

District & Campus Improvement Plans



District & Campus Improvement Plans

In accordance with Policy BQ(LEGAL), a board shall ensure that a district improvement plan and improvement plans for each campus are **developed, reviewed, and revised annually for the purpose of improving the performance of all students**. A board shall annually approve district and campus performance objectives.

District and campus plans are aligned with the priorities of the SISD Strategic Plan:

1. Student Success
2. Staff Satisfaction & Engagement
3. Stakeholder Satisfaction & Engagement
4. Financial & Operational Systems

District Improvement Plan

Goals & Performance Objectives



Goal 1: Student Success

1. Improve student achievement, with each campus achieving an overall accountability rating of “B” or higher.
2. Establish & Consistently effective MTSS (Multi-Tiered Systems of Supports) protocols for academics, behavior, and attendance to ensure targeted support for all students.
3. Increase the percentage of graduating seniors who achieve a College, Career, and Military Readiness (CCMR) marker to 100%.
4. Increase Emergent Bilingual reclassification rates by 5%, ensuring more multilingual learners attain English proficiency.
5. SES will meet federal targets for special populations.

Goal 2: Staff Satisfaction & Engagement

1. 60% of professional development will be job-embedded and aligned to core subjects.
2. 100% of new teachers (0–3 years) will participate in New Teacher Academy and will be paired with instructional support to support teacher retention.
3. All staff will complete required training on cybersecurity, safety, security, and health topics--meeting both locally adopted and state-mandated requirements.
4. Staff will have access to high-quality instructional support funded through local, state, and federal resources.
5. Campuses will annually implement trauma-informed and whole child practices.

Goal 3: Stakeholder Satisfaction & Engagement

1. Update the Family Engagement Plan annually for both the district and each campus as part of Title I Part A, actively incorporating parent feedback to better meet family needs.
2. Conduct all state and federally mandated public forums, meetings, and hearings, ensuring meaningful opportunities for input and collaboration.
3. Conduct quarterly District Site-Based Decision Meetings (DSBDM) to inform decision-making and improve district initiatives.

Goal 4: Financial & Operational Systems

1. To ensure fiscal responsibility and operational excellence, the district will maintain a FIRST rating of Superior, demonstrating effective stewardship of resources and strong financial management practices.
2. Maintain a student attendance rate of 95% or higher, ensuring consistent funding and optimal allocation of resources.
3. Increase teacher retention to 94% by the end of the 2026-2027 school year, reducing turnover costs and maintaining a consistent, high-quality instructional workforce.

Retention increased 9% year-over-year, from 72.5% in 2024-25 to 82.3% in 2025-26

4. Maintain annual improvement plans at both district and campus levels, providing yearly updates with status reports for each goal to monitor progress and guide strategic decision-making.

Campus Improvement Plans

Goals & Performance Objectives



Brown Primary

Goal 1-Student Success

- 85% of students will be proficient on state assessments (AIM/iReady);
- Use of stations in all classrooms
- MTSS tiered intervention for students who are not understanding key concepts taught
- SEL lessons taught by the counselor

Goal 2-Staff Satisfaction & Engagement

- 10% increase in staff satisfaction by May 2027 (District Employee Climate Survey)
- Growth in leadership communication, employee feedback & recognition, and environment through MVP of the Week, Staff Spotlight
- Establish a Campus Advisory & Feedback Loop

Brown Primary

Goal 3-Stakeholder Satisfaction & Engagement

- 50% or greater parent survey participation
- Bilingual flyers, forms, and signage; ESL Liaison support for Spanish-speaking families
- Incorporate Lunch & Learn Parent Education Series

Goal 4-Financial Systems & Operations

- 95% average attendance; "Five or Less, BP Success!" attendance incentive
- Families contacted directly by front office at 5 unexcused absences to determine if specific intervention or strategies are needed

Smithville Elementary

Goal 1-Student Success

- Goal for Academics: STAAR Meets Grade Level: RLA 50% to 60%, Math 45% to 55%, Science 40% to 46%
- Goal for Academic Growth score from 64 to 73
- Goal for Closing the Gaps score from 29 to 50
- Goal for Emergent Bilingual Progress: TELPAS from 25% to 40%
- Implement 'Data Chats' for ongoing monitoring of student outcomes

Goal 2-Staff Satisfaction & Engagement

- 85% of staff report positive perceptions of campus culture, communication, and support
- 100% of teachers in job-embedded coaching; monthly recognition; staff feedback each nine weeks
- Instructional Leadership Team to provide ownership of campus decisions

Smithville Elementary

Goal 3-Stakeholder Satisfaction & Engagement

- Ensure consistent, timely communication with families evidenced by Parent Survey rating from 73% to 85%
- One family engagement opportunity each nine weeks; families feeling welcomed as partners as evidenced by the Parent Survey from 79% to 85%
- Overall family satisfaction evidenced by Parent Survey from 82% to 88%; and leadership responsiveness 73% to 80%

Goal 4-Financial Systems & Operations

- 95% average daily attendance (PEIMS)
- 20% fewer students with 10 or more unexcused absences than in 2025-2026

Smithville Junior High School

Goal 1-Student Success

- Attain state rating of B by May 2027
- Academic Achievement & Closing the Gaps Goal at Meets: 44% RLA and 47% Math
- Full MTSS/PBIS implementation by May 2028 (monthly MTSS team, 90% staff fidelity)
- CATCH SEL and PE program implementation;
- Provide more opportunities for extracurricular, enrichment, STEAM, and transition activities

Goal 2-Staff Satisfaction & Engagement

- Mentoring and ongoing coaching for Teacher Incentive Allotment (TIA) recognition
- 100% of staff trained on cybersecurity, safety, and health topics by September 1
- Staff surveys for two-way communication

Smithville Junior High School

Goal 3-Stakeholder Satisfaction & Engagement

- Regular parent communication about campus events and opportunities
- Two parent involvement opportunities in addition to extracurricular engagement activities
- Parent feedback gathered throughout the year
- Bullying prevention lessons provided by counselor

Goal 4-Financial Systems & Operations

- Maintain 95% or more attendance for 2026-2027

Smithville High School

Goal 1-Student Success

- Accountability rating of A-The Tiger Way
- Goal for EOC Math & Reading Approaches: 85% achievement gaps no greater than 10 points
- Goal for EOC Meets: English I 60%, English II 65%, Algebra I 53%, U.S. History 75%, Biology 80%
- CCMR Goal-95% of graduates
- Emergent Bilingual Exit Rate Increase by 5%
- 10% fewer behavior referrals through SEL; 15% fewer through PBIS and MTSS

Goal 2-Staff Satisfaction & Engagement

- 100% of staff trained on cybersecurity, safety, security, and health topics by September 1
- 100% of teachers in ongoing, job-embedded coaching, with Teacher Incentive Allotment (TIA) recognition

Smithville High School

Goal 3-Stakeholder Satisfaction & Engagement

- Quarterly SBDM meetings
- 80% of participants satisfied with communication and meaningful engagement on Parent Survey
- Conduct two stakeholder surveys with 75% of respondents reporting their input is valued
- Monthly parent communication (85% informed and connected); student recognition at board meetings

Goal 4-Financial Systems & Operations

- Target: 95%+ attendance rate and 94% teacher retention

Questions & Comments

