



VAN ALSTYNE ISD
STRATEGIC PLAN

Approved by the Board of Trustees

August 15, 2005



VAN ALSTYNE ISD STRATEGIC PLAN

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Mission Statement

The mission of the Van Alstyne Independent School District is to collaborate with families and the community

to educate our students in a supportive and challenging environment to be ethical, responsible, successful learners

who reach their highest potential to compete and thrive in our rapidly changing world.



VAN ALSTYNE ISD STRATEGIC PLAN

Belief Statements

We believe. . .

a faith-based community looks to GOD for its moral foundation.

all people possess an inherent value and dignity as well as the capacity for good.

a supportive and risk-free environment promotes a sense of family, belonging, and happiness.

building relationships through mutual trust and respect creates a sense of community.

every person has a need to learn.

education provides opportunity.

all individuals desire success and appreciate recognition.

all individuals have potential to make contributions.

knowledge empowers people, which promotes responsibility and a sense of duty.



VAN ALSTYNE ISD STRATEGIC PLAN

Strategic Objectives

- 100% of our students will graduate from high school.
- 100% of our students will exceed the standards for local, state, national, and international measures of achievement.
- 100% of our students will demonstrate respectful, ethical, and responsible behavior.



VAN ALSTYNE ISD STRATEGIC PLAN

We Will. . .

- establish a challenging, comprehensive and flexible curriculum.
- expand the lasting partnership between the community and the school to enhance communication and mutual respect.
- utilize the district resources and support services to maximize student success.
- emphasize the importance of ethical and responsible behavior through mutual respect and community involvement.
- commit our district resources to take advantage of the opportunities created by growth.



Strategies & Results Statements

1. We will establish a challenging, comprehensive, and flexible curriculum.
SPECIFIC RESULT:
 1. Implement an aligned (vertical and horizontal) curriculum in all educational areas.
 2. Ensure differentiated instruction (through acceleration and remediation) for all students through ongoing teacher support and training.
 3. Implement programs that challenge individual student potential.
 4. Offer a varied curriculum to reach a broad range of student interests.

2. We will expand the lasting partnership between the community and school to enhance communication and mutual respect.
SPECIFIC RESULT:
 1. Establish a communications department to enhance community-school partnerships.
 2. Implement and maintain a comprehensive two-way communication between the school and the public via webpages.
 3. Inform the citizens of school/community accomplishments, activities, and events through written communication.

3. We will utilize the district resources and support services to maximize student success.
SPECIFIC RESULT:
 1. Maximize community resources to support the school district.
 2. Develop and maintain an exemplary staff.
 3. Develop a system of communication to identify utilization of district resources.
 4. Acquire grants to increase the capacity of district resources.
 5. Maximize technology to improve district communication and student learning.

4. We will emphasize the importance of ethical and responsible behavior through mutual respect and community involvement.

SPECIFIC RESULT:

1. Establish age appropriate peer mediation programs on each campus.
2. Educate staff, students, and parents to promote mutual respect and ethical behavior.
3. Implement a parental involvement program.
4. Establish a mentoring program to reach new students and at-risk students as determined by teachers, parents, and staff in social, academic, and behavioral domains.
5. Develop a school spirit program targeting all students, staff, and parents for all activities.
6. Increase student participation in interest groups.
7. Establish a partnership between school and community through scheduled and specific projects for each campus.

5. We will commit our District's resources to take advantage of the opportunities created by growth.

SPECIFIC RESULT:

1. Establish corporate sponsorships.
2. Establish a long term collaborative process utilizing the community, business, and school leaders to evaluate needs, develop proposals, and promote bond packages.
3. Establish a long term collaborative process utilizing business and school leaders to acquire future school sites.
4. Develop and implement Leadership Academies designed to create a pool of potential administrators and/or supervisors.



VAN ALSTYNE ISD
STRATEGIC PLAN

STRATEGY #1

**WE WILL ESTABLISH A
CHALLENGING, COMPREHENSIVE,
AND FLEXIBLE CURRICULUM**

Van Alstyne Independent School District

Action Plan

Strategy 1

We will establish a challenging, comprehensive, and flexible curriculum

By: Jan Gerick
Terry Billups
Curriculum Action Team

Members:

- ❖ Leaders: Jan Gerick and Terry Billups
- ❖ District educators: Heather Patty, Karen Endicott, Larry Martin, Carol Smith, Lori Davis, Lanette Dyer, Traci Daniel, Gwen Denton
- ❖ Community members: Sally Hamner, Ruth Collins, Carole Jones, Pam Carroll, Judy Franklin

Our Process:

The planning process began on January 13, 2005, when we had our first action team planning meeting. As leaders, we were a bit apprehensive about leading a group for the first time. We soon realized that our task, although difficult, would be made easier due to the makeup of our team.

Our team consisted of seven members of the Van Alstyne School District. Fortunately, these teachers work with a variety of age and ability groups ranging from elementary students to senior English students. We had teachers who worked with special education students and others who worked with high school students in the areas of Latin and AP Chemistry. We were privileged to also have a group of parents who were extremely committed to the effort of improving or enhancing our curriculum.

The first night meeting began with a brief overview of our mission and a chance to meet one another. Our first task was to set the standards for our committee and establish our purpose. From that night on, we met every other week to complete our planning process. We began with a hearty fifteen member group which quickly dwindled down to seven or eight members per meeting. Unfortunately, different people showed up from time to time. There were, however, about five members who were always there. No matter which group came to the meeting, we always felt that progress was being made.

We went through the brainstorming process and identified the areas in which we felt significant improvement in the district curriculum was needed. We looked at the successful areas and vowed not to make changes there, but to focus on the expansion of those areas in order to add a more enriched curriculum. With that in mind, we began to identify areas in the present curriculum which we felt needed enhancing. We also identified areas that the committee felt did not exist at this time that needed to be added to the curriculum. As a committee, we brainstormed a list of ideas, and then narrowed it down to five categories on which to focus. We divided the categories amongst ourselves and took a three week time period to research and investigate the courses and curriculum offered in other successful school districts throughout the state. We hoped to find ideas that we could use to expand, enhance, and improve the district curriculum.

After the three weeks, we reconvened and each group presented the information it had found. We were very appreciative of the efforts made by our committee. Many hours were spent on the telephone and Internet to gather information. After listening to the presentations, we made a list of curriculum priorities that we felt we needed to pursue. We identified those which were top priority, and then wrote the result statements, followed by the action plans. This process took several hours to complete both in small groups and then later as a large group. When the committee was satisfied with our result statements and action plans, we proceeded to complete the cost-benefits portion of our task. Again, this was done by small group and later a large group discussion.

