

Alvin Independent School District
District Improvement Plan
2018-2019 Goals/Performance Objectives



Mission Statement

The mission of the Alvin Independent School District, the center for public education, is to offer exemplary programs enabling all students to possess the ability to learn for the rest of their lives and become productive citizens.

Vision

Alvin ISD is a dynamic learning organization committed to excellence for each student and every program.

Core Beliefs

- We believe students achieve their maximum potential when provided engaging learning opportunities.
- We believe parents expect excellence in educational experiences that will make each child's goals become achievable.
- We believe teachers create a safe and engaging learning environment that fosters the success of each student.
- We believe campus leaders establish a climate where everyone matters by creating a culture of pride and ownership in their schools.
- We believe the central office provides the foundation to equip staff with resources in a supportive environment so that each student has the opportunity to thrive.
- We believe the Board of Trustees engages the community to create an environment where excellence is prioritized to ensure each student reaches his or her maximum potential.

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Goal 1: Academic Performance: Student academic performance will reflect continuous improvement and excellence to achieve profound student learning.

Performance Objective 1: District will increase the number of students in grades K-2 reading on or above grade level from previous year.

Performance Objective 2: District will meet or exceed the state standards on the three domains on the 2019 Accountability system.

Performance Objective 3: District will score at or above the state average on the ACT and SAT.

Goal 2: Parental/Community Involvement: Alvin ISD will effectively communicate and will actively engage with parents and the district communities in the education process of our students.

Performance Objective 1: A minimum of 8 district wide parents/community opportunities will be offered to provide information, tools, and strategies to support our children in Alvin ISD.

Performance Objective 2: Alvin ISD will provide a minimum of 5 opportunities for parent and community input, such as open forum meetings, the Let's Talk platform, advisory committees, PTOs and parent and community surveys.

Performance Objective 3: Establish a district youth mentoring program for students who are in need of a positive adult mentor.

Goal 3: Teachers and Staff: Alvin ISD will attract and retain the highest quality teachers and staff and support their efforts with quality professional development.

Performance Objective 1: Recruit and maintain 100% certified and qualified staff by offering competitive salaries/benefits packages while using effective HR processes.

Performance Objective 2: Increase teacher attendance from previous year.

Performance Objective 3: Provide a formal induction program to 100% of teaching staff new to Alvin ISD.

Performance Objective 4: 100% of teaching staff will receive professional development and support on the process of unpacking curriculum standards to provide students with meaningful, engaging, and grade level appropriate work.

Goal 4: Technology: Alvin ISD will continue to invest in evolving technology which will result in

profound student learning.

Performance Objective 1: Create a 5 year technology plan (2018-2022) that will support the learning needs within the district.

Performance Objective 2: Change customer service culture at Technology Services that results in an 85% or higher satisfaction rate for end users.

Performance Objective 3: Perform a security audit on all net-work connected devices.

Performance Objective 4: Improve cable infrastructure in district by adding linear cable footage to provide at least one redundant circuit for all facilities.

Goal 5: Facilities: Alvin ISD will continue to improve, plan and provide educational learning environments in a fiscally conservative manner to meet demands of a fast growth district.

Performance Objective 1: Obtain a 90% or higher satisfactory rating from Campus Principals on building maintenance, custodian services and grounds maintenance end of year survey.

Performance Objective 2: Maintain the Energy Star Rating for AISD's current campuses, and achieve the Energy Star Rating for 3 additional Alvin ISD campuses.

Performance Objective 3: Improve customer service in the maintenance operations and grounds department by improving response time in completing work orders with an 85% completion rate within two days or less.

Goal 6: Fiscal Responsibility: Alvin ISD will responsibly distribute district resources with fiscal management as key.

Performance Objective 1: Alvin ISD will receive a "Superior" rating for FIRST.

Performance Objective 2: The district will meet the following spending requirements: Special Education - 52%, Career and Technology - 58%, Gifted and Talented - 55%, Compensatory - 52%, Bilingual Education - 52%, High School Allotment - 100%