

AISD 2015-2020 Strategic Plan
5-Year Implementation Plan
Reinventing the Urban School Experience Together

STATUS REPORT: February 2016

Core Belief One: All students will graduate college-, career-, and life-ready.		
Commitment 1: Achieve excellence by delivering a high-quality education to every student.		
Strategies	Key Action Steps	Status Feb. 2016
1.1 We will individualize teaching and learning.	a. Adopt a policy that articulates the district's theory of action for teaching and learning.	●
	b. Ensure that AISD curriculum is aligned to the Texas Essential Knowledge and Skills (TEKS) and is supported by a coherent and aligned assessment system.	●
	c. Create an aligned curriculum for core courses, magnet programs, and Advanced Placement (AP) courses.	●
	d. Include student and stakeholder voice through participatory curriculum design processes.	●
	e. Develop a process for students to explore and study post-secondary career opportunities.	●
	f. Provide a safe, caring, and positive learning culture that inspires innovation and excellence.	●
	g. Build partnerships with stakeholders that extend student learning to meet individual student needs.	●
1.2 We will provide our students a variety of unique opportunities for unlimited learning.	a. Students will have multiple opportunities for flexible, personalized learning.	●
	b. Provide an array of course offerings and programs to fit individual student interests.	●
	c. Create opportunities for students in Grades 3-5 to participate in a problem-based activity, and develop processes for campuses to track and report.	●
	d. Create opportunities for a grade level of students identified by each high school to complete a capstone project, and develop processes for campuses to track and report.	●
	e. Create a system for student internships within AISD offices and in the business community.	●
1.3 We will provide services and supports for every student on every campus.	a. Each student will be actively engaged in learning and is connected to the school and broader community.	●
	b. Each student will be academically challenged and prepared for success in college or further study, employment, and participation in a global environment.	●
	c. Each student will learn in a physically and emotionally safe environment.	●
	d. Establish goals at each school related to FitnessGram Cardiovascular and Body Mass Index indicators.	●
	e. Each student will learn about and practice a healthy lifestyle.	*
Commitment 2: Implement the transformative use of technology.		
Strategies	Key Action Steps	Status Feb. 2016
2.1 We will integrate technology into curriculum and instruction.	a. Provide immersive, student-centered, inquiry and problem-based instruction to all AISD students.	*
	b. Align professional development, technology integration model, and technology deployment.	*
	c. Deploy new systems and processes for building capacity among all stakeholders (e.g., Enterprise Resource Planning, curriculum management, student information).	*
	d. Adopt a robust technology integration model for transformational use of technology for teaching and learning.	*
	e. Create an AISD app store which includes apps developed by students.	*

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 * Work Does Not Begin Until Year Two

2.2 We will provide flexible learning environments.	a. Optimize online learning and online learning environments.	*
	b. Update and enhance AISD infrastructure.	●
	c. Promote interoperability of all technology solutions.	●
2.3 We will promote technology through our organizational structure.	a. Optimize new roles to enhance district support for technology integration and implementation.	●

Commitment 3: Ensure all students perform at or above grade level in math and reading.

Strategies	Key Action Steps	Status Feb. 2016
3.1 We will improve the reading and writing of all students.	a. Develop and implement a literacy plan that includes the science of reading instruction and includes practical applications of concepts.	●
	b. Provide campus-level support for implementation of the balanced literacy model to support students at all ability levels.	●
	c. Provide ongoing, campus-based professional development that supports core instruction, Response to Intervention (RtI), and curriculum implementation.	●
	d. Evaluate the dual language program to determine impact on student achievement.	●
3.2 We will improve the numerical fluency and problem solving skills of all students.	a. Implement a plan to increase the number of students performing at or above grade level in math.	●
	b. Refine and expand the computational fluency model to increase student achievement in mathematics and provide targeted intervention.	●
	c. Support explicit, direct instruction that is systematic, sequential, and cumulative.	●
3.3 We will support early childhood, pre-K, and early grade levels to promote math and reading for all students.	a. Provide varied and substantive support to enhance math and reading skills in early childhood, pre-K, and early grade levels across campuses.	●
	b. Expand early literacy, early childhood education, and pre-K programs and locations.	●

Commitment 4: Prepare all students to graduate on time.

