



Beliefs

We believe:

- Our success depends upon
 - A commitment by all to a clear and focused vision
 - Effective teaching and leadership
 - A positive culture that promotes continuous improvement by all
 - An engaged community
- Our students can excel

Vision

The AISD will be a premier school district and a leader in education.

Mission

The mission of the Arlington Independent School District is to empower and engage all students to be contributing, responsible citizens striving for their maximum potential through relevant, innovative and rigorous learning experiences.

Goal

100% of AISD students will graduate exceptionally prepared for college, career and citizenship

Performance Objective Categories and Strategies

I. Academic Achievement

1. Finalize the curriculum management system to establish a process through which curriculum is developed, implemented, reviewed, evaluated and revised on a regular cycle – year 1
2. Develop and implement curriculum writing/revision process that incorporates instructional approaches, learning targets and formative assessments across content areas, including CTE, fine arts, dual language and technology applications – year 1 core courses, year 2 non-core courses
3. Develop and implement student assessment policy and procedures – year 1
4. Implement program evaluation policy and procedures to include a review of potential barriers for student success – year 1
5. Implement equating and scaling of student assessment data to ensure meaningful interpretation of results – year 2
6. Implement a user-friendly data management and reporting system that allows the end-user to maximize the use of their results – year 1
7. Implement local accountability measures that encompass the state accountability measures, at a minimum – year 3
8. Incorporate appropriate test design theories into the design of local assessments – year 2
9. Enhance data protocol to assist instructional leaders in the analysis of their data in order to ensure data-driven instruction – year 3
10. Develop and implement a research agenda of which findings help facilitate the effectiveness and efficiency of district processes that maximize student outcomes – year 4
11. Develop professional learning plan to establish short and long-term guidance for professional learning and its implementation that addresses student and staff learning needs across roles and responsibilities – year 1 staff, year 2 leadership
12. Provide students with increased equity of access to instruction, facilities and extracurricular/co-curricular activities – year 2
13. Expand world languages programs, including dual language and languages other than English – year 2

14. Implement instructional model that supports purposeful, collaborative planning, instructional delivery and assessment that organizes the effective delivery of instruction – year 2
15. Implement K-6 mathematics and reading literacy framework – year 3
16. Implement sheltered instruction and research-based instructional practices for English-language learners – year 4
17. Design and promote a comprehensive system for student assistance and intervention in the areas of academic achievement, social/emotional learning and support, and language acquisition – year 4
18. Expand prekindergarten offerings – year 2
19. Align resources, including staffing, to curriculum outcomes and instructional priorities – year 2
20. Provide efficient, effective and functional learning environments – year 5
21. Implement instructional response and programming related to the 2014 bond program with fidelity (STEM labs, Career and Technical Center programming, Fine Arts Center, Fine Arts/Dual Language, etc.) – year 1
22. Complete implementation of HR organization to include employee relations, recruiting, compensation/benefits and HR customer service functions – year 1
23. Transform practices to include technology integration across all systems, campuses and classrooms in order to maximize learning experiences and to improve performance in a digital work environment – year 4

II. College Readiness

1. Expand college preparation awareness and offerings including AP, IB, PSAT, ACT and SAT – year 3
2. Expand dual credit partnerships – year 5
3. Redesign K-12 gifted and talented program – year 1
4. Enhance the guidance and counseling program, including academic advising and social/emotional guidance – year 3
5. Develop and expand fully online and blended learning opportunities that are personalized and competency-focused in order to increase choice, learning and achievement, graduation rates, and college and career readiness – year 3

III. Workforce Readiness

1. Expand workforce internships across instructional programs, including technology, CTE and fine arts – year 3
2. Increase elementary student engagement in career-related activities – year 5
3. Revise and expand CTE programs – year 5
4. Enhance students' seamless entry into the workforce through technical dual credit, workforce certifications, etc. – year 2

IV. Leadership, Citizenship and Responsibility

1. Expand PK-12 service learning opportunities – year 5
2. Embed communication skill development in PK-12 courses as appropriate – year 3
3. Enhance an emotionally and physically safe learning environment that fosters cultural awareness, wellness, and a culture of respect, integrity and responsibility among students
 - a. Enhance an emotionally and physically safe learning environment – year 1
 - b. Foster cultural awareness and a culture of respect, integrity and responsibility among students – year 2
 - c. Enhance physical and emotional wellness among students – year 4
4. Enhance core leadership competencies of administrators and managers – year 2
5. Update and implement comprehensive communications plan to include both external and internal audiences – year 1
6. Expand community partnership program with faith-based, civic, business, nonprofit, government and higher education groups – year 5
7. Develop partnerships with community organizations to expand parent learning – year 4
8. Enhance volunteer opportunities districtwide – year 5
9. Improve customer service provided to all stakeholders and foster a districtwide culture of respect, integrity and service – year 1