

Friendswood Independent School District

District Improvement Plan

2017-2018



Mission Statement

Friendswood ISD will lead to achieve excellence in all endeavors.

Vision

Friendswood Independent School District aspires to be a premier school of choice

where every student is future-ready in a global society.

- Ready for higher education*
- Ready for the workplace*
- Ready for service*
- Ready for personal success/leadership*

Value Statement

We believe in student-centered schools.

We believe in high standards of learning for all students.

We believe we are a community of learners responsible for continuous improvement.

We believe education must adapt to embrace and sieze technology's potential for learning.

We believe community involvement enhances student success.

We believe character centered schools provide multiple opportunities to develop the whole child.

We believe resources should be allocated to support learning.

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Comprehensive Needs Assessment

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Goals


Goal 1: FISD will facilitate student learning experiences to prepare future-ready students for a global society.

Performance Objective 1: FISD will develop the vocabulary and tools to systematically facilitate authentic learning.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

TEA Priorities: 3. Connect high school to career and college.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
<p>Characteristics of High Performing Schools CHPS 2 CHPS 3 CHPS 5</p> <p>1) CLT, ILT, Superintendent Advisory meetings to gather input, define and establish authentic learning vocabulary.</p> <p>Create "look fors" / walk through form to collect data reflecting current situation.</p>	Assistant Superintendents	<p>Authentic Learning is described in FISD terms.</p> <p>Walk through forms are written for authentic learning data collection.</p>			
<p>2) Identify latest research on learning spaces that best facilitate authentic learning and increase number of spaces in the District.</p>	Assistant Superintendents Director of Innovative Learning	Increase in number of innovative learning spaces across the district.			
					


Goal 1: FISD will facilitate student learning experiences to prepare future-ready students for a global society.

Performance Objective 2: FISD will objectively assess authentic learning experiences occurring in the classrooms and being offered to our students.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

TEA Priorities: 3. Connect high school to career and college.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) Collect data from authentic learning walk throughs and review results.	Assistant Superintendents	Written observations of data collection.			
2) Explore and implement new options to have authentic learning engaged experiences which will support student interests.	Assistant Superintendents	Walk through data demonstrates increase in authentic learning experiences.			
3) Broaden certification and practicum areas for high school students	Assistant Superintendent Secondary	Increased number of certifications offered.			
4) Create opportunities for students to learn and apply coding.	Director of Innovative Learning	Increase in coding opportunities for K - 12 students.			
					


Goal 1: FISD will facilitate student learning experiences to prepare future-ready students for a global society.

Performance Objective 3: FISD will promote the meaningful use of technology integration in authentic experiences.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

TEA Priorities: 3. Connect high school to career and college.






Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) Provide opportunity through the FISD Symposium and like venues for teachers to share innovative ways technology is being used in the classroom.	Director of Innovative Learning	Staff will integrate technology into the classroom in new and innovative ways.			
2) Provide appropriate tools for students to be more prepared for higher ed and/or career	Executive Director of Technology; Director of Innovative Learning	Students use relevant software and devices.			
3) Explore and implement new innovative technology options.	Director of Innovative Learning	Staff will integrate technology into the classroom in new and innovative ways.			
4) Promote and extend STEM opportunities for all students.	Director of Innovative Learning	STEM experiences are offered for all K - 12 students.			
					

Goal 2: FISD will graduate academically prepared students for the college or career of their choice and seek excellence at the State and National level.

Performance Objective 1: FISD students will demonstrate competency on State and local assessments and perform at high standards and show a minimum of one year's growth in applicable areas.

Evaluation Data Source(s) 1:

Summative Evaluation 1:






Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
<p>System Safeguard Strategy PBMAS Equity Plan Strategy Characteristics of High Performing Schools CHPS 1 CHPS 2</p> <p>1) Monitor all specific sub populations for growth and achievement at levels consistent with the district percentages.</p>	Assistant Superintendents, Executive Director of Special Education, Campus Administrators	The achievement gap between sub populations and district averages is reduced.			
<p>System Safeguard Strategy PBMAS Equity Plan Strategy Characteristics of High Performing Schools CHPS 1 CHPS 2</p> <p>2) Evaluate writing instruction at all grade levels and in each sub group and develop strategies to achieve growth.</p>	Assistant Superintendents	Writing rubrics are established and samples are evaluated across the grade levels.			
<p>3) Ensure a systematized approach (RTI) to the identification of students in need of instructional assistance.</p> <p>Provide accelerated instruction to students in need.</p> <p>Train staff in dyslexia awareness and implement accommodations.</p>	Assistant Superintendents	There is a system in place to identify and remediate students with instructional need.			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 2: FISD will graduate academically prepared students for the college or career of their choice and seek excellence at the State and National level.

