

Academy ISD Strategic Planning  
**Campus/District Reports**

April 23, 2018

ELEMENTARY

# Elementary “glows”

- WATCH DOGS --
- Walk Across Texas --
- GAP groups using Fountas & Pinnell --
- Elementary Musicals
- HoneyBee Relays --
- Guided Reading Instruction --

# Elementary “grows”

- Gifted & Talented students -- Differentiating instruction in the classroom for GT students -- show documentation in lesson plans.
- Early identification of struggling learners & possible Sped students
- ELL students -- Differentiating instruction in the classroom
- Safety on the playground

# GLOW -- WATCH DOGS



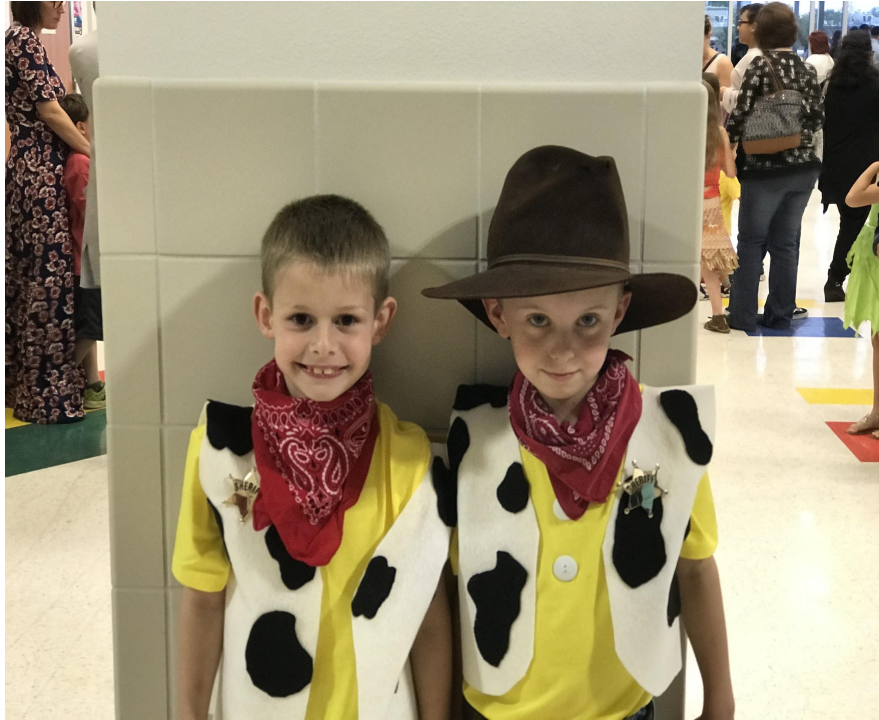
# GLOW -- WALK ACROSS TEXAS



# GLOW -- GAP GROUPS USING F&P



# GLOW -- ELEMENTARY MUSICALS





# GROW -- GT



# GROW -- SAFETY



# Elementary Priority 1: Safety/Facilities

1. Too ensure safety of students while at recess.

Fence off playground and gate off the employee playground.

2. Core facilities too small at AES.

Due to growth in Temple and young families purchasing homes in new subdivisions, our enrollment increases each year.

Bond / portables

## Elementary Priority 2: Community/Business/Education Foundation

Bring our community together since 50% of our student body comes from within LRA and 50% of our student body comes from within the city limits of Temple.

Starting this year, our Kinder graduation will rotate between various venues in LRA and Temple.

Host parent Hot Dog Dinner at Memorial Baptist Church which is located on 5th Street.

Host WatchDog pizza launch party at Memorial Baptist Church.

# Elementary Priority 3: Expanding Curriculum Opportunities

Add a technology rotation to the specials schedule

By adding the extra rotation as computer, the PE/Music numbers would decrease and our students would gain more time using technology and more educational time in the areas of math and reading by using Istation and Study Island.

Adjust master schedule to include 3rd rotation. .

# Elementary Priority 4: Student Leadership/Character Development

Implement character education curriculum

To foster and develop leadership skills in our students.

Purchasing and implementing character education program by the school counselor

## Elementary Priority 5: Staffing

Hire math specialist and assistant principal to serve both AES.

Increase math scores and decrease behavior issues on campus.

Share both positions with AIS.

