



“Academy 2028”

Academy ISD’s

10 Year Strategic Plan

Sept. 1, 2018

Overview

For several months in the spring of 2018, forty Academy ISD stakeholders participated in a very important district long-range strategic planning process. The result of their efforts is “Academy 2028”, Academy Independent School District’s 10 year strategic plan. The strategic planning committee worked diligently to identify the needs of their fast-growing suburban school district. The committee discussed the current state of the district and with the aid of the most recent data debated the impact that the rapid growth in the district will have on the future of AISD and the educational experience it provides for its students. After much deliberation, the committee developed a new mission and vision for the district. A new set of core belief statements were penned as well. The committee refined the district’s graduate profile and reviewed the district’s motto for accuracy and relevancy.

The committee’s work was presented to the Academy ISD board of trustees at a regular school board meeting on August 29, 2018. The school board voted unanimously to adopt Academy 2028 as the district’s long range strategic plan. Over the next ten years, Academy ISD will inevitably experience tremendous change and an incredible growth in enrollment. While changes are on the horizon, it is Academy ISD’s belief that we must have an abiding set of core principals and beliefs, and that we must prepare strategically in an effort to maintain the Academy ISD experience that students, parents, faculty and staff currently enjoy. Academy ISD wants to continue to be the school of choice in Bell County and we are committed to planning so that we can always BEE our best!

Academy ISD
Mission, Vision and Motto

Mission:

Academy Independent School District will foster a positive culture that motivates students to learn the behaviors, skills, and knowledge necessary for academic, professional, and social success in a global society. AISD will encourage the entire school community to take full ownership of all that encompasses Bee Pride.

Vision:

Inspiring students to **Love Learning, Excel in All We Do, Achieve Goals Through Collaboration, and Do What is Right. LEAD!**

Motto:

Where Success Begins...

Academy ISD
Belief Statements

We believe students are our top priority.

- All of our time, energy and resources should be focused on the primary objective of educating students.

We believe students are capable of high achievement.

- Each student should be held to a higher standard that will encourage growth beyond their current level of performance.

We believe in the value of each employee.

- The role of Educator is of high importance as they are responsible for teaching, mentoring, and encouraging each student.

We believe education is a shared responsibility between students, staff, families, and community.

- Each part of the system has an equally important and vital role to play.

We believe core academics, character development, extracurricular activities, and career and technology education are crucial components of a well-rounded education.

- Our education system will focus on all of these areas equally.

We believe every student is entitled to an emotionally and physically safe environment that is conducive to learning.

- Environmental decisions within the district will be based on this belief statement.

We believe all students have equal worth and deserve to be treated with respect and dignity.

- A diverse environment will prepare students by educating them on the existence and importance of different cultures, opinions and beliefs.

Academy ISD
Graduate Profile

Citizenship

Dependable
Respectful towards others
Emotionally & intellectually mature
Actively participates in the democratic process and demonstrates civic pride and responsibility
Positive role model
Demonstrates character and integrity
Self-disciplined
Practices a healthy life-style
Acknowledges and respects cultural diversity
Able to work collaboratively

Scholarship

Excels in core academic subjects
Highly effective problem solver and decision-maker
Critical thinker
Independent thinker
Self-motivated
Ability to set and achieve goals
Life-long learner
Accomplished and well-versed in use of technology
Exhibits excellent oral and written communication skills

Academy ISD
Strategic Action Plan

Attached

Facilities and Safety							
Need	Action Item	Immediate (I) Mid-Term (M) Long-Term (L)	Person Responsible	Anticipated Completion	Comments	Started	Completed
Limited/inadequate academic, extracurricular and career and technology space for district's rapid enrollment growth.	Form a facilities committee to identify the district's facility needs.	M	Superintendent	5/30/2019			
Limited/inadequate academic, extracurricular and career and technology space for district's rapid enrollment growth.	Develop a facilities master plan	L	Superintendent	5/30/2020			
Safety Improvements at all campuses	Form a district safety committee to evaluate the safety needs of the district.	I	Assistant Superintendent	12/1/2018			
Safety Improvements at all campuses	Security camera upgrades for all district facilities.	M	Assistant Superintendent	5/30/2019			
Safety Improvements at all campuses	Update the district/campus hazard plan.	I	Assistant Superintendent	12/1/2018			
Safety Improvements at all campuses	Add a school resource officer (SRO) for the district.	I	Superintendent	10/1/2018			
Safety Improvements at all campuses	Improve safety training for staff and students.	I	Assistant Superintendent	5/30/2019			
Safety Improvements at all campuses	Construct a secure entry at Academy Middle School.	M	Assistant Superintendent	5/30/2021			
Safety Improvements at all campuses		L					