Our team was a wonderful group with which to work. Its dedication and zest for brainstorming and discussion helped to move the process along with accuracy; however, it also was detrimental to the process as we deliberated some issues beyond the time allotted. As we met and brainstormed, we fused as a well-organized and highly focused group. We could agree or disagree on a given topic, but yet discuss the issues without causing dissention in the group. As a result of this, we became a stronger committee as our mission evolved to its completion. We are very pleased with the finished product and feel that we achieved our goal to find ways to establish a challenging, comprehensive, and flexible curriculum for the students of the Van Alstyne Independent School District.

Action Plan

Strategy Number: 1
 Plan Number: 1
 Date: 4/2005

Strategy: We will establish a challenging, comprehensive, and flexible curriculum.

Specific Result: Implement an aligned (vertical and horizontal) curriculum in all educational areas.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date	Due Date	Completed Date:
1	Appoint a district facilitator and content area coordinators to oversee the alignment process.	District Curriculum Coordinator	8/2007		
2	Provide opportunities for teachers to participate in vertical and horizontal curriculum alignment grade by grade, subject by subject, and across grade levels, including: <ul style="list-style-type: none"> ➤ All core subjects ➤ Special Education ➤ ESL ➤ Alpha Phonics ➤ Fine Arts ➤ Technology ➤ GT ➤ Foreign Language ➤ Vocational occupations 	Campus Coordinators	8/2007		
3	Maintain aligned plans on-line database which includes curriculum, instructional strategies, and teacher resources.				
4	Conduct an annual evaluation of the aligned plans.				
5	Establish a system for ongoing revision of the aligned plans				

Responsible:

Cost Benefit Analysis

Strategy Number: 1
 Plan Number: 1
 Date: 4/2005

Strategy: We will establish a challenging, comprehensive, and flexible curriculum.

Specific Result: Implement an aligned (vertical and horizontal) curriculum in all educational areas.

Costs	Benefits														
<p>Tangible:</p> <table border="0"> <tr> <td>District Curriculum Coordinator</td> <td>\$45,000</td> </tr> <tr> <td>Campus Coordinator stipend</td> <td>\$500</td> </tr> <tr> <td>Substitutes for training (per day)</td> <td>\$65</td> </tr> <tr> <td>Stipend for additional after work hours</td> <td>\$20/hr</td> </tr> <tr> <td>Database program</td> <td></td> </tr> <tr> <td>Stipend for writing curriculum</td> <td>\$20/hr</td> </tr> <tr> <td>Evaluator stipend</td> <td>\$50</td> </tr> </table>	District Curriculum Coordinator	\$45,000	Campus Coordinator stipend	\$500	Substitutes for training (per day)	\$65	Stipend for additional after work hours	\$20/hr	Database program		Stipend for writing curriculum	\$20/hr	Evaluator stipend	\$50	<p>Tangible:</p> <ul style="list-style-type: none"> Provide better programs due to alignment Academic improvement of student achievement Allows for differentiation instruction from grade level to grade level Ensures grade level alignment of TEKS Prevents repetitive teaching Tangible resource for new teachers to district Resource to parents through online services (website) Provides increased opportunities for successful scores Recruitment and retention of highly qualified teachers
District Curriculum Coordinator	\$45,000														
Campus Coordinator stipend	\$500														
Substitutes for training (per day)	\$65														
Stipend for additional after work hours	\$20/hr														
Database program															
Stipend for writing curriculum	\$20/hr														
Evaluator stipend	\$50														
<p>Intangible:</p> <ul style="list-style-type: none"> Time to coordinate Time invested in planning 	<p>Intangible:</p> <ul style="list-style-type: none"> Teachers/students feel successful Continuity and unified curriculum throughout the district Instills sense of teamwork 														

Action Plan

Strategy Number: 1
 Plan Number: 2
 Date: 4/2005

Strategy: We will establish a challenging, comprehensive, and flexible curriculum.

Specific Results: Ensure differentiated instruction (through acceleration and remediation) for all students through ongoing teacher support and training.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date	Due Date	Completed Date:
1	Train teachers in the areas of Content Mastery Classroom, Special Education, English as a Second Language, and Gifted and Talented, Dyslexia, etc. at all levels.	Campus Administrators	8/2005		
2	Provide opportunities for ongoing training to keep certifications current.				
3	Monitor implementation of teachers using walk-throughs and observations as to the effectiveness on the programs.	Principals/Asst. Principals			
4	Conduct teacher assessment of the training in meeting the needs of students.	Campus Administrators			

Responsible:

Action Plan

Strategy Number: 1
 Plan Number: 3
 Date: 4/2005

Strategy: We will establish a challenging, comprehensive, and flexible curriculum.

Specific Result: Implement programs that challenge individual student potential.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date	Due Date	Completed Date:
1	Implement the following programs to meet the needs of all students of Van Alstyne ISD, which includes: <ul style="list-style-type: none"> ➤ Comprehensive foreign language program (grades 1-12) ➤ Job simulation opportunities ➤ Vocational courses which allow for certification, such as: health occupation, cosmetology, automotive, HVAC (heating, ventilation, air conditioning) ➤ Core curriculum areas to serve non-college bound students ➤ Reading classes for At-Risk reading students K-12 ➤ Expansion of ESL, Pre-AP classes, AP classes, and GT classes ➤ Expansion of fine arts across all grade levels. 	District Curriculum Coordinator	8/2006		
2	After the Superintendent approves the implementation of such programs, appropriate funding will be requested.				

Responsible:

Cost Benefit Analysis

Strategy Number: 1
 Plan Number: 3
 Date: 4/2005

Strategy: We will establish a challenging, comprehensive, and flexible curriculum.

Specific Result: Implement programs that challenge individual student potential.