INTERMEDIATE



# Intermediate “glows”

- Fantastic Learning Environment in our new school building
- Science labs for each grade level
- Involved Parents - Every opportunity to participate, they come
  - Music programs - usually over 350 people attend each of these
  - Started Academic Nights: Reading & Science night, Math night - great attendance
  - Busy Bees helping out in the school
  - Watch D.O.G.S.
- Capturing Kids Hearts
- GAP - providing the intervention help our struggling students require
- Watch D.O.G.S. - Getting Dads on campus
- Increased Community Service Projects in which students can participate

# Intermediate “grows”

- Student behavior in less structured settings: bus, lunch, recess
- Capturing Kids Hearts - consistency across all classrooms
- GAP - Need to improve the enrichment opportunities during GAP
- WATCH D.O.G.S. - filling in the gaps in the schedule (56 Dads the first semester - 59% coverage, 48 Dads the second semester - 49% coverage)
- As we continue to grow, classrooms will become an issue, especially in 5th grade hallway (two fewer classrooms were built during construction)
- Closing the gaps between our sub-groups on testing
- Reading & Writing scores on STAAR

# GLOW: Science labs in each hallway



# GLOW: Physical Activities facilities



GLOW: The picture says it all



GROW: Portables will take away football area. Also, Science labs will become full-time classrooms.

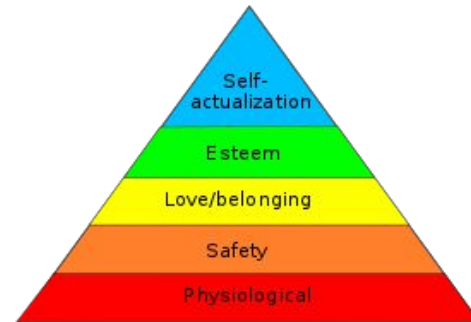


# Intermediate Priority 1: Safety/Facilities

Strategy /Action - More security cameras are needed to fill in the gaps in our coverage.

WHY - Discipline, Stranger Safety

How - By filling in the gaps where the current cameras can't see, the school will be safer, so that our students feel safe which is the second level of Maslow's Hierarchy of Needs..



## Intermediate Priority 2: Community/Business/Education Foundation

Strategy/Action - Refine Watch DOGS program to be more effective.

WHY - 1. It is critical that male role models be in the elementary/intermediate schools as many students do not have positive male role models in their lives.

2. Safety - Having an extra set of eyes, especially the patrolling the exterior during the day, makes our school safer. Also having them at recess cuts down on inappropriate behavior by students.

How - 1. Improve the Launch process, especially Spring, to increase the number of dads in school.

2. Improve the daily schedule so that dads have more interactions with students.



# Intermediate Priority 3: Expanding Curriculum Opportunities

Strategy/Action - SOMETHING that will allow us a third option in the Music/PE schedule.

WHY - With increasing enrollment, these class sizes are getting too big. Example: 142 third graders have two Music/PE periods (one has 80, the other 62)

How - Hire an Art, Computer, STEM, or additional music teacher...you name it, we'll find space for them!

## Intermediate Priority 4: Student Leadership/Character Development

Strategy/Action - Peer Ambassador program needs to be expanded (they learn peer mediation to help classmates deal with conflict). Conflict resolution needs to be taught on a regular basis and reinforced on a regular basis.

WHY - Students do not understand that conflict is part of life nor do they understand how to resolve it.

How - Counselor needs more time to work with students and teachers so that she can teach both how to implement and continue this greatly needed intervention strategy.

# Intermediate Priority 5: Staffing

Strategy/Action - Two areas:

- SPED and GAP will need more staffing.

WHY - Increased enrollment is causing challenges in meeting the needs of students.

How - An additional SPED teacher/aide is needed to allow us to meet the ever increasing demands of the IEP minutes for our students. In GAP, an additional aide will be needed no later than 2019-20 so that our enrichment groups will remain at a manageable number with increasing enrollment so that enrichment can continue to take place.

- An Assistant Principal is needed to meet the ever increasing demands of TTESS with increasing teacher (23 teachers: 1 administrator) load. Also increased demand on discipline. Why and How are obvious.

