

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

Accountability Rating: B



Board Approval Date: September 17, 2018

Mission Statement

Graduate every student prepared for success beyond high school.

CORE VALUES

Amarillo ISD has established four core values that specify how we will bring value to our students and community, guide our decision-making process, and help determine the outcomes or answer to major issues.

CORE VALUE: STUDENT PERFORMANCE

The district's focus is to improve the academic performance of all the students it serves. Our teaching is aligned to the Texas Essential Knowledge and Skills and focused to meet our students' needs in order to foster the skills necessary for their future success. Learning is evaluated, in part by performance on state assessments, as well as other important student achievements.

CORE VALUE: COST EFFECTIVENESS

Great communities expect good stewardship of the public resources. Resources will be effectively used in ways that improve student performance and provide quality experiences that will enhance each child's future.

CORE VALUE: CUSTOMER SERVICE

Great communities have great schools. Great schools provide quality educational services. They do so by building positive, constructive relationships with students and parents. The individual student is the focus. Rather than treating students as a group, AISD staff will treat each student as an individual with his or her own special set of unique needs and goals. Listening to parent concerns and requests demonstrates a high degree of respect and concern. Providing solutions, when possible, demonstrate the partnership we want with parents.

CORE VALUE: QUALITY STAFF

Student performance and effective district operations are directly related to staff quality. Highly qualified staff plan and deliver appropriate strategies and actions to ensure success. In addition, the district values and understands the benefits of a diverse educational staff and the importance of quality student-adult relationships.

Belief Statements

Developed by the Amarillo ISD Board of Trustees, June 2006 and modified in September 2010.

1. We believe all students can learn given the proper motivation, time and resources.
2. We believe that education is the equalizer in our society and that our schools can and should provide a culture of hope for all children.
3. We believe students benefit when provided appropriate, distraction-free learning environments and personalized instruction.
4. We believe students will rise to meet high expectations and take responsibility for their own learning.
5. We believe all of our students should graduate from high school prepared to earn a living wage or ready to pursue a college education or additional training.
6. We believe decision-making should involve the use of quality data when appropriate.
7. We believe parents should be meaningfully involved with their child's education, and that parents and school share the responsibility to see that children have what they need to be successful in school.
8. We believe schools are an essential part of neighborhood communities and that the community plays a role in the education of its children.
9. We believe resources should be focused on the district's mission to prepare our students for life after high school.
10. We believe classroom lessons that authentically engage students will result in high levels of student learning.

Vision

Amarillo ISD empowers scholars to be thinkers, communicators, collaborators and contributors.

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Goal 1: Student Performance: AISD will provide engaging, relevant and meaningful learning experiences that foster AISD's vision to develop thinkers, communicators, collaborators and contributors.

Performance Objective 1: AISD will increase the results of all components of the Clarity Bright Bytes Survey to develop digital students and staff within the district.

Performance Objective 2: AISD will have 83% of 2nd grade students on grade level for reading by the end of their 2nd grade year.

Performance Objective 3: AISD will reduce the average gap in STAAR performance between all and Special Ed and EL groups.

Performance Objective 4: AISD will increase the percentage of students performing at approaches, meets and masters level in the all student group and targeted subgroups.

Performance Objective 5: AISD will develop a robust system for differentiated, ongoing professional development that supports strategies in the plan for district improvement.

Goal 2: Student Transition: AISD will graduate every student prepared for success beyond high school.

Performance Objective 1: AISD will increase the percentage of students in the all student group and each sub-group earning industry certifications, military enlistments, and college readiness standards to meet the TEA interim goals for each group and/or increase thereafter to meet the next interim goal by 2021.

Performance Objective 2: AISD will increase capacity/opportunities for Special Education students in work-based learning.

Performance Objective 3: Through a variety of interventions, AISD's graduation rate in the all student group and each sub-group will meet the TEA interim goal of 90% and/or increase thereafter to meet the 92% goal by 2021.

Performance Objective 4: All campuses will conduct activities for smooth transition to the next grade level.

Goal 3: Cost Effectiveness: AISD will use resources effectively and efficiently to promote student performance and provide quality experiences to enhance each child's future.

Performance Objective 1: AISD campus administrators will control and manage their budgets appropriately in order to spend 95% of budget by May.

Performance Objective 2: All department and campus leaders will implement a systematic prioritization process to align programs and priorities with available resources.

Performance Objective 3: AISD will maintain an unassigned general fund balance of at least 25% of general fund operation expenditures.

Performance Objective 4: The preventative maintenance work order ratio will improve to 80% PM & 20% campus requests and provide transparency with work order reporting.

Goal 4: Customer Service: AISD will build an engaging and safe culture by developing positive relationships with students, parents, and staff.

Performance Objective 1: All students identified as homeless or in the foster care system will receive appropriate services.

Performance Objective 2: AISD will implement prevention, intervention, and response programs at all campuses to meet safety plan requirements.

Performance Objective 3: With the implementation of additional discipline techniques and behavior management training sessions, the district will reduce the number of aggressive behaviors and controlled substance cases by 5 percentage points.

Performance Objective 4: Using preventive measures including student and parent meetings at the campus and district level, chronic absenteeism will decrease by 2 percentage points.

Performance Objective 5: By improving communication and customer service within the district: AISD will show an increase in stakeholder satisfaction.

Performance Objective 6: AISD will increase the number of district wide and campus parent engagement programs.

Performance Objective 7: AISD will provide counseling services to all students referred for services.

Goal 5: Quality Staff: AISD will recruit and retain a quality and diverse staff.

Performance Objective 1: 100% of AISD campus administrators will participate in leadership training.

Performance Objective 2: First year new teachers will receive training and support in an effort to increase AISD's retention rate by 5 percentage points.

Performance Objective 3: AISD will increase the professional applicant pool by 10%.