Performance Objective 2: Increase the number of students scoring above state and national averages on college entrance exams, scoring a three or higher on AP tests and meeting qualifications to be recognized in the National Merit Scholarship program.

Evaluation Data Source(s) 2:

Summative Evaluation 2:






Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) Facilitate use of PSAT 8/9 data to determine individual students strengths and areas of growth, along with potential AP students.	Assistant Superintendent of Secondary	Individual student growth on PSAT taken in 10th grade. Appropriate level placement of students course selection.			
2) Evaluate current critical reading strategies' effectiveness for post secondary readiness and make suggested instructional adjustments accordingly.	Assistant Superintendents	Implemented researched successful critical reading instruction strategies which will increase success on college readiness reading assessments.			
3) Explore advanced science opportunities for secondary students.	Assistant Superintendent of Secondary	Increased options for advanced science course offerings.			
4) Implement math TSI curriculum with San Jac and UT Dana Center.	Assistant Superintendent of Secondary	Application of math TSI curriculum. Increased number of students successful on TSIA.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 2: FISD will graduate academically prepared students for the college or career of their choice and seek excellence at the State and National level.

Performance Objective 3: Broaden and promote post secondary pathways for all students to be prepared for his or her future career aspirations. Always Ready!

Evaluation Data Source(s) 3:

Summative Evaluation 3:






Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) Promote and encourage career readiness opportunities at the elementary grade levels.	Assistant Superintendent	K - 5 students are exposed to career awareness.			
2) FISD students with disabilities will participate in transition services consisting of a coordinated set of activities that focus on improving academic and functional achievement to facilitate movement from school to post-secondary activities.	Transition Coordinator, Special Ed Director	Starting at age 3 parents will be informed of transition at each level.			
3) Actively seek ways to optimize each student's personal strengths, interest and potential.	Assistant Superintendents	Strategies are implemented to assist staff in realizing and promoting student strengths.			
4) Establish a systematic process to communicate on post K-12 education and career preparedness with students and parents, which includes knowledge and a plan for the all entrance criteria to post secondary choices.	Assistant Superintendent of Secondary	Defined communication process.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 2: Fisd will graduate academically prepared students for the college or career of their choice and seek excellence at the State and National level.

Performance Objective 4: Develop an articulated sustainable instructional system for reading and writing in grades K-5.

Evaluation Data Source(s) 4:

Summative Evaluation 4:






Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
<p>System Safeguard Strategy PBMAS Equity Plan Strategy Characteristics of High Performing Schools CHPS 1 CHPS 2 CHPS 4 CHPS 7</p> <p>1) Admin Leadership Team will research best practices in early literacy and visit sites to establish district vision.</p> <p>Provide model literacy / guided reading training to lead teachers.</p> <p>Utililze literacy coaches to articulate district expectations.</p>	Assistant Superintendent of Elementary	A K - 5 5 year Literacy Plan will be written and trainings begun.			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 3: FISD will provide all students with the opportunities to demonstrate leadership potential and citizenship through character development.

Performance Objective 1: Bring renewed awareness to Board adopted FISD character traits.

Evaluation Data Source(s) 1:

Summative Evaluation 1:






Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
<p>Characteristics of High Performing Schools CHPS 3 CHPS 4 CHPS 6</p> <p>1) Identify current systems in place to educate students on Board adopted FISD character traits and expand opportunities for teaching and modeling traits.</p> <p>Display Board adopted traits in every classroom.</p> <p>Recognize students who are positively portraying character traits.</p> <p>Campuses interweave character trait instruction into daily practices.</p>	Assistant Superintendents	Increase in opportunities for students to have instruction, training, experiences, and affirmation for display of these traits.			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 3: FISD will provide all students with the opportunities to demonstrate leadership potential and citizenship through character development.

Performance Objective 2: Train additional staff in Capturing Kids Hearts or other relationship building program.

Evaluation Data Source(s) 2: Increased percentage of teachers trained in relationship building.

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
<p>Characteristics of High Performing Schools CHPS 6 CHPS 7</p> <p>1) Identify training that supports the FISD adopted character traits.</p> <p>Provide training for teachers.</p>	Assistant Superintendents.	Increase in percentage of staff trained in relationship building strategies.			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 3: FISD will provide all students with the opportunities to demonstrate leadership potential and citizenship through character development.

Performance Objective 3: Enhance leadership and service opportunities at all levels for all students.

