

Administration Division

Mission: Establish protocol and mobilize district resources to achieve the district vision

Goal 1: By 2011, effective structures will support the Spring Independent School District learning organization

Objectives	Person Responsible	Resources Required; Funding Source
1. Ensure recommended local policy is in compliance with applicable laws and is aligned with the district vision as well as division missions as evidenced by approval	Ruthie Foreman	<ul style="list-style-type: none"> • Administration funds
2. Increase the number of permanent classrooms to accommodate the projected growth of the district as evidenced by the opening of campuses on time and under budget	Jeff Windsor	<ul style="list-style-type: none"> • 2007 Bond Authorization
3. Expand support facilities for the Logistics department to accommodate the projected growth of the District as evidenced by the facilities opening on schedule and under budget	Jeff Windsor	<ul style="list-style-type: none"> • 2007 Bond Authorization
4. Renovate existing facilities to adhere to new life safety, accessibility and building codes, including security vestibules and card access; replace mechanical equipment, lighting and roofs that have outlasted their warrantee life cycle as evidenced by the facilities opening on schedule and under budget	Jeff Windsor	<ul style="list-style-type: none"> • 2007 Bond Authorization
5. Improve integration of district systems and tools used for student learning as evidenced by SIF compliance, viable infrastructure, and implementation of new technology	Mary Ann Beseda	<ul style="list-style-type: none"> • 2007 Bond funds as applicable • Technology funds
6. Provide improved and expanded security for Spring ISD's students, staff, and facilities as evidenced by accreditation process, and implementation of new devices and policy	Chief Alan Bragg	<ul style="list-style-type: none"> • 2007 Bond funds as applicable • Administration funds

Goal 2: Effective and efficient practices and procedures related to monitoring and reporting will support the District vision annually

Objectives	Person Responsible	Resources Required; Funding Source
1. Provide accurate PEIMS data to the state at each required submission as evidenced by state PEIMS report and fatal error report	Dr. Julie Guillory	<ul style="list-style-type: none"> • Student Services funds • Zangle • PEIMS system
2. Provide a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes as evidenced by timely reports with sound findings and recommendations	James Holman	<ul style="list-style-type: none"> • Administration funds

Communications and Community Relations Division

Mission: Promote Spring Independent School District as a nationally recognized learning organization

Goal 1: By 2011, Spring Independent School District's reputation will be aligned with the District's vision

Objective	Person Responsible	Resources Required; Funding Source
1. Utilize branding to build a positive image of the District as evidenced by the branding effort implementation and success based on public perception	Regina Curry	<ul style="list-style-type: none"> • Communications and Community Relations Division funds
2. Develop, implement, and sustain a liaison program as evidenced by the program's success data determined by survey results	Regina Curry	<ul style="list-style-type: none"> • Communications and Community Relations Division funds
3. Develop, implement and sustain a target marketing plan as evidenced by the plan's implementation and survey results	Regina Curry	<ul style="list-style-type: none"> • Communications and Community Relations Division funds
4. Use multiple methods of communication to inform stakeholders as evidenced by the effectiveness of the message received	Regina Curry	<ul style="list-style-type: none"> • Communications and Community Relations Division funds
5. Educate staff about the value of community involvement and promote the involvement as evidenced by staff involvement data	Regina Curry	<ul style="list-style-type: none"> • Communications and Community Relations Division funds

Curriculum & Instruction Division

Mission: Continually advance student achievement within our learning organization

Goal 1: Every campus in Spring Independent School District will be Recognized or Exemplary by 2011

Objectives	Person Responsible	Resources Required; Funding Source
1. Provide a variety of professional development opportunities based on district/campus needs annually as evidenced by student data, Avatar documentation, sign in sheets, calendars, and agendas	Dr. Dalane Bouillion	<ul style="list-style-type: none"> • Curriculum and Instruction funds • Title 1 • Title 2 • Title 3 • Title 4 • High School Allotment • ARI/AMI • IDEA • Compensatory Education funds
2. Engage in ongoing communication with campus leadership monthly as evidenced by student data, calendars, and meeting notes	Dr. Dalane Bouillion	<ul style="list-style-type: none"> • Curriculum and Instruction Staff
3. Monitor implementation of district initiatives monthly as evidenced by Avatar observations, student data analysis, PD teacher surveys	Dr. Dalane Bouillion	<ul style="list-style-type: none"> • Curriculum and Instruction Staff • PD Evaluator • Compensatory Education funds
4. Provide a guaranteed and viable curriculum annually as evidenced by student data and curriculum documents	Dr. Dalane Bouillion	<ul style="list-style-type: none"> • Curriculum and Instruction Staff
5. Provide accurate and timely data as requested and as evidenced by district and campus data reports, and maintenance of a data wall	Allison Matney	<ul style="list-style-type: none"> • Curriculum and Instruction Staff • Curriculum and Instruction funds

