Mission:
Southwest ISD provides opportunities for all learners to be confident, resilient, and successful global citizens.

Every Child, Every Day

Over the past several years, Southwest ISD has witnessed an amazing turnaround in student outcomes. More students excel and matriculate to college, the workforce and the military. And the proportion of students meeting standards in core subjects has increased significantly. We are proud of our new heights in achievement. However, we are not satisfied because continuous growth and success of every student is what matters the most.

Our new five-year strategic plan – “Every Child, Every Day” – marks the beginning of the next phase of our commitment to providing opportunities for all learners to become confident, resilient, and successful global citizens.

Furthermore, the Six District Goals outlined in this plan are the building blocks of our day-to-day actions and decisions on behalf of our students and families.

Our strategic plan was developed over a period of 12 months with broad participation of our stakeholders, including more than 2,500 survey responders, developers, and designers. Successful implementation of the strategic plan relies on the continuing partnership between the District and our community.

This new phase of our ongoing journey will not be easy; but, it will definitely be worth it! We ARE Southwest!

- Dr. Lloyd Verstuyft
Superintendent of Schools

For a spanish version of this publication, please visit our website at www.swisd.net
1. INSTRUCTION
SWISD will provide a comprehensive framework of learning that is engaging, flexible, rigorous, supportive, and relevant to college/career readiness for all students.

1.1 Establish Pre K-12 systems that assure every student is prepared to arrive and thrive in a college and/or career with a focus on literacy. [2017-2018]

1.2 Provide opportunities for self-exploration of career possibilities connected to education or training requirements, so students make informed decisions about achieving their future visions. [2017-2018]

1.3 Engage students to independently create personal learning paths using a variety of technology and pedagogy. [2017-2018]

1.4 Implement a new principal and teacher appraisal system that incorporates practices focusing on planning, instruction, learning environment, progress monitoring, and goal-setting. [2017-2018]

1.5 Create multi-faceted learning experiences focused on developing/honing students' 21st Century Skills & their ability to grow into global citizens. [2017-2018]

1.6 Provide rigorous learning experiences for authentic, complex problem-solving that require the application of deep and broad thinking skills, nurturing and refining students' abilities to assume their roles as global citizens. [2018-2019]

2. SOCIAL-EMOTIONAL ENVIRONMENT
SWISD will foster an environment in which social and emotional support is a priority for all.

2.1 Create a “we” culture that fosters involvement and social interaction across all stakeholders throughout the community with a focus on anti-bullying and anti-harassment. [2016-2017]

2.2 Establish school norms that value a safe and positive social environment. [2017-2018]

2.3 Provide school experiences that empower individuals to develop leadership and ownership of personal success. [2018-2019]

2.4 Provide targeted social experience to groups with specific programs. [2019-2020]

3. COMMUNICATION
SWISD will consistently utilize timely, multi-faceted communication that reaches all members of our SWISD community.

3.1 Provide guidelines to establish communication protocols district-wide. [2017-2018]

3.2 Diversify the distribution of information to the community through numerous platforms of communication. [2017-2018]

3.3 Inform the community about and promote the District's advances in a positive light, creating a sense of pride in the community. [2017-2018]

Measures of Progress

- Increase % of students passing state assessment in Reading
- Increase % of students passing state assessment in Mathematics
- Increase % growth in Reading Lexiles
- Increase % of students meeting college readiness as identified by state assessment in Reading
- Increase % of students meeting college readiness as identified by state assessment in Mathematics
- Increase % of students meeting college readiness as identified by TSI
- Increase % of students meeting college readiness as identified by SAT
- Increase % of students meeting college readiness as identified by ACT
- Increase number of workforce certifications earned
- Increase number of clubs, organizations and program opportunities at each sector (Elementary, Middle School and High School)
- Increase the number of students involved in enrichment/extra-curricular activities
- Increase the number of staff in enrichment/extra-curricular activities
- Reduce bullying incidents
- Increase the average number of followers by a combined 10% across all social media channels
  - Facebook
  - Twitter
  - Instagram
  - YouTube
  - Snapchat
- Obtain a minimum of 100 views for each SWISD-TV production
## Priorities and Indicators of Progress

