

Amarillo Independent School District
District Improvement Plan
2019-2020 Goals/Performance Objectives

Accountability Rating: B



Mission Statement

To graduate every student prepared for life and 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 ACHIEVEMENT

The district's focus is to ensure superior academic achievement by all students. Superior academic achievement is ensured through evaluation, engagement, curriculum, and assessment.

CORE VALUE: RESOURCE ALLOCATION

The District's resources will be allocated to ensure academic achievement by all students. Academic achievement is ensured by the proper allocation of the District's resources to secure safe and well-maintained facilities, appropriate technology and curriculum, and quality staff.

CORE VALUE: QUALITY STAFF

Academic achievement is the direct result of the District's recruitment, development, and retention of a high-quality and diverse staff. The District is committed to competitive compensation and high-quality staff development and training for all employees.

CORE VALUE: STAKEHOLDER ENGAGEMENT

The District will be an essential member of the community and responsive to the needs of District stakeholders. The District is committed to providing high-quality service and communication to individual students and families, staff and employees, and all of the District's communities and taxpayers.

Belief Statements

Developed by the Amarillo ISD Board of Trustees, September 2018.

1. We believe that all students can learn and that they should graduate ready for college, career, or military service because education is the great equalizer in society.
2. We believe all students benefit from the appropriate use of District resources.
3. We believe personalized instruction, authentic engagement in the learning process, the appropriate use of data, and well-maintained and distraction-free learning environments are critical for superior academic achievement.
4. We believe education is a partnership among all stakeholders, including the core partnership the District has with students' parents.

Vision

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

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Goal 1: Student Achievement: AISD will increase student achievement for all students.

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 increase the Kindergarten through 6th grade students on grade level for reading by 10 percentage points by end of year.

Performance Objective 3: AISD will reduce the average gap in STAAR performance between all and select targeted groups.

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

Performance Objective 5: AISD will develop a 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 college, career or military service.

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'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 3: All campuses will conduct activities for smooth transition to the next grade level.

Goal 3: Cost Effectiveness: AISD will use resources to ensure academic achievement by all students.

Performance Objective 1: AISD department and campus administrators will control and manage their budgets appropriately in order to spend 95% of budget by May by implementing a prioritization process to align programs and priorities with available resources.

Performance Objective 2: AISD will maintain an unassigned general fund balance of at least 25% of general fund operation expenditures.

Performance Objective 3: 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 positive relationships with its stakeholders in a safe learning environment.

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, attendance rate will increase 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.

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

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

Performance Objective 2: 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%.