

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 (2014-2015)

Teaching and Learning:

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

1.1 Budget Priority –

- Maintain staffing plans, create discipline measures, and utilize professional development that build morale, **retain** and attract staff and students to educate and inspire everyone to achieve excellence.
- Prioritize funding based on **collaborative** needs assessments to facilitate success.
- Provide optimal funding for career and college readiness programs and initiatives.

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, create discipline measures, and utilize professional development that build morale, **retain** and attract staff and students to educate and inspire everyone to achieve excellence.
- Prioritize funding based on **collaborative** needs assessments to facilitate success.

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 funding based on **collaborative** needs assessments to facilitate success.

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 –

- Prioritize funding based on **collaborative** needs assessments to facilitate success.
- Provide optimal funding for career and college readiness programs and initiatives.
- Provide optimal funding for up to date facilities and technology needs.

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 –

- Prioritize funding based on **collaborative** needs assessments to facilitate success.
- Increase communication efforts that positively impact parent and community awareness and promote involvement.

Communications:

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

6.1 Budget Priority –

- Prioritize funding based on **collaborative** needs assessments to facilitate success.
- Increase communication efforts that positively impact parent and community awareness and promote 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.