Costs	Benefits										
<p>Tangible:</p> <table border="0"> <tr> <td>Teacher salaries</td> <td>\$27,000 per teacher</td> </tr> <tr> <td>Classroom materials</td> <td>\$10,000 across board</td> </tr> <tr> <td>Training for substitutes</td> <td>\$65.00/day</td> </tr> <tr> <td>Training for teachers/ ongoing professional development</td> <td>cost of training</td> </tr> <tr> <td>Travel expenses amount/mile</td> <td>\$.current</td> </tr> </table>	Teacher salaries	\$27,000 per teacher	Classroom materials	\$10,000 across board	Training for substitutes	\$65.00/day	Training for teachers/ ongoing professional development	cost of training	Travel expenses amount/mile	\$.current	<p>Tangible:</p> <ul style="list-style-type: none"> Students graduating with additional skills Better success rate for college admission Basic training towards professions unexplored in the past Higher Daily Attendance Rate Increase in exemplary student behavior/ less discipline referrals Less teacher absences Increase class choices for students Increase TAKS scores Increase THEA scores Is a draw for new residents to establish residency in the district
Teacher salaries	\$27,000 per teacher										
Classroom materials	\$10,000 across board										
Training for substitutes	\$65.00/day										
Training for teachers/ ongoing professional development	cost of training										
Travel expenses amount/mile	\$.current										
<p>Intangible:</p> <ul style="list-style-type: none"> Time for training Preparation time Recruiting time Needs assessment Finding business mentors Informational parent meeting 	<p>Intangible:</p> <ul style="list-style-type: none"> Increased self-esteem for students Reach a more inclusive group of students Awareness or love of arts, foreign language, or vocational profession Increase student overall skills (vocational, academic, enrichment) Enhanced job satisfaction for teachers Increased educational experience for students 										

Action Plan

Strategy Number: 1
 Plan Number: 4
 Date: 4/2005

Strategy: We will establish a challenging, comprehensive, and flexible curriculum.

Specific Result: Offer a varied curriculum to reach a broad range of student interests.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date	Due Date	Completed Date:
1	Establish the following elective courses offerings and/or clubs for student participation of Van Alstyne ISD, such as: <ul style="list-style-type: none"> ➤ Math ➤ Debate ➤ Robotics ➤ Astronomy ➤ Drill Team ➤ Broadcasting ➤ Paleontology ➤ Chess ➤ Interest Clubs ➤ Photography ➤ Journalism 	High School Principal Middle School Principal	8/2006		
2	Gather faculty input for the choices of electives courses and/or clubs to be offered.				
3	Determine the teacher/facilitator to monitor and coordinate the events and activities.				
4	Evaluate annually the use of these programs and revise accordingly.				

Responsible:

Cost Benefit Analysis

Strategy Number: 1
 Plan Number: 4
 Date: 4/2005

Strategy: We will establish a challenging, comprehensive, and flexible curriculum.

Specific Result: Offer a varied curriculum to reach a broad range of student interests.

Costs	Benefits
<p>Tangible:</p> <p>Training cost of training Materials cost of materials/ programs Substitutes for teachers during training \$65/hr Stipends \$10/hr</p>	<p>Tangible:</p> <p>More success on test scores School retain great reputation Increased attendance Increased AYP Sustain a high level of excellence as a school district:</p> <ul style="list-style-type: none"> • Promote community awareness • Showcase student involvement and achievement
<p>Intangible:</p> <p>Time invested implementing research-based curriculum Time spent creating curriculum to meet the needs of the students</p>	<p>Intangible:</p> <p>Teachers/students feel successful High morale among staff and students Increased school spirit and pride for parents/ staff/ and students Community support</p>

Action Plan

Strategy Number: 1
 Plan Number: 5
 Date: 4/2005

Strategy: We will establish a challenging, comprehensive, and flexible curriculum.

Specific Result: Provide appropriate teacher training to adequately implement programs that challenge individual student potential.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Provide incentives for employees to encourage the completion of a master's degree and/or certification in academic areas, such as: <ul style="list-style-type: none"> ➤ ESL ➤ GT ➤ Technology ➤ Vocational occupations ➤ AP/Pre-AP ➤ Special Education 	Campus Administrators	8/2005		
2	Notify employees of the availability and parameters for participation in such programs.				
3	Conduct an annual evaluation of the program.				
4	Establish a system for ongoing revision.				

Responsible:

Cost Benefit Analysis

Strategy Number: 1
 Plan Number: 5
 Date: 4/2005

Strategy: We will establish a challenging, comprehensive, and flexible curriculum.

Specific Result: Provide appropriate teacher training to adequately implement programs that challenge individual student potential.

Costs		Benefits
Tangible:		Tangible:
Compensation for training		Teacher training increases knowledge base and expertise
Substitute pay (per day)	\$65.00	Provide additional opportunities for students
Travel expense		Is a draw for new residents to establish residency in the district
		Boost academic standing
		Increase student time on task
		Improve student skills
Intangible:		Intangible:
Time spent away from school		Teacher/student morale
Time spent searching appropriate courses/materials/resources/trainers		Collaboration among teachers
		Elevate educational opportunities



VAN ALSTYNE ISD
STRATEGIC PLAN

STRATEGY #2

**WE WILL EXPAND THE LASTING
PARTNERSHIP BETWEEN THE
COMMUNITY AND THE SCHOOL TO
ENHANCE COMMUNICATION AND
MUTUAL RESPECT**

Action Plan

Strategy Number: 2
Plan Number: 1
Date: 4/2005

Strategy: Expand our lasting partnership with community and school to enhance communication and mutual support.

Specific Result: Establish a communications department to enhance community-school partnerships.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Establish a district communications department.	Superintendent	8/2006		

Responsible:

Cost Benefit Analysis

Strategy Number: 2
 Plan Number: 1
 Date: 4/2005

Strategy: Expand our lasting partnership with community and school to enhance communication and mutual support.

Specific Result: Establish a communications department to enhance community-school partnerships.

Costs	Benefits
<p>Tangible:</p> <p>Salary of the person hired to fill position</p>	<p>Tangible:</p> <p>Community would be better informed</p>
<p>Intangible:</p> <p>Loss of money somewhere else due to the need for a new paid position. This is a tangible cost.</p>	<p>Intangible:</p> <p>Bond issues would pass, negative PR could be prevented</p>

Action Plan

Strategy Number: 2
 Plan Number: 2
 Date: 4/2005

Strategy: Expand our lasting partnership with community and school to enhance communication and mutual support.

Specific Result: Implement and maintain a comprehensive two-way communication between the school and the public via webpages.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	District will appoint a webmaster. (Primary responsibility is webpage.)	Technology Director	8/2005		
2	Establish links with Chamber of Commerce, city, college.				
3	Create access to district calendar, policies, strategic plan, demographics, and contacts for the local community.				
4	Publish email address for faculty/staff/administration and make available for community contact.				
5	Design process for community members to post information on a community bulletin board included on the district webpage.				