MIDDLE SCHOOL

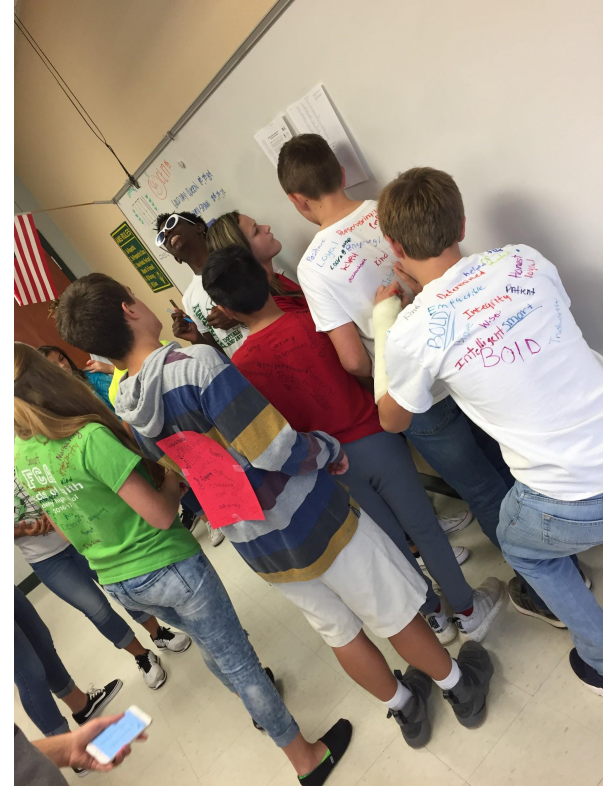
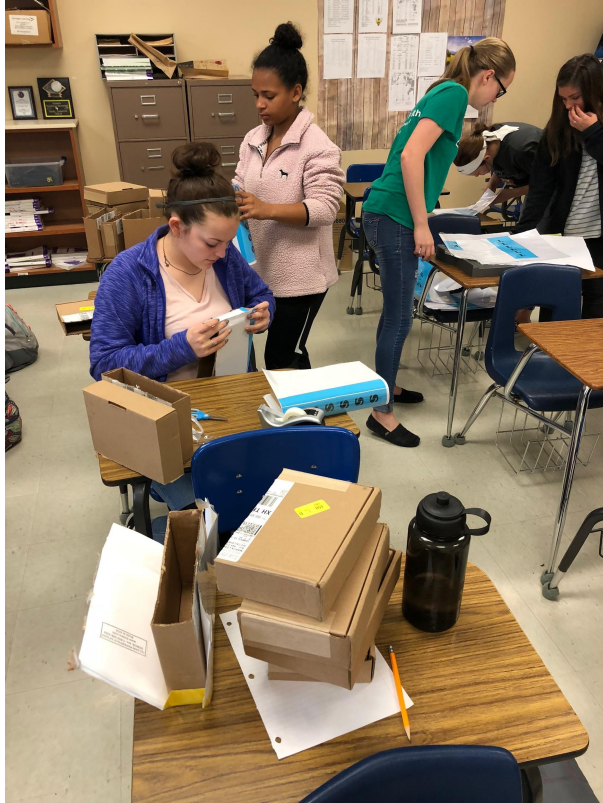
# Middle School “glows”

- Teen Leadership course for 7th and 8th grade (four sections for next year)
- Honors Math 7, Honors ELAR 8, Honors Band 7/8 (adding for next year)
- HS credit offerings: Art 8, PE 8, Theater 8, and Algebra 1
- Pre-Athletic PE 6 (adding for next year) vs. PE 6
- Capturing Kids Hearts
- Growing to 3 lunches next year to accommodate growth
- Two periods for 7th ELAR- split into LA and Reading
- Successful athletic programs
- UIL District Champions regularly

# Middle School “grows”

- Develop a more in depth RTI program, currently available for all struggling students, but needs more work
- Rework discipline program to lessen behavioral incidences
- Consistency among all classrooms with CKH
- Improve parent communication as well as staff/team communication
- Improve classroom technology
- 7th Writing and 8th Social Studies STAAR Scores

# MS Teen Leadership



# MS- Volleyball, Band, Cheer





# MS Front Foyer



# Middle School Priority 1: Safety/Facilities

Strategy /Action - Enclosing the foyer entrance area and connecting to office

WHY - Currently when visitors enter the school, they immediately have access to students instead of only entering the office.

How - Shift offices forward toward the glass doors and create a hallway between the teacher's lounge and back of offices. Offices moved forward would include secretary, principal, asst. principal, PEIMS, and counselor.

## Middle School Priority 2: Community/Business/Education Foundation

Strategy/Action - Add Watch Dog program to middle school and have a program to get people to speak about various careers.

WHY - It is important to give dads more opportunities to interact with students and students to have more male role models. Students need to be more informed about their career choices so they be more efficient in career preparation.

How - We will need to work out the logistics of launching the program, and we will need to identify the roles and functions dads would fulfill when they come to the middle school. Solve logistics and person(s) responsible.

# Middle School Priority 3: Expanding Curriculum Opportunities

Strategy/Action - Plan to add more Teen Leadership; give 8th graders two electives; teach 6th grade social studies full time; add Honors 8th ELA; add second 7th ELA teacher (split curriculum)

WHY - To help students go deeper in social/emotional understanding; to better prepare students for STAAR; to take literary concepts to a deeper level.

