ACHIEVE TODAY. EXCEL TOMORROW.

2013 STATE OF THE DISTRICT REPORT
As we start another school year, it is important to remind ourselves of the 2012-2015 strategic plan and that the AISD is focused on developing inspired learners, having effective leadership and enhancing our community. With this in mind, this State of the District Report summarizes the Achieve Today, Excel Tomorrow, strategic plan, the steps taken and the plans made for the coming school year.

The AISD will actively engage and partner with parents in the educational experience, and it will enhance educational excellence and workforce development through collaborations with community partners.

The AISD has …

• Created two committees of community members, staff, parents and business leaders to evaluate the district’s family and community engagement
• Initiated research for providing online parent training and ways for increasing parent and community involvement
• Investigated systems for recruiting and tracking parent and volunteer participation

The AISD will utilize all the communications channels to maximize awareness and support of the district’s vision to be globally acknowledged as a premier school district.

The AISD provides strategic plan updates and district information via:

• Website
• YouTube videos
• Senior staff presentations to school and community groups
• Fact sheets prepared for major initiatives

The district is also developing an internal communications plan based on data from employee, parent and other AISD surveys.
The AISD today:
- Over 65,000 students
- On-campus classes or training in 16 career pathways
- 178 internships for high school students
- 16 seniors have graduated from junior/senior certified firefighter and EMT program
- More than 42,000 fine arts students in the district
- Over $38 million in scholarships awarded last year
- 700 students enrolled in dual-credit courses

A RECAP OF THE AISD 2012-2015 STRATEGIC PLAN

Core Beliefs: We believe that …
- Commitment to a clear and focused vision will guide the district to the highest performance
- Effective teaching and leadership are essential for student achievement
- School environment impacts achievement
- An engaged community is essential
- Every student can succeed

Vision: The AISD will be globally acknowledged as a premier school district.

Mission: The AISD will empower and engage all students to be contributing, responsible citizens reaching their maximum potential through relevant, innovative and rigorous learning experiences.

Objectives: 100 percent of AISD students will …
- Graduate on time and excel at their school or career of choice
- Reach their full academic potential
- Be actively involved in extracurricular and co-curricular activities
- Graduate as lifelong learners
- Be actively involved in extracurricular and co-curricular activities

To help the AISD accomplish all this, the Board of Trustees has approved a budget that includes costs for such things as:
- Extra-duty pay and substitutes for staff development and curriculum writing
- A curriculum audit
- A facilities assessment
- Development of an instructional model
- A parent and volunteer-engagement program
- An extensive surveying program to obtain stakeholder feedback
- Elementary academic initiatives, including World Languages, AVID Elementary and UIL A+
- A data dashboard to support a locally developed accountability system
- Planning for an Early College High School
- Three area superintendents who will directly support schools and principals in meeting student learning objectives
The AISD will be a high performing, technology-rich school district with leading-edge learning experiences that promote engagement, creativity, critical thinking and achievement.

The AISD has …
- Conducted a curriculum audit
- Adopted the Managed Performance/Empowerment theory of action
- Begun development of an instructional model
- Implemented a program evaluation framework

The AISD will prepare our graduates to excel in higher education or the career of their choice.

The AISD has …
- Begun developing an Early College High School with TCC to open in the 2014-2015 school year
- Broadened our CTE certificate programs to include welding, computer-aided drafting, gaming and simulation programming, automotive metal repair, HVAC, computer maintenance, accounting assistant, automotive engine analysis, business, and culinary arts
- Collaborated with TCC to expand dual-credit offerings
- Developed the Paving the Road to College & Career Readiness test preparation program
- Expanded elementary academic initiatives
- Surveyed graduating seniors on their experiences in the AISD

The AISD will provide a safe and secure environment.

The AISD has …
- Implemented standardized staff IDs
- Implemented an electronic alert communication system for parents
- Installed a buzzer/camera access system at all elementary schools

The AISD will ensure all teachers are highly effective.

The AISD will …
- Review current salary structure of all staff
- Conduct an external market analysis of salaries
- Develop a competitive compensation plan with a supporting evaluation system
- Continue participation in the National Institute for Excellence in Teaching appraisal process for four pilot campuses

The AISD will be the leader in the education marketplace by providing world-class facilities while being fiscally responsible.

In the coming 12 months, the AISD will …
- Complete an educational adequacy and a physical condition assessment of all district facilities
- Utilize a capital needs steering committee to provide recommendations for facility options through 2019

The AISD 2012-2015 STRATEGIC PLAN FRAMEWORK FOR SUCCESS: INSPIRED LEARNERS

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The AISD will recruit and retain the most effective people by rewarding excellence and providing opportunities for continual growth.

The AISD has …
• Conducted and reviewed an employee engagement survey developed by Studer Education Group
• Researched and examined organizations with positive working cultures and attended a conference on positive work culture
• Conducted two Professional Learning Communities institutes for campus and district staff

The AISD will foster a caring culture of respect, integrity, wellness and citizenship throughout the district.

The AISD has …
• Conducted employee, parent and support card surveys to gather feedback on customer service issues
• Trained campus and district leadership on the development of action plans based on survey feedback

The AISD will cultivate an environment that builds great leaders.

The AISD …
• Offers aspiring principal and assistant principal academies
• Provides principal coaching with an emphasis on observation and providing feedback to teachers
• Trains principals on using data for instructional decision making
• Invites administrators from all levels and central office to participate in senior staff meetings to develop decision-making capabilities
• Partners with Raise Your Hand Texas to send principals through the Leadership Program at Harvard and the RYHT Leadership Expansion Program
• Will provide a districtwide leadership development training for all administrators

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• Graduate with a commitment to the community

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