Responsible:

Cost Benefit Analysis

Strategy Number: 2
 Plan Number: 2
 Date: 4/2005

Strategy: Expand our lasting partnership with community and school to enhance communication and mutual support.

Specific Result: Implement and maintain a comprehensive two-way communication between the school and the public via webpages.

Costs	Benefits
<p>Tangible:</p> <p>Salary of webmaster Cost of upgrade to system (hardware)</p>	<p>Tangible:</p> <p>Increase communication, links to community</p>
<p>Intangible:</p> <p>Training of others (school personnel and community members) that want to be involved</p> <p>Possible security issues</p> <p>Time for staff to respond to emails</p>	<p>Intangible:</p> <p>Positive image forecasted from page</p>

Action Plan

Strategy Number: 2
 Plan Number: 3
 Date: 4/2005

Strategy: Expand our lasting partnership with community and school to enhance communication and mutual support.

Specific Result: Inform the citizens of school/community accomplishments, activities, and events through written communication.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Appoint an individual to publish a newsletter every six weeks.	Public Relations Coordinator	8/2006		
2	Obtain information from campus administration and city organizations.				
3	Distribute the newsletter to businesses/SNAP center/ and public offices, as well as downloaded to the district webpage.				

Responsible:

Cost Benefit Analysis

Strategy Number: 2
 Plan Number: 3
 Date: 4/2005

Strategy: Expand our lasting partnership with community and school to enhance communication and mutual support.

Specific Result: Inform the citizens of school/community accomplishments, activities, and events through written communication.

Costs	Benefits
<p>Tangible:</p> <p>Time/Cost of personnel assigned to responsibility</p> <p>Expense of printing and distributing the newsletter</p>	<p>Tangible:</p> <p>Increase communication, aid in developing support from the Senior population and the business community</p>
<p>Intangible:</p> <p>Time devoted to collection of information from campuses and preparation of newsletter</p>	<p>Intangible:</p> <p>Positive image forecasted from newsletter</p> <p>Good information from several areas of the district all in one central place</p>



STRATEGY #3

WE WILL UTILIZE THE DISTRICT
RESOURCES AND SUPPORT SERVICES
TO MAXIMIZE STUDENT SUCCESS

Action Plan

Strategy Number: 3
 Plan Number: 1
 Date: 4/2005

Strategy: We will utilize the district resources and support services to maximize student success.

Specific Result: Maximize community resources to support the school district.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Organize a "Foundation for Schools."	Superintendent	8/2005		
2	Establish a database of community volunteers, resources, and educational programs that can be accessed by staff.				

Responsible:

Cost Benefit Analysis

Strategy Number: 3
 Plan Number: 1
 Date: 4/2005

Strategy: We will utilize the district resources and support services to maximize student success.

Specific Result: Maximize community resources to support the school district.

Costs	Benefits
<p>Tangible:</p> <p>Start-up funds, etc.: \$4,000-\$7,000</p> <p>Will become self sustaining</p>	<p>Tangible:</p> <p>Scholarship for students</p> <p>Additional resource support for faculty and students</p>
<p>Intangible:</p> <p>Additional budget expenditure</p>	<p>Intangible:</p> <p>Improved public relations between community and school</p>

Action Plan

Strategy Number: 3
 Plan Number: 2
 Date: 4/2005

Strategy: We will utilize the district resources and support services to maximize student success.

Specific Result: Develop and maintain an exemplary staff.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Analyze future staffing needs.	Asst. Superintendent	8/2005		
2	Identify and provide continual professional learning for staff.				
3	Create incentives to attract well-qualified staff.				
4	Increase exposure of district to job-seekers.				
5	Involve teachers and other staff in "Staff Recruitment Program" if position to be filled is known.				

Responsible:

Cost Benefit Analysis

Strategy Number: 3

Plan Number: 2

Date: 4/2005

Strategy: We will utilize the district resources and support services to maximize student success.

Specific Result: Develop and maintain an exemplary staff.

Costs

Benefits

<p>Tangible:</p> <p>Daily salary cost of up to three individuals to attend recruiting events</p> <p>Recruiting brochure cost</p> <p>Mileage and travel expenses</p> <p>*Average daily costs, travel, registration, etc.: \$300-\$1,200 per even depending on staff to attend</p>	<p>Tangible:</p> <p>Stronger and better rounded curriculum presentation</p> <p>Increased test scores</p> <p>Attraction of a stronger business base</p> <p>More graduates</p> <p>More graduate opportunities</p>
<p>Intangible:</p> <p>Time away from daily staff and administrative duties</p>	<p>Intangible:</p> <p>Enhanced community pride</p>

Action Plan

Strategy Number: 3
 Plan Number: 3
 Date: 4/2005

Strategy: We will utilize the district resources and support services to maximize student success.

Specific Result: Develop a system of communication to identify utilization of district resources.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Research historical budget expenditures that had a positive impact on student success.	Campus Administrators	8/2005		
2	Campus Administrator should educate and involve staff on budget expenditures, funding resources, and state funding requirements.				

Responsible:

Cost Benefit Analysis

Strategy Number: 3

Plan Number: 3

Date: 4/2005

Strategy: We will utilize the district resources and support services to maximize student success.

Specific Result: Develop a system of communication to identify utilization of district resources.

Costs

Benefits

<p>Tangible:</p> <p>Cost of delivery system - will vary according to system chosen: \$5,000-\$15,000</p> <p>More staff meeting and/or other form of communication</p>	<p>Tangible:</p> <p>A continuation of successful student needs</p> <p>A concise and comprehensive budget process based on staff input and needs</p>
<p>Intangible:</p> <p>More staff meeting time</p>	<p>Intangible:</p> <p>Everyone has an understanding of the overall budget process</p> <p>Greater sense of involvement</p>

Action Plan

Strategy Number: 3
 Plan Number: 4
 Date: 4/2005

Strategy: We will utilize the district resources and support services to maximize student success.

Specific Result: Acquire grants to increase the capacity of district resources.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Determine current resources and identify areas in need of additional resources.	Public Relations Coordinator	8/2006		
2	Research available grants.				
3	Pursue grant opportunities.				

Responsible:

Cost Benefit Analysis

Strategy Number: 3
 Plan Number: 4
 Date: 4/2005

Strategy: We will utilize the district resources and support services to maximize student success.

Specific Result: Acquire grants to increase the capacity of district resources.

