comprised of Board members, community members, staff, and administration	Committee member time	Superintendent	Sept. 2014-August 2019
Character education lessons	District funds	MS Principal, MS Counselor	Sept. 2014-August 2019
Miss Texas presentation	District funds	Principals, Counselors	Sept. 2014-August 2019
Character Education Assembly	District funds	Principals, MS Counselor	Sept. 2014-August 2019
Aim for Success	District funds, staff time	MS Principal, MS Counselor	Sept. 2014-August 2019
Stay Safe guidance lessons	Staff time	IS/MS Principal, IS/MS Counselor	Sept. 2014-August 2019
Classroom guidance lessons	Staff time	ES/IS Counselor	Sept. 2014-August 2019
Argyle Nights	Staff time, PTA volunteers	IS Principal, IS Counselor	Sept. 2014-August 2019

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Internet safety training	Staff time	Principals, Counselors	Sept. 2014-August 2019
WAIT training	Staff time	HS Principal, HS Counselors	Sept. 2014-August 2019
Continue Character Counts at High School	Staff time	HS Principal, Teacher Sponsor	Sept. 2014-August 2019