6. Ensure assessment integrity with each opportunity as evidenced by student data, submitted state reports, and training modules	Christina Lincheck	<ul style="list-style-type: none"> • Curriculum and Instruction funds • Texas Education Agency
7. Implement and expand an online Virtual School as an additional classroom choice allowing students to take complete courses beyond the traditional school day offerings	Regina Owens	<ul style="list-style-type: none"> • Curriculum and Instruction funds • Title IID • High School Allotment • Technology Allotment
8. Maintain compliance with federal and state grants monthly in alignment with compliance time lines as evidenced by compliance reports completed and turned in on time with no need for state and federal review	Allison Matney Dede Drexler	<ul style="list-style-type: none"> • Curriculum and Instruction funds • Texas Education Agency • Region IV
9. Monitor parental involvement implementation as evidenced by CIPs, monthly campus reports, activity updates, and surveys	Allison Matney Dede Drexler	<ul style="list-style-type: none"> • Curriculum and Instruction funds • Texas Education Agency • Region IV • Title 1 • IDEA
10. Update and maintain campus attendance boundaries annually as evidenced by Board of Trustees' approved boundaries, incremental progress toward true feeder patterns, and student data	Charles Reed	<ul style="list-style-type: none"> • Curriculum and Instruction funds • DDP • Zangle • SPSS • HCAD
11. With at least 98% accuracy, effectively plan, project, and report student enrollment data as evidenced by Board of Trustees' approved projections and timely submissions	Charles Reed	<ul style="list-style-type: none"> • Curriculum and Instruction funds • DDP • Zangle • SPSS • HCAD • Pearson

Goal 2: All schools' instructional programs will assist in the achievement and sustainability of Model Campus status by 2011

Objectives	Person Responsible	Resources Required; Funding Source
<p>1. Establish a district culture that embraces diversity and exists to connect students through meaningful relationships as evidenced by CIPs, student and campus community involvement, and campus character education plans</p>	<p>Dr. Dalane Bouillion</p>	<ul style="list-style-type: none"> • Curriculum and Instruction funds • Title 1 • Title 2 • Title 3 • Title 4 • High School Allotment • ARI/AMI • IDEA
<p>2. Provide opportunities for student participation and success in performing and visual arts at both the state and the national level as evidenced by state and national awards, and fine arts participation data</p>	<p>Rick Ghinelli</p>	<ul style="list-style-type: none"> • Curriculum and Instruction funds
<p>3. Increase CTE student success rates in all core academic areas as evidenced by PBMAS and student certification rates</p>	<p>Allison Matney</p>	<ul style="list-style-type: none"> • Curriculum and Instruction Staff • Curriculum and Instruction funds • PD Evaluator
<p>4. Build online learning communities that utilize online asynchronous instruction and collaboration annually as evidenced by student data, schedules, observations, and online reports</p>	<p>Don Meyers</p>	<ul style="list-style-type: none"> • Technology Allotment • Title IID
<p>5. Ensure compliance of bilingual and ESL instructional models as evidenced by student success rates on TAKS, TELPAS, ACT, SAT, and Completion rates</p>	<p>Lisa Anguiano</p>	<ul style="list-style-type: none"> • Title 3 • Compensatory Education • High School Allotment

Finance and Support Services Division

Mission: Exercise fiscal responsibility to maintain financial strength and provide support services for the needs of the district

Goal 1: By 2011, all necessary funding for district-wide educational programs, facilities, technology, and support needs will reflect the District's priorities as a learning organization

Objectives	Person Responsible	Resources Required; Funding Source
1. Achieve a superior rating from School FIRST	Stuart Snow	<ul style="list-style-type: none"> • State revenue • Tax revenue • Federal funds
2. Maintain an operating fund balance of at least 14%	Stuart Snow	<ul style="list-style-type: none"> • State revenue • Tax revenue • Federal funds
3. Maintain an underlying bond rating of A1 from Moody's Investor Services and A from Standards & Poor's Corporation	Stuart Snow	<ul style="list-style-type: none"> • State revenue • Tax revenue • Federal funds
4. Receive an unqualified independent auditors' opinion on the financial statements	Stuart Snow	<ul style="list-style-type: none"> • State revenue • Tax revenue • Federal funds
5. Receive awards of excellence in financial reporting from governmental accounting organizations	Stuart Snow	<ul style="list-style-type: none"> • State revenue • Tax revenue • Federal funds
6. Provide funding for facilities, technology and program needs by selling bonds as evidenced by the completion of the bond sale	Stuart Snow	<ul style="list-style-type: none"> • State revenue • Tax revenue • Federal funds

Human Resources Division

Mission: Continually provide quality staff in order to achieve the vision of Spring ISD

Goal 1: Every campus will have the staff required for effective instruction annually

Objective	Person Responsible	Resources Required; Funding Source
1. Recruit effective candidates to fill all positions as evidenced by the plan, vacancy data, staff evaluations, and student achievement data	Renee Coleman	<ul style="list-style-type: none">• Human Resources funds• Recruiting materials