How - By restructuring the master schedule and adding two teaching positions

## Middle School Priority 4: Student Leadership/Character Development

Strategy/Action - Continue to add more courses of Teen Leadership

WHY - Character development is greatly improved and focused upon in TL. With only limited offerings, a large portion of students are not able to sign up for this course.

How - In place for next year, we are adding two more sections of TL through restructuring the schedule and course loads. We continue to grow, it will be imperative to rework the master schedule to allow for more offerings of TL.

## Middle School Priority 5: Staffing

Strategy/Action - Add a 6th Tech lab position and a 7th ELA position; also, add a functional academics position.

WHY - It enables the middle school to keep the classes smaller, better prepare for STAAR 7th ELA test and social studies test, and meet the needs of special needs students.

How - Add the necessary staff

HIGH SCHOOL

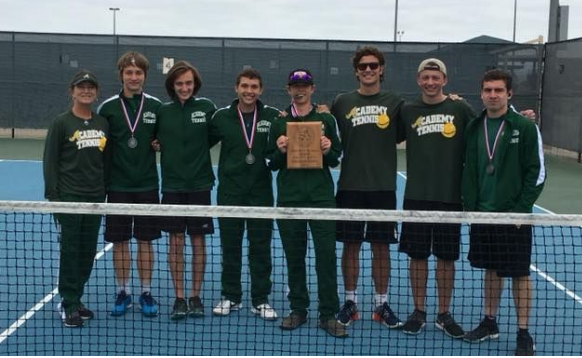
# High School “glows”

- Multiple pathway offerings (including the new Health Science pathway)
- Many organizations to be involved in at AHS (FFA, FCCLA, NHS, STUCO, LEO club, Sports, Academic UIL, OAP, Band, Art competitions, etc.)
- AP course offerings
- Dual credit opportunities increasing
- Capturing Kids Hearts campus
- TSI, SAT, & ACT offered at AHS campus
- Extensive success from nearly every program
- 1 to 1 campus
- Texas BioScience program and AHS grads with Associates degrees
- Reputation for being well-mannered and well-behaved everywhere we go



# High School “grows”

- Need a Performing Arts Center
- Need even more opportunities for students to obtain dual credit
- GT program needs overhauled again
- Running out of classroom space
- Need additional computers for “college center” (PLCs)
- Increased business/school relationship
- Start an education foundation to assist in partnership
- Establish more presentation expectations for students in classrooms
- More leadership and community service opportunities



# GLOWS

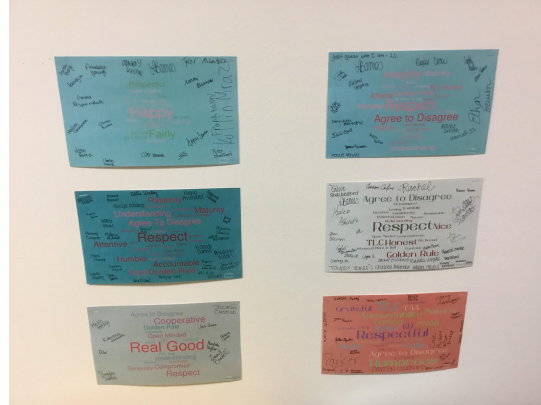




GLOWS



# GLOWS



# High School Priority 1: Safety/Facilities

**Strategy /Action** - Increased camera coverage around the building.

**WHY** - The high school campus has a great deal of foot traffic from the main building out to the ag shop, parking lots, and athletic fields. There are few cameras that truly show these areas.

**How** - Install cameras and make sure they are IP capable. Specifically target holes in surveillance.

## High School Priority 2: Comm/Business/Educ Foundation

**Strategy/Action** - Create a more clearly outlined partnership with businesses and community organizations.

**WHY - AHS** is committed to sending students out into the world as prepared to be successful as is possible. Students need to be well-versed in business expectations of employees, and learn to be productive members of communities.

**How** - Create an educational partnership with more businesses to assist students in learning the most relevant information for the fields they plan to move into. This might even include internships or just additional guest instructors/speakers. Also, creating more opportunities for students to do community service. This would not be limited to students in service driven organizations, but all students.

# High School Priority 3: Expanding Curriculum Opportunities

**Strategy/Action** - Creating more opportunities for students to obtain college credits prior to graduating from high school

**WHY** - Research shows that at-risk students are more likely to attend college post-high school if they have already garnered success in college courses before they graduate from high school.

**How** -

- Offer more opportunities to take the TSI (and help them prepare for it)
- Assist with the cost of college classes
- Eliminate transportation issues
- Create learning communities to increase success in college courses

## High School Priority 4: Student Leadership/Character Development

**Strategy/Action** - Increase opportunities for students to present and lead during the required coursework and participation in student organizations at Academy High School.