Evaluation Data Source(s) 3:

Summative Evaluation 3:






Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) Explore teen leadership programs which train student leaders.	Assistant Superintendents	Teen leadership programs explored for potential adoption.			
2) Utilize community leaders to share leadership traits/skills with students Form community business partnerships and foster leadership opportunities for students within the community.	Assistant Superintendents	Students are involved in community projects and demonstrate initiative.			
					

Goal 4: Fisd will develop and empower a community of professional learners committed to preparing future ready students.

Performance Objective 1: Commit resources of time, leadership development, and funding to support Professional Learning Communities.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
<p>Characteristics of High Performing Schools CHPS 1 CHPS 2 CHPS 3 CHPS 6 CHPS 7</p> <p>1) Shift from compliance based professional development to empowering teachers to drive their own learning.</p>	Assistant Superintendents	PLCs are self-motivated and high functioning.			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 4: FISD will develop and empower a community of professional learners committed to preparing future ready students.

Performance Objective 2: Develop leadership for coaching and support of professional learning goals.

Evaluation Data Source(s) 2:

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) Continue partnership with Learning Forward to receive coaching of district leadership. Implement PLCs at leadership levels who use problems of practice and a cycle of continuous improvement to examine issues and improve practice.	Assistant Superintendents	PLCs are enculturated practice at all levels			

Goal 4: FISD will develop and empower a community of professional learners committed to preparing future ready students.

Performance Objective 3: Facilitate Professional Learning Communities, receive feedback in order to adjust training and support as needed.

Evaluation Data Source(s) 3:

Summative Evaluation 3:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) Survey and evaluate program to determine continued refinement. Use rubric tools to determine effectiveness of adult learning as related to student achievement.	Assistant Superintendents	PLC progress is systematically reviewed and evaluated.			
					

Goal 5: FISD will provide a safe and nurturing environment conducive to learning.

Performance Objective 1: Continually assess facilities for safety and security, and address identified areas of improvement

Evaluation Data Source(s) 1: Safety Audits
 Facilities assessment report
 Safety Committee meeting minutes (District and Campus)

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) Conduct safety audits, tabletop safety exercises, and active drills to determine and secure safety needs.	Director of Safety, Campus Safety Administrators	Reports of audits, conducted drills and safety exercises. Knowledge of action during emergency situations.			
2) Annually train faculty and staff in safety procedures, to include Run, Hide, Fight, lockdown procedures, safety drill expectations, etc.	Director of Safety, Campus Safety Administrators	Faculty and staff knowledge of safety procedures, documentation of training			
					

Goal 5: FISD will provide a safe and nurturing environment conducive to learning.

Performance Objective 2: Enhance partnerships with city and county safety agencies

Evaluation Data Source(s) 2: City School Meetings

Renewed and new interlocal agreements

Participate with local entities in planning

Summative Evaluation 2:

Goal 5: FISD will provide a safe and nurturing environment conducive to learning.

Performance Objective 3: Improve district and campus safety systems and processes






Evaluation Data Source(s) 3: Updated Emergency Operations Plan including a shelter of last resort

Communication plan (radios, notifications to staff/parents)

Large event planning (traffic flow, shuttle, parking)

Board Reports

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) Develop responsibilities of the Director of Safety and Security	Superintendent Assistant Superintendent of Business and Operations	Director of Safety and Security job description			
2) Develop a shelter of last resort plan	Superintendent Assistant Superintendent of Business and Operations	Shelter of last resort plan			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 5: FISD will provide a safe and nurturing environment conducive to learning.

Performance Objective 4: Proactive measures will be implemented to prevent bullying and drug and alcohol use.






Evaluation Data Source(s) 4: Implement David's Law provisions (SB 179)

Field expert presenters for stakeholders

Administrative procedures manual

Survey data

Summative Evaluation 4:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) Update district bullying/cyberbullying procedures.	Assistant Superintendents	Stated bullying/cyberbullying procedures.			
2) Train campus administrators in bullying/cyberbullying law and procedures.	Assistant Superintendents	Knowledge and application of bullying/cyberbullying procedures.			
3) Communicate reporting of bullying to stakeholders	Assistant Superintendents Communications Director	Documented communication of ways to report bullying.			
4) Participate in the BayArea Alliance drug and alcohol use survey.	Assistant Superintendents Executive Director of Student Operations	Review and analyze survey results			
5) Ensure all staff trained in suicide awareness and prevention.	Assistant Superintendents Executive Director of Human Resources	Staff knowledge of suicide awareness and prevention. Staff certifications of training.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 6: As a partner, FISD will actively dialogue with parents, students and the community to be a premier district of choice.