Strategies	Key Action Steps	Status Feb. 2016
4.1 We will provide high quality interventions and resources to support all students.	a. Improve supports to struggling learners by improving interventions, resources, and training, and articulate these interventions in curriculum and instructional tools.	●
	b. Ensure successful transitions between campus levels (elementary to middle school, middle to high school, high school to post-secondary).	●
	c. Identify students with special needs and life circumstances and ensure that they receive consistent access to curriculum, appropriate services, and supports.	●
	d. Enhance on-time graduation supports and dropout prevention efforts, and create multiple, proven pathways to graduation and course credit recovery.	●
	e. Strengthen the middle school years experience.	●

Commitment 5: Develop civically-engaged students.

Strategies	Key Action Steps	Status Feb. 2016
5.1 We will provide opportunities for civic engagement to all students.	a. Increase civic engagement across campuses.	*
	b. Promote student participation in, and support teacher implementation of, community impact projects (e.g., Model United Nations).	*
	c. Engage students in authentic problem-solving experiences to address and improve issues relating to gang activity, drug awareness, bullying, and cultural proficiency and inclusion.	●

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Core Belief Two: We will create an effective, agile, and responsive organization.

Commitment 6: Create a positive organizational culture that values customer service and every employee.

Strategies	Key Action Steps	Status Feb. 2016
6.1 We will create a positive organizational culture that values customer service and every employee.	a. Provide excellent customer service in interactions with campus and district staff.	●
	b. Strengthen employee reward and recognition programs.	●
	c. Provide transparent, accurate, and accessible information.	●

Commitment 7: Develop effective organizational structures.

Strategies	Key Action Steps	Status Feb. 2016
7.1 We will ensure organizational capacity.	a. Improve internal communications.	●
	b. Organize central administration to support schools, and enable campus leadership to focus on the classroom.	●
	c. Continue to develop innovative Professional Pathways for Teachers.	●
	d. Create a rigorous and scalable pipeline for principals and assistant principals.	●
	e. Provide and maintain safe schools, facilities, transportation, and food services.	●
	f. Implement reorganization of the Service Center, develop a plan for the elimination of the backlog of work orders, and create a system to stabilize future requests.	●

Commitment 8: Generate, leverage, and utilize strategically all resources.

Strategies	Key Action Steps	Status Feb. 2016
8.1 We will acquire necessary resources.	a. Maximize availability of revenue streams/sources for AISD programs and services through marketing and branding.	●
	b. Optimize resources (buildings, programs, personnel, etc.) to ensure they are utilized efficiently and effectively.	●
	c. Establish new revenue streams at both the district and campus levels.	●
	d. Broaden opportunities for local businesses and Historically Underutilized Businesses to work with the district.	●
	e. Implement Breakfast in the Classroom initiative effectively in schools requesting this delivery model.	●
	f. Create a district property asset portfolio and plan for acquisition and utilization.	●
	g. Develop and implement a Sunset Review process of district programs and initiatives.	●

Core Belief Three: We will create vibrant partnerships critical for successful students and schools.

Commitment 9: Engage authentically with students, parents/guardians, teachers, and community.

Strategies	Key Action Steps	Status Feb. 2016
9.1 We will actively involve and value all families.	a. Support the inclusion of families in district decision-making processes through a variety of outreach venues.	●
	b. Increase capacity to provide consistent, quality translation and interpretation services.	*

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Commitment 10: Build ownership in AISD among internal and external stakeholders.

Strategies	Key Action Steps	Status Feb. 2016
10.1 AISD schools will be the premier choice for families.	a. Promote and market the unique culture of each campus that reflects its safe, caring, and positive learning environment.	●
	b. Stabilize and work toward expanding enrollment throughout the district.	●
	c. Produce a plan for a state-of-the-art website for the district and campuses.	●
	d. Modify Board transfer policies and practices to address current student and family needs.	●
	e. Provide opportunities for middle schools and high schools to showcase their offerings and successes.	●

Commitment 11: Develop and maintain community partnerships.

Strategies	Key Action Steps	Status Feb. 2016
11.1 We will build relationships with the City of Austin and other public, private, and non-profit entities.	a. Create opportunities for the City and County to share costs with AISD for shared services.	*
	b. Work with community partners to define, promote, expand, and market vertical team signature programs.	*
	c. Provide access to school-based and community-based co-curricular and extracurricular education opportunities.	*

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