**WHY** - Students are not offered enough opportunities to clearly articulate thoughts and ideas in front of their peers at the high school level. Each class should offer more opportunity for students to present ideas in academic settings and as representatives for the various student organizations. (i.e. StuCo, NHS, etc.)

**How** - Utilizing the foundation of CKH and the required TEKS established by the state, students will be encouraged to take more ownership as leaders in the classroom and across the campus. Utilizing the Principals' Council and other student groups, additional plans and opportunities would be outlined and shared with students.



## High School Priority 5: Staffing

**Strategy/Action** - Continue to increase staff size as the need for additional course offerings occurs and in an effort to keep class sizes at the districts expected standard.

**WHY** - With the addition of HB5, Texas public schools have been afforded the opportunity to create pathways of interest for HS students. This means that HS diplomas would somewhat cater to the future plans of each student.

**How** - In an effort to meet the need of the different future plans of students, it would be necessary for AHS to make sure that multiple programs were offered, and that the appropriate staff members were hired to lead them.

**DISTRICT LEVEL**

# District “glows”

- Rapid Growth District
- Capturing Kids Hearts
- Community Involvement and Support
- Academic Performance
- Excellent UIL and Other Extracurricular Opportunities
- Current Facility Improvement
- District wide safety measures
- Fiscally conservative, Academically Progressive

# District “grows”

- Rapid- growth/ Potential Lack of Educational Space/Facilities
- District’s Taxable Values
- Not Intentional in Advertising AISD- Word of Mouth only!
- Limited Course offerings
- Outdated/Undersized extracurricular facilities
- Lack of educational foundation

# Academy High School



# Academy Middle School



# Academy Intermediate School



# Academy Elementary School





# Academy ISD Growth



# Academy ISD Growth



# Academy ISD Growth



# Academy ISD Growth



# Academy ISD Growth



# Academy ISD Growth



# District Priority 1: Safety/Facilities

Strategy /Action - Plan for the design and construction of future AISD educational facilities.

WHY - AISD is a rapid-growth mid-sized district. The projected enrollment growth will exceed the current educational facilities capacities.

How - At the conclusion of the Strategic Planning Process it would be beneficial for the district to develop a facilities committee to begin the process of identifying needs and planning to meet those needs in the near future.

## District Priority 2: Community/Business/Education Foundation

Strategy/Action - AISD should continue to seek partnerships with parent volunteer and booster groups, local businesses and city officials. AISD should consider the creation of an educational foundation.

WHY - It takes a “village” to raise a child. The success of a public school district relies heavily upon the investment and support of its stakeholders.

How - The district should be intentional in its efforts to “re-brand” itself and actively advertise all of the good things that are AISD. The district should reach out to its communities and engaged parents, businesses and others in conversations regarding the power of partnerships. The district should actively seek a team of individuals to study the creation of an education foundation.



## District Priority 3: Expanding Curriculum Opportunities

Strategy/Action - As AISD grows, so should our curriculum opportunities and offerings.

WHY - Parents will be determining their choice of school based upon the opportunities it provides their children.

How - If plan to be progressive in our approach to growth, we must embrace the need for additional curriculum offerings. Not more of the same, but different and forward-thinking. The district must understand the needs of its current and potential students and tailor its offerings to meet these needs.

# District Priority 4: Student Leadership/Character Development

Strategy/Action - Student leadership opportunities should span the PreK-12 continuum.

WHY - The Strategic Planning Committee has identified student leadership as a critical component of the future of AISD. The committee understands that if we say we are creating the leaders of tomorrow, we should be intentional in a educational efforts to teach leadership skills.

How - AISD should seek out examples where school districts have provided leadership curriculum in all grades Pre-K-12. The district should begin to find ways via budget and scheduling to ensure that leadership curriculum is an expectation for all students.

# District Priority 5: Staffing

Strategy/Action - AISD staff patterns should reflect the district's growth and demographic distribution, with an understanding that the hiring profile is the ultimate determining factor..

WHY - As the district grows, there will be a need for more staff. Highly qualified, excellently trained, student-centered staff members will allow the district to continue as a district of choice during this time of expansion. Staff members with a realistic perspective and understanding of the ever-changing landscape of AISD will be beneficial to a district in demographic transition.

How - AISD should recruit and retain those individuals that most closely meet the hiring profile and have clearly demonstrated that they can improve student performance and the organization as a whole. The district must continue to monitor enrollment and ensure that class size and programmatic feasibility determine staffing recommendations.