Performance Objective 1: FISD will actively pursue and foster relationships with the community to improve communication.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) Host community events such as Under the Oaks, Superintendent's Advisory Committee, Superintendent's Roundtable and Mustang Voices as an opportunity to openly dialogue with stakeholders.	Communications	Develop and maintain relationships Create open communication lines Solicit feedback on important issues from parents and community.			
2) Host New Teacher Luncheon	Education Foundation	Develop and maintain relationships with community and local businesses.			
3) Host CTE Breakfast	CTE Executive Director and Assistant Superintendent of Secondary Curriculum	Develop and Maintain relationships with community and local businesses.			
4) Partner with the Friendswood Chamber to host the Friendswood Business Expo.	Director of Communications and Assistant Superintendent of Business and Operations	Develop and maintain relationships with the community and local businesses.			
					

Goal 6: As a partner, FISD will actively dialogue with parents, students and the community to be a premier district of choice.

Performance Objective 2: FISD will continue to inform stakeholders of current and relevant news/information with an emphasis on clear and transparent communication

Evaluation Data Source(s) 2:

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) Develop and maintain improved layout and a common language for FISD websites to include campus news, events and photographs.	Communications Department	Informed patrons Less comments/feedback about website on surveys			
2) Continue to use a variety of communication platforms such as Skylerts (email and text messages), Social Media, videos to inform and update parents, staff and students.	Communications Department	Informed and engaged patrons			
					

Goal 6: As a partner, FISD will actively dialogue with parents, students and the community to be a premier district of choice.

Performance Objective 3: FISD administration will engage internal stakeholders in decision making process.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) Create and implement an annual Staff Calendar Survey.	Director of Communications and Executive Director of Student Operations	Use results to improve engagement			
2) Host District Committee Meetings such as DAC and Mustang Voices to solicit input and feedback from internal stakeholders.	Superintendent's Cabinet	Increased participation and engaged employees.			
3) Continue internal Newsletter - Top 5 from Laurel Drive	Superintendent and Communications	Informed faculty and staff			
					


Goal 7: FISD will invest and allocate resources to ensure students receive optimal educational services.

Performance Objective 1: FISD will recruit and retain highly qualified teachers at salaries competitive with surrounding districts.

Evaluation Data Source(s) 1: TEA ESSA Report
 Expenditure/travel reports
 Compensation plan

Summative Evaluation 1:

TEA Priorities: 1. Recruit, support, retain teachers and principals.


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) Create a compensation plan that is competitive with surrounding districts.	Assistant Superintendent of Business and Operations Executive Director of HR	Percentage of teachers retained from year to year will increase.			
2) Actively recruit for teachers and professional staff at colleges and job fairs including recruiting sessions at minority colleges.	Executive Director of HR	Increase in number of minority applicants and employees from previous year.			
					

Goal 7: FISD will invest and allocate resources to ensure students receive optimal educational services.

Performance Objective 2: FISD will prioritize professional learning opportunities based on student focus and ensure that the appropriate funds are budgeted to support these initiatives.

Evaluation Data Source(s) 2: Campus Improvement Plans
 District Improvement Plan
 Budget

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) Campus and district budgets will be created based on outcomes of the needs assessments from PLC's and their problems of practice, and District initiatives.	Principals and Assistant Superintendents	Campuses and administrators will have appropriate resources to improve their problems of practice and to implement District initiatives.			
					


Goal 7: FISD will invest and allocate resources to ensure students receive optimal educational services.

Performance Objective 3: FISD will invite community involvement when developing long range facility needs assessments to transform or create new learning spaces.

Evaluation Data Source(s) 3: Updated long range facility needs plan

- Architect reports
- Demographic studies
- Rezoning plan
- Stakeholder meetings

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) Implement a process to review the overpopulation of south zone elementary and provide a process to propose possible solutions.	Assistant Superintendents Executive Director of Student Operations	Shifting of portion of south zone student population to north zone			
2) Conduct long range facility assessments of Cline and the High School and devise long range plan for campus facility improvement.	Assistant Superintendent of Business and Operations Executive Director of Maintenance and Operations.	Long range facility plan for Cline and FHS.			
					

System Safeguard Strategies

Goal	Objective	Strategy	Description
2	1	1	Monitor all specific sub populations for growth and achievement at levels consistent with the district percentages.
2	1	2	Evaluate writing instruction at all grade levels and in each sub group and develop strategies to achieve growth.
2	4	1	Admin Leadership Team will research best practices in early literacy and visit sites to establish district vision. Provide model literacy / guided reading training to lead teachers. Utilize literacy coaches to articulate district expectations.