



# **SWEENY INDEPENDENT SCHOOL DISTRICT**

## **Four Pillars for Continuous Improvement**

### **PILLAR I: TEACHING AND LEARNING**

**The Superintendent will provide leadership and support in curriculum development/alignment and the use of varied instructional strategies to meet individual student learning needs.**

Objective 1: Enhance vertical alignment in all curriculum areas.

Objective 2: Outline and provide professional learning for cross-curricular instructional strategies to support literacy development.

Objective 3: Create campus assessments and data analysis processes and timelines to monitor student progress.

Objective 4: Increase student participation and successful completion in Career and Technology courses/pathways.

Objective 5: Increase PSAT/SAT student participation and scores.

### **PILLAR II: COLLABORATIVE CULTURE**

**The Superintendent will promote increased internal communication and create structures for ongoing collaboration amongst staff.**

Objective 1: Develop a systematic process for routine, ongoing communications with internal stakeholders.

Objective 2: Create time/structures for staff collaboration, data analysis, and goal setting in ways that result in increased student achievement.

### **PILLAR III: FISCAL AND OPERATIONAL PLANNING**

**The Superintendent will ensure the development of long-range fiscal, operational, staffing, and safety plans to support and enhance student learning environments.**

Objective 1: Complete facility audit to guide long-range planning and determine system component lifespans, facility needs, and capacity.

Objective 2: Analyze pay structures, salaries, and stipends to ensure market competitiveness.

Objective 3: Enhance handbooks, manuals, and administrative regulations to promote consistency across the district.

Objective 4: Ensure compliance with Federal, State, and Local guidelines through routine audits, reviews, and program evaluations.

Objective 5: Establish multi-year plan to address human resources review recommendations.

### **PILLAR IV: COMMUNITY OUTREACH**

**The Superintendent will promote innovative methods for engaging the community through strengthening community partnerships and increasing messaging regarding the District vision, programs, and celebrations.**

Objective 1: Design afterschool program to meet the social, nutritional, and educational needs of SISD students.

Objective 2: Promote knowledge of the benefits and career opportunities associated with CTE, including Petrochemical Academy and Health Sciences.

Objective 3: Develop/enhance systematic process for communication with external stakeholders.

***Sweeny ISD is the District of Choice in the area, empowering all students and staff to maximize their potential.***