Costs	Benefits
<p>Tangible:</p> <p>Individual time investment</p> <p>Expense of grant process</p> <p>Grant processing, cost of writer, etc.: \$500-\$1,500 per grant depending on complexity and length of grant process</p>	<p>Tangible:</p> <p>Successful grants will equal additional revenue and funding for programs</p> <p>More diverse school programs</p> <p>Educational programs will channel student success</p>
<p>Intangible:</p> <p>Time away from normal staff activities</p>	<p>Intangible:</p> <p>Knowledge of additional funding sources</p>

Action Plan

Strategy Number: 3
 Plan Number: 5
 Date: 4/2005

Strategy: We will utilize the district resources and support services to maximize student success.

Specific Result: Maximize technology to increase district communication and student learning.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Assess current technology needs and usage.	Technology Director/Asst. Technology Director	8/2005		
2	Develop professional development programs and opportunities for educators.				
3	Create an education incentive program for technology use for staff.				
4	Align the Technology Plan to reflect the educational needs of students and update the plan regularly.				
5	Establish community support, interest, and involvement.				

Responsible:

Cost Benefit Analysis

Strategy Number: 3
 Plan Number: 5
 Date: 4/2005

Strategy: We will utilize the district resources and support services to maximize student success.

Specific Result: Maximize technology to increase district communication and student learning.

Costs	Benefits
<p>Tangible:</p> <p>Additional salary cost of technology person</p> <p>Salary for a Technology Curriculum Specialist: \$25,000 - \$45,000</p>	<p>Tangible:</p> <p>More computers per campus for student access</p> <p>Highly trained technology staff</p> <p>Continuous tracking of student progress on “high stakes TAKS objectives”</p>
<p>Intangible:</p> <p>Different technology focus for staff</p> <p>Time involvement</p>	<p>Intangible:</p> <p>More staff technology knowledge and expertise</p>



STRATEGY #4

WE WILL EMPHASIZE THE
IMPORTANCE OF ETHICAL AND
RESPONSIBLE BEHAVIOR THROUGH
MUTUAL RESPECT AND COMMUNITY
INVOLVEMENT

Strategy #4

We will emphasize the importance of ethical and responsible behavior through mutual respect and community involvement.

Members:

- Co-Leaders: Mark Wyatt and Kara Wilson
- District educators: Doak Howarton, Jana Tinsley, Todd Southard, Randy Matthews, Libby Torres, Melissa Atchison, Laura Hunt, Cindy Hensley
- Community Members: Greg Basile, Griff Servati, Sydney Crim, Jackie Wilkins

Our Process:

Our first Action Team Meeting met Thursday, January 13, with a very enthusiastic group of individuals consisting of VAISD educators and Van Alstyne community members. The first meeting ran very smoothly as we gave an overview of our strategy, “We will emphasize the importance of ethical and responsible behavior through mutual respect and community involvement,” and outlined what was to be expected in the months ahead. We decided to meet every other Tuesday night until the mission was completed. Little did we know on that evening, how much time and dedication would be put into this worthwhile project, as well as what cohesive relationships we would form with one another!

Our first step was the “Strategy Analysis.” At this time, we discussed our strategy in detail. We related it to the district’s mission statement and objectives, in addition to the other 4 strategies. We concluded (as I think all of the other action teams did) that our strategy was fundamental and the groundwork to all of the other strategies. We also identified the key words in our strategy, (which was EVERY word) and found synonyms for each of these key words. This was a very interesting activity. We discussed what our strategy IS about and what it IS NOT about. This set clear guidelines of our task at hand. By the end of this meeting, each member of the action team was on the same page.

The next step we completed in our action team was “Information Gathering and Sharing.” By researching and interviewing educators within our district and in other districts, we found helpful information associated with our particular strategy. We discovered pros and cons of those approaches and ways to improve responsible behavior in our students. Members of the team worked very hard to investigate ways to improve our district and the information shared was very valuable.

Once we all shared the information we had gathered, we proceeded on to the next step, “Moving to Action.” Our team did an excellent job of brainstorming a variety of ideas to implement our strategy. Once we came up with all the activities and ideas, we organized them into groups or themes. From these groups, we translated our ideas into specific result statements. This was the most time consuming part of our process (along with writing the action plans). We worked very hard as a team to get the result statements worded appropriately and to ensure that each statement followed the required criteria.

Our next step, “Action Plan Writing” was a lengthy and in-depth process. We broke into small groups to write the necessary steps for each specific result statement to ensure that the result statement could be carried out effectively. Once the small groups completed the essential steps involved, we came together as a whole group and discussed each of the plans. We wrote and rewrote each plan until we were all in agreement that each step was essential towards getting our strategy accomplished. We strategically put each step in a logical and sequential order.

Finally, we moved to our last step, which was to complete the “Cost-Benefit Analysis” for each action plan. As a whole group we assessed each plan individually by comparing the costs involved and the benefits gained. We were very vague on our costs and benefits leaving this up to the discretion of the district.

Our action team members involved in developing this strategic action plan are truly dedicated and enthusiastic about making a difference in the lives of the students of Van Alstyne ISD. We hope that the strategic planning team and the school board will take our recommendations into consideration when planning for our district’s future. We worked very hard and are extremely proud of our finished project. We look forward to making these concepts a reality!

Action Plan

Strategy Number: 4
 Plan Number: 1
 Date: 4/2005

Strategy: We will emphasize the importance of ethical and responsible behavior through mutual respect and community involvement.

Specific Result: Establish age-appropriate peer mediation programs on each campus (Conflict resolution).

	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Select school personnel at each campus to supervise the program.	Campus Administrator			
2	Recruit interested teachers and parents to participate.	Counselors			
3	Identify co-sponsors (one staff member & one parent) on each campus who demonstrate ethical and responsible behavior.				
4	Interview and observe schools with effective programs in place that have been in operation for three years or more.				
5	Develop guidelines to be followed by the group.				
6	Provide communication to staff and students about the program.				
7	Interview and select student applicants for mediators who demonstrate ethical and responsible behavior.				
8	Provide appropriate trainings for sponsors and students.				
9	Evaluate the program annually for its effectiveness.				

Responsible:

Cost Benefit Analysis

Strategy Number: 4
 Plan Number: 1
 Date: 4/2005

Strategy: We will emphasize the importance of ethical and responsible behavior through mutual respect and community involvement.

Specific Result: Establish age-appropriate peer mediation programs on each campus (Conflict Resolution).

