

# **Nacogdoches ISD Strategic Plan 2011-2016**

## **Beliefs**

We believe ...

- Our core purpose is teaching and learning.
- Every employee of the district plays a vital role in the educational process.
- All students deserve to be taught in a safe and secure environment.
- The participation of parents and the community is necessary for the district to succeed at its mission
- High expectations for everyone- students and staff- are critical to an engaged, energized, and ultimately successful district.

## **Vision**

*To Educate and Inspire Everyone to Achieve Excellence*

## **Mission**

*Nacogdoches ISD will provide quality educational experiences for students to succeed in a competitive, diverse, and ever-changing society.*

# **Strategic Objectives/Budget Priorities (2013-2014)**

## **Teaching and Learning:**

1. Everyone will actively engage in authentic, rigorous and inspiring learning experiences preparing them to succeed in the 21<sup>st</sup> century.

### **1.1 Budget Priority –**

- Provide funding for an aligned (vertically and horizontally) curriculum which prepares all students for the 21<sup>st</sup> Century
- Provide quality and consistent programs that are innovative and provide the technology to succeed.
- Provide optimal funding for career and college readiness courses
- Create partnerships that expand educational opportunities for students.

## **Personnel/Human Resources:**

2. Foster a district-wide environment that will cultivate recruitment and retention of quality staff.

### **2.1 Budget Priority –**

- Maintain staffing plans that builds morale, retains, and attracts quality staff.
- Continue to create competitive compensation and benefit plans.

## **Funding and Finance:**

3. The District will optimize resources to ensure student success and financial stability, resulting in confidence from all stakeholders.

### **3.1 Budget Priority –**

- Prioritize expenditures based on collaborative needs assessments to facilitate student success.
- Maintain responsible financial stewardship through partnerships and additional sources of revenue.

## **Facilities:**

4. Design and maintain facilities that will address population growth and expand state-of-the-art programs enhancing student performance and community involvement.

### **4.1 Budget Priority –**

- Develop a long range facility plan to enhance the safety and security of all campuses and addresses demographics, future capacity, and growth.

## **Parent/Community Involvement:**

5. The school, home, and community will develop a shared relationship that results in unity, mutual trust, and respect for all NISD campuses.

### **5.1 Budget Priority –**

- Provide funds and promote participation of the home and community in the responsibilities of educating all students.

## **Communications:**

6. Through collaboration, NISD and the community will promote a positive image.

### **6.1 Budget Priority –**

- Fund communications efforts that increase parent and community awareness and promotes involvement.

## **Strategies**

### **Teaching and Learning:**

- 1.1 Design a horizontally and vertically aligned, rigorous, authentic district curriculum that includes multiculturalism and acquisition of additional languages.
- 1.2 Create and support a non-traditional learning environment that fosters inquiry, creativity, and innovation.
- 1.3 Create partnerships that expand educational opportunities for students.

### **Personnel/Human Resources**

- 2.1 Implement a comprehensive district support system to increase the retention rate of staff.
- 2.2 Formulate an aggressive recruitment plan to attract quality staff.

### **Funding and Finance:**

- 3.1 Prioritize expenditures based on collaborative needs assessments to facilitate student success.
- 3.2 Maintain and promote responsible financial stewardship through continued evaluation and review practices.

**Facilities:**

- 4.1 Evaluate current and future facility requirements based on demographics to meet the ever-changing needs of NISD.
- 4.2 Develop a plan to address the need and availability of district facilities and community resources to expand diversified educational opportunities.

**Parent/Community Involvement:**

- 5.1 Promote participation of the home and community in the day-to-day responsibilities of educating all students.
- 5.2 Develop and implement plans and programs that will educate home and community and produce meaningful involvement on all campuses.

**Communications:**

- 6.2 Build a District image that would excite people to attend our schools.
- 6.3 Promote community involvement with NISD through university, county, and city collaboration.