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<th>District Goals</th>
<th>Strategic Actions</th>
<th>Measures of Progress</th>
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<tr>
<td><strong>4. ACADEMIC ENVIRONMENT</strong>&lt;br&gt;SWISD will create a safe, nurturing and engaging environment where all learners succeed.</td>
<td><strong>4.1 Ensure a quality learning environment for all.</strong>&lt;br&gt;[2017-2018]</td>
<td>• Increase number of students promoted to the next grade</td>
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<td><strong>4.2 Establish a classroom culture/climate in which all individuals are valued, appreciated and celebrated.</strong>&lt;br&gt;[2017-2018]</td>
<td>• Increase % of students who graduate on time</td>
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<td><strong>4.3 Incorporate and expand meaningful family and community engagement as a key component to successful learning.</strong>&lt;br&gt;[2018-2019]</td>
<td>• Increase % of students who meet or exceed previous year’s attendance</td>
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<td>• Increase number of teaching and learning environments that promote real world experiences</td>
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<td><strong>5. COMMUNITY ENGAGEMENT</strong>&lt;br&gt;SWISD will capitalize on the strengths, resources, and abilities of our diverse community to support students in becoming successful, global citizens.</td>
<td>• Increase the participation of parents/families in District and campus events</td>
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<td><strong>5.1 Establish a committee to create and implement a vision to identify and utilize school and community resources to increase family and community engagement.</strong>&lt;br&gt;[2017-2018]</td>
<td>• Increase parent/family engagement in District/campus learning opportunities that support the inclusion of all student groups</td>
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<td><strong>5.2 Provide engaging opportunities for parental involvement through collaboration between district and community partners.</strong>&lt;br&gt;[2017-2018]</td>
<td>• Increase the number of District and campus events that address the needs and interests of parents and families</td>
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<td><strong>5.3 Create a survey/evaluation at the campus and district levels.</strong>&lt;br&gt;[2018-2019]</td>
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<td><strong>5.4 Assess evaluations and implementation of engagement opportunities for parent and community members at the campus and district level.</strong>&lt;br&gt;[2018-2019]</td>
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<td><strong>6. PROFESSIONAL DEVELOPMENT</strong>&lt;br&gt;SWISD will provide relevant professional development to meet the needs of all learners in a timely manner.</td>
<td>• Increase the number of teachers trained in how to instruct and evaluate oral language development</td>
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<td><strong>6.1 Establish and monitor the expectations of district staff development for utilization and implementation.</strong>&lt;br&gt;[2016-2017]</td>
<td>• Increase the number of administrators trained on how to monitor oral language development instruction</td>
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<td><strong>6.2 Cultivate the expertise of teachers to provide an effective mentoring model and ensure the growth of the learner through collaboration.</strong>&lt;br&gt;[2017-2018]</td>
<td>• Increase the number of administrators trained in “Three Essential Instructional Systems Implementation”&lt;br&gt;- Vertically Aligned Instruction&lt;br&gt;- Reflective Practice Model&lt;br&gt;- Collaboration</td>
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<td><strong>6.3 Build the capacity of leadership in curriculum and instruction.</strong>&lt;br&gt;[2017-2018]</td>
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<td><strong>6.4 Provide data-driven, research-based, goal-focused staff development targeted for specific learners.</strong>&lt;br&gt;[2017-2018]</td>
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<td><strong>6.5 Provide staff development targeting individual goals based on collaboration with the learner.</strong>&lt;br&gt;[2017-2018]</td>
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<td><strong>6.6 Utilize a variety of training methods or modalities centered around the objectives of the individual’s training and learning style needs.</strong>&lt;br&gt;[2018-2019]</td>
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<td><strong>6.7 Increase the number of students promoted to the next grade.</strong>&lt;br&gt;[2018-2019]</td>
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<td><strong>6.8 Increase % of students who graduate on time.</strong>&lt;br&gt;[2018-2019]</td>
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<td><strong>6.9 Increase % of students who meet or exceed previous year’s attendance.</strong>&lt;br&gt;[2018-2019]</td>
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<td><strong>6.10 Increase number of teaching and learning environments that promote real world experiences.</strong>&lt;br&gt;[2018-2019]</td>
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### Outcomes for Students

#### Learner Outcomes:

*Each SWISD Learner will...*

- Be empowered through technological literacy, leadership opportunities, mentoring, and relevant real-world application to achieve greatness.
- Engage in meaningful, inquisitive, problem-solving in every course.
- Achieve individual SMART (specific, measurable, attainable, relevant, time-bound) goals within a personal successful plan.
- Have interpersonal skills, including collaboration, communication, and adaptability.
- Be empathetic, collaborative, and have continuous personal growth.

#### Shared Beliefs:

- People take ownership in their learning when they are given flexible choices.
- Positive and meaningful relationships are key to success.
- Authentic learning takes place in an engaging and positive environment.
- We all lead by example.
- Learning is continuous and life-long.
- With education and guidance, there are no limits to what we can become.
- Persistence is key to achieving goals.
- Open and honest communication allows for success.

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Southwest ISD Core Values

**P**assion • **R**espect • **I**ntegrity • **D**etermination • **E**mpowered

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ECR WSS
Postal Customer

Permit #3
Von Ormy, TX
Carrier Route
Pre-Sort
Non-Profit Org.

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