Costs	Benefits
<p>Tangible:</p> <p>Program: \$2,000</p> <p>Consultant for Training: \$1,000</p> <p>Materials: \$500</p>	<p>Tangible:</p> <p>Less discipline referrals</p>
<p>Intangible:</p> <p>Change of focus for some staff</p> <p>Time</p>	<p>Intangible:</p> <p>More respect among students</p> <p>More respect between students and teachers</p>

Action Plan

Strategy Number: 4
 Plan Number: 2
 Date: 4/2005

Strategy: We will emphasize the importance of ethical and responsible behavior through mutual respect and community involvement.

Specific Result: Educate staff, students, and parents to promote mutual respect and ethical behavior.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Implement a district-wide character education program targeting specific character traits (e.g. -honesty, self-control, etc.)	Counselors			
2	Evaluate the district-wide discipline policy for consistency and effectiveness by keeping it concise, constant, and observable; as well as posted in every classroom, gym, and facility.	Principals			
3	Develop district-wide code of ethics by keeping it concise, constant, and observable; as well as posted in every classroom, gym, and facility.	Principals			
4	Establish guidelines for appropriate sportsmanship conduct at all Van Alstyne student activities.	Athletic Director			
5	Communicate guidelines at all events: <ul style="list-style-type: none"> a. Visual (signs) and auditory (announcements) b. Continue teaching sportsmanship in the Elementary P.E. classes c. Hold everyone in attendance accountable by the Administration 	Athletic Director			
6	Establish a parental code of conduct, which holds the parents accountable for their actions by keeping it concise, constant, and observable; as well as posted in every classroom, gym, and facility.	Athletic Director			

Responsible:

Cost Benefit Analysis

Strategy Number: 4
 Plan Number: 2
 Date: 4/2005

Strategy: We will emphasize the importance of ethical and responsible behavior through mutual respect and community involvement.

Specific Result: Educate staff, students, and parents to promote mutual respect and ethical behavior.

Costs	Benefits
<p>Tangible:</p> <p>Purchase a Character Education Program: \$1,500</p> <p>Materials for signs: \$2,000</p>	<p>Tangible:</p> <p>Fewer discipline referrals</p> <p>Increased teaching time</p>
<p>Intangible:</p> <p>Time</p> <p>Personnel to evaluate and enforce</p>	<p>Intangible:</p> <p>Improved relationships between parents/school/students/teachers</p> <p>Better sportsmanship at events</p>

Action Plan

Strategy Number: 4
 Plan Number: 3
 Date: 4/2005

Strategy: We will emphasize the importance of ethical and responsible behavior through mutual respect and community involvement.

Specific Result: Implement a parental involvement program.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Establish a Parental Pledge (specific to each campus) for parents to sign at the beginning of the year pledging to support their child and support of school.	Public Relations Coordinator	8/2006		
2	Create a survey form for interested volunteers with interests/skills which will be used to match parent interest/schedules and teacher needs.				
3	Create and maintain a database to hold information from volunteer survey forms in which staff can easily access.				
4	Provide training for staff on how to use the database resource effectively.				
5	Designate volunteer coordinator position to administer a parental involvement/volunteer program.				
6	The teacher can contact the volunteer coordinator to set up the volunteer assignment.				
7	The volunteer coordinator will track and report hours to the principal.				
8	Evaluate the program annually for its effectiveness.				

Responsible:

Cost Benefit Analysis

Strategy Number: 4
 Plan Number: 3
 Date: 4/2005

Strategy: We will emphasize the importance of ethical and responsible behavior through mutual respect and community involvement.

Specific Result: Implement a parental involvement program.

Costs	Benefits
<p>Tangible:</p> <p>Volunteer Database Program (e.g., Appleseed): \$1,500</p> <p>Materials such as paper: \$500</p>	<p>Tangible:</p> <p>Increased parent volunteer pool</p> <p>Increased and improved parental involvement in schools because of easy access</p> <p>Increased student performance (e.g., scores)</p>
<p>Intangible:</p> <p>Time</p>	<p>Intangible:</p> <p>Greater sense of involvement</p> <p>More support for VAISD by parents</p> <p>Better match between parent preferences and teacher needs</p>

Action Plan

Strategy Number: 4
 Plan Number: 4
 Date: 4/2005

Strategy: We will emphasize the importance of ethical and responsible behavior through mutual respect and community involvement.

Specific Result: Establish a mentoring program to reach new students and at-risk students as determined by teachers, parents, and staff in social, academic, and behavioral domains.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Develop an interest survey for new or at-risk students to pair them with a "peer mentor."	Counselors Instructional Staff	8/2006		
2	Establish a group of qualified community members to mentor high school students.				
3	Continue the High School PALS program (a program where high school students mentor elementary and intermediate students).				
4	Establish a shepherding program involving teachers being assigned to new or at-risk students.				

Responsible:

Cost Benefit Analysis

Strategy Number: 4
 Plan Number: 4
 Date: 4/2005

Strategy: We will emphasize the importance of ethical and responsible behavior through mutual respect and community involvement.

Specific Result: Establish a mentoring program to reach new students and at-risk students as determined by teachers, parents, and staff in social, academic, and behavioral domains.

Costs	Benefits
<p>Tangible:</p> <p>Materials (e.g., paper): \$100</p> <p>Shepherding Program: \$500</p>	<p>Tangible:</p> <p>Increased student involvement</p> <p>Fewer dropouts/more graduates</p> <p>Better attendance</p>
<p>Intangible:</p> <p>Time</p> <p>Workload</p>	<p>Intangible:</p> <p>Positive school environment</p> <p>Improved morale</p>

Action Plan

Strategy Number: 4
 Plan Number: 5
 Date: 4/2005

Strategy: We will emphasize the importance of ethical and responsible behavior through mutual respect and community involvement.

Specific Result: Develop a school spirit program targeting all students, staff, and parents for all activities.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Establish a spirit group such as the "Spirit Dudes" (possibly sponsored by the cheerleaders) for encouraging school spirit and audience participation at school events.	High School Principal Cheer Sponsor	8/2006		
2	Encourage grade-level competition by forming a "Spirit Committee" of students and sponsor(s) to encourage school spirit through making signs, doing skits, announcements, etc.	Athletic Director Booster Club			
3	Encourage more involvement in the current Booster Clubs.				
4	Hold various events with staff and parents versus students in the spirit of friendly competition.				