Business & Community Partnerships

Need	Action Item	Immediate (I) Mid-Term (M) Long-Term (L)	Person Responsible	Anticipated Completion	Comments	Started	Completed
Lack of district outreach and engagement with all stakeholders, including new housing additions in Temple, Texas.	Create representative groups from PAC/SAC committees to improve outreach.	M	Campus Principals	5/30/2019			
Lack of district outreach and engagement with all stakeholders, including new housing additions in Temple, Texas.	Increase number of school events hosted off campus (i.e. in Temple city limits, local subdivisions, parks).	M	Campus Principals	5/30/2020			
Lack of district outreach and engagement with all stakeholders, including new housing additions in Temple, Texas.	Conduct administrator and teacher "Home Visits".	I	Campus Principals	12/1/2018			
Lack of district and business partnerships.	AISD will become a member of the Temple Chamber of Commerce.	I	Superintendent	12/1/2018			
Lack of funding mechanism by which community members and businesses can support innovation in the classroom and enhance student learning opportunities through fundraising	Identify a leadership team to develop an education foundation	M	Superintendent	5/30/2019			

Expand Curriculum Opportunities

Need	Action Item	Immediate (I) Mid-Term (M) Long-Term (L)	Person Responsible	Anticipated Completion	Comments	Started	Completed
Limited dual credit opportunities at AHS.	Partner with UTPB and TC to create ECHS	M	High School Principal	5/30/2019			
Limited endorsement pathway and elective opportunities with anticipated enrollment growth.	Continue to add pathways and course offerings based off student interest/need	L	Campus Principals	5/30/2028			
Limited elective courses at the middle school.	Add additional fine arts at the secondary level (i.e. choir, dance).	L	Campus Principals	5/30/2028			
Lack of community awareness of the GT Program.	Create Fall/Spring Symposium for the GT Program to share info and projects	I	Campus Principals	5/30/2019			
Lack of ESL certified staff at the secondary level.	Require 6-12th grade ELAR teachers to be ESL certified	M	Campus Principals	5/30/2020			
Limited special offerings at the elementary level due to enrollment growth.	Add additional special offering to partner with music/PE (i.e. art, technology)	L	Campus Principals	5/30/2022			

Student Leadership & Character Development

Need	Action Item	Immediate (I) Mid-Term (M) Long-Term (L)	Person Responsible	Anticipated Completion	Comments	Started	Completed
Lack of consistency throughout the district on teaching character development	Implement CKH with fidelity PK-12, rating our classrooms daily and requiring the district to focus on certain chosen leadership characteristics or traits.	I	Campus Principals	5/30/2019			
Limited behavioral support for Tier 2 and 3 students	Implement social skills training for students on Tier 2 and 3.	M	Campus Principals	5/30/2020			
Limited behavioral support for Tier 2 and 3 students	Investigate the addition of an LSSP, at-risk counselor or behavioral specialist.	L	Superintendent	5/30/2021			
Lack of leadership opportunities for all students PK-12	Create inter-campus and intra-campus leadership development opportunities for all students	M	Campus Principals	5/30/2020			

Staffing

Need	Action Item	Immediate (I) Mid-Term (M) Long-Term (L)	Person Responsible	Anticipated Completion	Comments	Started	Completed
Lack of personnel to meet the need of the growing student population and teaching staff.	Hire an Assistant Principal at the elementary school.	L	Superintendent/Elementary Principal	5/30/2021			
Lack of personnel to meet the need of the growing student population and teaching staff.	Hire an Assistant Principal at the intermediate school.	L	Superintendent/Intermediate Principal	5/30/2021			
Lack of personnel to meet the need of the growing student population and teaching staff.	Hire a second Assistant Principal at the high school.	L	Superintendent/High School Principal	5/30/2023			
Lack of personnel to meet the need of the growing student population and increase focus on CCR and graduation requirements.	Hire a second counselor at the high school.	L	Superintendent/High School Principal	5/30/2023			
Lack of personnel to meet the need of the growing student population	Hire a middle school Ag teacher.	M	Superintendent/Middle School Principal	5/30/2023			
Lack of personnel to meet the need of the growing student population	Hire a middle school elective teacher.	L	Superintendent/Middle School Principal	5/30/2021			
Lack of personnel to meet the need of the growing student population	Hire an 8th grade core teacher.	L	Superintendent/Middle School Principal	5/30/2021			
Lack of personnel to meet the need of the growing student population	Hire an intermediate school elective teacher.	L	Superintendent/Intermediate Principal	5/30/2021			
Lack of personnel to meet the need of the growing student population	Hire a District Testing Coordinator.	L	Superintendent	5/30/2023			
Lack of personnel to meet the need of the growing student population and the increased need of social-emotional counseling	Hire a LSSP.	M	Superintendent	5/30/2023			
Increase safety measures for the growing district population	Hire a SRO.	I	Superintendent	5/30/2019			
Lack of personnel to meet the need of the growing pathways	Hire additional CTE Teachers.	L	Superintendent/High School Principal	5/30/2023			
Lack of personnel to meet the need of the growing student population	Hire an elementary math specialist.	L	Superintendent/Elementary Principal	5/30/2023			
Lack of opportunity for teacher leadership	Continue Leadership Academy	M	Campus Principals	5/30/2020			
Lack of opportunity for teacher leadership	Conduct book studies (admin & teacher level)	M	Campus Principals	5/30/2020			
Lack of opportunity for teacher leadership	Tiered professional development	M	Campus Principals	5/30/2020			