Responsible:

Cost Benefit Analysis

Strategy Number: 4
 Plan Number: 5
 Date: 4/2005

Strategy: We will emphasize the importance of ethical and responsible behavior through mutual respect and community involvement.

Specific Result: Develop a school spirit program targeting all students, staff, and parents for all activities.

Costs	Benefits
<p>Tangible:</p> <p>Materials: \$200</p> <p>Stipend for “spirit committee” and “spirit group” sponsors: \$1,000</p>	<p>Tangible:</p> <p>Increased attendance at events</p> <p>Increased student involvement</p>
<p>Intangible:</p> <p>Time</p>	<p>Intangible:</p> <p>Increased school morale</p> <p>Increased sportsmanship</p>

Action Plan

Strategy Number: 4
 Plan Number: 6
 Date: 4/2005

Strategy: We will emphasize the importance of ethical and responsible behavior through mutual respect and community involvement.

Specific Result: Increase student participation in interest groups.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Encourage 100% student participation in at least one interest group as determined by students and staff.	High School Principal	8/2006		
2	Establish a process to form new interest groups so that total student participation is possible.				
3	Organize an "Interest Group Fair" to inform students and parents of available interest groups.				
4	Communicate available interest group information to parents.				
5	Form a drill team.				

Responsible:

Cost Benefit Analysis

Strategy Number: 4
 Plan Number: 6
 Date: 4/2005

Strategy: We will emphasize the importance of ethical and responsible behavior through mutual respect and community involvement.

Specific Result: Increase student participation in interest groups.

Costs	Benefits
<p>Tangible:</p> <p>Stipend for drill team sponsor: \$1,000</p> <p>Uniforms: \$5,000</p> <p>Travel: \$5,000</p>	<p>Tangible:</p> <p>Fewer dropouts/more graduates</p> <p>Increased even attendance</p> <p>Higher grades (No pass, No play)</p> <p>Increased student participation</p>
<p>Intangible:</p> <p>Time</p> <p>Change of focus for some staff</p>	<p>Intangible:</p> <p>Greater sense of student involvement</p> <p>Greater district appeal</p>

Action Plan

Strategy Number: 4
 Plan Number: 7
 Date: 4/2005

Strategy: We will emphasize the importance of ethical and responsible behavior through mutual respect and community involvement.

Specific Result: Establish a partnership between school and community through scheduled and specific projects for each campus.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Encourage community service hours for high school graduation.	High School Principal	8/2005		
2	Communicate available service opportunities (provided by community members, churches, businesses, teachers, etc).				
3	Establish a community service award.				

Responsible:

Cost Benefit Analysis

Strategy Number: 4
 Plan Number: 7
 Date: 4/2005

Strategy: We will emphasize the importance of ethical and responsible behavior through mutual respect and community involvement.

Specific Result: Establish a partnership between school and community through scheduled and specific projects for each campus.

Costs	Benefits
<p>Tangible:</p> <p>Plaque: \$50</p> <p>Bulletin board to post communication of service opportunities: \$25</p> <p>Materials (e.g., paper): \$500</p>	<p>Tangible:</p> <p>No monetary cost to community</p>
<p>Intangible:</p> <p>Time</p> <p>Change of focus for some staff</p>	<p>Intangible:</p> <p>Help for the community</p> <p>Improvement of the community</p> <p>Greater sense of student self-worth</p> <p>Increased school/community relationship</p>



STRATEGY #5

WE WILL COMMIT OUR DISTRICT'S
RESOURCES TO TAKE ADVANTAGE
OF OPPORTUNITIES CREATED BY
GROWTH

Strategy #5

MISSION STATEMENT

VAN ALSTYNE INDEPENDENT SCHOOL DISTRICT

11-12-04

The Mission of the Van Alstyne Independent School District is to collaborate with families and the community to educate our students in a supportive and challenging environment to be ethical, responsible, successful learners who reach their highest potential to compete and thrive in our rapidly changing world.

Strategy #5: Commit our District's resources to take advantage of the opportunities created by growth.

Specific Result/Plan 1: Establish corporate sponsorships

Specific Result/Plan 2: Establish a long term collaborative process utilizing community, business, and school leaders to evaluate needs, develop proposals, and promote bond packages

Specific Result/Plan 3: Establish a long term collaborative process utilizing city, business, and school leaders to acquire future school sites

Specific Result/Plan 4: Develop and implement Leadership Academies designed to create a pool of potential administrators and/or supervisor

Team 5 Members:

Roy Adams
Larry Ashley
Alfred Loftice
David Merriman
Linda McConnell
Duke Sparks
Wendy Ulrich
Kent Whitehead

Team 5 Leaders:

Mique Allison
Mike Welch

Action Plan

Strategy Number: 5
 Plan Number: 1
 Date: 4/2005

Strategy: Commit our District's resources to take advantage of the opportunities created by growth.

Specific Result: Establish corporate sponsorships.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Establish a program for obtaining grants.	Public Relations Coordinator	8/2006		
2	Implement the guidelines for establishing the VAISD Educational Foundation.				
3	Establish Corporate Partnerships.				

Responsible:

Cost Benefit Analysis

Strategy Number: 5

Plan Number: 1

Date: 4/2005

Strategy: Commit our District's resources to take advantage of the opportunities created by growth.

Specific Result: Establish corporate sponsorships.

Costs	Benefits
<p>Tangible:</p> <p>Part-time grant writer and/or staff time for grant writing</p> <p>Public Relations, planning, and promotional costs: \$3,500</p>	<p>Tangible:</p> <p>Self-supporting grant writer position with salary based on commission for grants initiated by the grant writer and received by district</p> <p>More money for the district</p> <p>Ability to offer more programs</p> <p>Fund scholarship programs</p>
<p>Intangible:</p> <p>Time</p>	<p>Intangible:</p> <p>A qualified coordinator's knowledge base and network of sources provides increased opportunity for receiving grants</p> <p>Builds relationships with corporate sponsors, local businesses, and economic development board</p> <p>Builds trust between district and constituents</p> <p>Reduction of stress over funding needs for district and community</p>

Action Plan

Strategy Number: 5
 Plan Number: 2
 Date: 4/2005

Strategy: Commit our District's resources to take advantage of the opportunities created by growth.

Specific Result: Establish a long term collaborative process utilizing community, business, and school leaders to evaluate needs, develop proposals, and promote bond packages.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Establish a system for maintaining existing facilities.	Superintendent	8/2006		
2	Establish a process for evaluating district facilities and submitting proposals for necessary renovation.				
3	Establish a proactive program for constructing energy-efficient, functional, and attractive facilities.				

Responsible:

Cost Benefit Analysis

Strategy Number: 5
 Plan Number: 2
 Date: 4/2005

Strategy: Commit our District's resources to take advantage of the opportunities created by growth.

Specific Result: Establish a long term collaborative process utilizing community, business, and school leaders to evaluate needs, develop proposals, and promote bond packages.

Costs	Benefits
<p>Tangible:</p> <p>Printing and clerical costs</p> <p>Literature promoting the district and community</p>	<p>Tangible:</p> <p>Adequately maintained facilities</p> <p>Cost-effective building programs for new construction and renovations as a result of extended timeline and increased participation in the process</p> <p>Proactive planning and collaborative process provides optimum use of resources</p> <p>Bond packages supported by voters</p>
<p>Intangible:</p> <p>Time and energy</p>	<p>Intangible:</p> <p>Common vision of excellence for education</p> <p>Greater broad base support from the community</p> <p>More informed electorate</p>

Action Plan

Strategy Number: 5
 Plan Number: 3
 Date: 4/2005

Strategy: Commit our District's resources to take advantage of the opportunities created by growth.

Specific Result: Establish a long term collaborative process utilizing city, business, and school leaders to acquire future school sites.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Formalize a collaborative decision-making process regarding acquisition of potential future school sites.	Superintendent	8/2005		
2	Establish a committee comprised of liaisons from both VAISD and the city for communication and coordination of long-term planning.				
3	Update demographic information and projections.				
4	Establish and maintain formal contact with local land developers.				

Responsible:

Cost Benefit Analysis

Strategy Number: 5
 Plan Number: 3
 Date: 4/2005

Strategy: Commit our District's resources to take advantage of the opportunities created by growth.

Specific Result: Establish a long term collaborative process utilizing city, business, and school leaders to acquire future school sites.

Costs	Benefits
<p>Tangible:</p> <p>Demographic projections \$11,000</p> <p>Facility study: staff and community members' time</p> <p>Public Relations, planning, and promotional costs: \$3,500</p>	<p>Tangible:</p> <p>Site donations and infrastructure agreements lower costs across the board</p> <p>Construction proceeds according to plan and timetable</p> <p>More effective use of funds</p> <p>Higher quality of workmanship</p> <p>Impact Fees as more developments come into the district</p>
<p>Intangible:</p> <p>More work for staff and community members</p> <p>Loss of valuable time</p>	<p>Intangible:</p> <p>More effective use of taxpayer dollars</p> <p>Builds trust between the district and it's constituents</p> <p>Increased communication between district and builders</p> <p>Collaboration provides ambassadors to promote programs</p>

Action Plan

Strategy Number: 5
 Plan Number: 4
 Date: 4/2005

Strategy: Commit our District's resources to take advantage of the opportunities created by growth.

Specific Result: Establish a process for hiring district staff and providing professional development for continued improvement of instruction.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Establish a system for hiring and training support staff.	Asst. Superintendent	8/2005		
2	Update support staff pay scales to reflect levels of job skill proficiencies and length of service.				
3	Establish a systematic approach based on relevant instructional data to evaluate and update the New Teacher Mentoring Program.				
4	Establish a system of instructional support for teachers who need assistance as identified by campus administrators.				
5	Recruit and retain qualified teaching personnel.				
6	Continually update professional development planning with analysis of instructional data.				

Responsible:

Cost Benefit Analysis

Strategy Number: 5
 Plan Number: 4
 Date: 4/2005

Strategy: Commit our District's resources to take advantage of the opportunities created by growth.

Specific Result: Establish a process for hiring district staff and providing professional development for continued improvement of instruction.

Costs	Benefits
<p>Tangible:</p> <p>Budget to increase salaries/stipends to reflect updated job skill proficiencies</p> <p>Increased stipends to Mentor teachers</p> <p>Money for programs to attract quality teachers</p> <p>Recruiting expenses – brochures, data gathering, set up items, travel, staff time, recruiting display board</p> <p>Professional Development expenses</p>	<p>Tangible:</p> <p>Retention of quality staff</p> <p>Avoid expense for training and/or re-training due to loss of staff</p> <p>Training of district personnel as in-house professional development program experts will reduce overall training costs</p>
<p>Intangible:</p> <p>Instructional time lost as a result of pulling out teachers for professional development, collaboration, and planning</p>	<p>Intangible:</p> <p>A raised standard of expectations for personal and professional growth</p> <p>Improved morale and expectation for advancement for staff</p> <p>Support for improvement of marginal educators</p> <p>Improved campus climate for students and staff</p> <p>Increased support for the classroom teacher</p>

Action Plan

Strategy Number: 5
 Plan Number: 5
 Date: 4/2005

Strategy: Commit our District's resources to take advantage of the opportunities created by growth.

Specific Result: Develop and implement Leadership Academies designed to create a pool of potential administrators and/or supervisors.

#	ACTION STEP (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Develop a selective application process.	Asst. Superintendent	8/2005		
2	Define program guidelines with a definite entry and exit process. (Note: Completion of the program does not guarantee employment with the district.)				
3	Develop curriculum for both academies.				

Responsible:

Cost Benefit Analysis

Strategy Number: 5
 Plan Number: 5
 Date: 4/2005

Strategy: Commit our District's resources to take advantage of the opportunities created by growth.

Specific Result: Develop and implement Leadership Academies designed to create a pool of potential administrators and/or supervisors.

Costs	Benefits
<p>Tangible:</p> <p>Funding for research of effective programs</p> <p>Funding to purchase and/or create an effective program</p> <p>Funding for a coordinator, clerical support, and office supplies</p>	<p>Tangible:</p> <p>A cost-effective method for creating a pool of trained leaders for multiple needs</p>
<p>Intangible:</p> <p>Time</p> <p>Loss of expertise of coordinator from current duties</p> <p>Loss of academy candidates' expertise in the classroom</p>	<p>Intangible:</p> <p>Leadership that internalizes and "buys into" the vision of the VAISD Mission Statement as a result of experience within the system</p> <p>The creation of the pool provides a mutually beneficial mechanism to district and employees for advancement within the district</p> <p>Hiring within improves morale of staff</p> <p>Belief in the Leadership Academy process</p> <p>Transfer of staff expertise into leadership positions</p>