

# Schertz-Cibolo-Universal City ISD Strategic Plan (2014-2018)

The performance results reported below reflect district "stretch" goals that significantly exceed minimum state requirements.

## Priorities:

- P1: High Achievement for all Students
- P2: High-performing and Engaged Workforce
- P3: Effective and Efficient District and Campus Operations

## Core Competencies

With a commitment to district-wide Continuous Improvement, the Core Competencies at SCUC are:

- Students First;
- Valuing and Engaging our Workforce;
- Effective and Efficient Work Processes.

## Belief Statements

- We believe all students have the capacity to learn and be successful.
- We believe a safe, secure environment is paramount to learning.
- We believe living our core values of leadership, character, commitment, service and learning, result in the ability to set and achieve lifelong goals.
- We believe quality instruction addresses the individual needs of students.
- We believe engaging, interactive, and authentic teaching, creates empowered, active learners prepared for our changing world.
- We believe embracing technology as a relevant tool enhances learning in and beyond the classroom.
- We believe in a Professional Learning Community (PLC) culture that allows time to collaborate and share best practices in order to improve continually.
- We believe good communication is critical to success.
- We believe lifelong learning enriches staff through professional development.
- We believe measures of our success go beyond standardized testing.
- We believe public education is defined by the local community, with limited state involvement.

## Mission

Schertz-Cibolo-Universal City ISD provides a safe, secure and challenging learning environment, through the responsible use of all resources, to afford opportunities for all students to realize their individual potential and to become responsible and productive members of society.

## Vision

Prepare EVERY student to be a productive citizen.

## Values

Leadership, Character, Commitment, Service, Learning

Yearly Results				Link: <a href="#">Review of 2014-2015 Annual Goals</a>	Link: <a href="#">Review of Special Initiatives in Support of Strategic Plan</a>
 (indicates yearly incremental goal was met)				District Goals - Priority 1 (to be met by end of 2017-18)	Description
% Met SY 14-15	% Met SY 15-16	% Met SY 16-17	% Met SY 17-18		
84%				P1-GOAL 1.1: 90% of all students will meet or exceed minimum STAAR standards combined over all tested subject areas.  Incr. Goals: 14-15/86% 15-16/ 88% 16-17/90% 17-18/90%	This goal measures the percentage of students meeting minimum expectations. <a href="#">Link-TEA Performance Framework Index 1: Student Achievement</a>
100%				P1-GOAL 1.2: 100% of campuses (and district) will exceed Texas Education Agency annual requirements for Index 2: Student Progress.	This goal measures the growth of each child from one year to the next year. <a href="#">Link-TEA Performance Framework Index 2: Student Progress</a>
100%				P1-GOAL 1.3: 100% of campuses (and district) will exceed Texas Education Agency annual requirements for Index 3: Closing Performance Gaps between student demographic groups.	This goal measures and compares the performance of student demographic groups. <a href="#">Link – TEA Performance Framework Index 3: Closing Performance Gaps</a>
100%				P1-GOAL 1.4: 100% of campuses (and district) will exceed Texas Education Agency annual requirements for Index 4: Postsecondary Readiness.	This goal measures multiple indicators of college readiness (Grades 3-12). <a href="#">Link – TEA Performance Framework Index 4: Postsecondary Readiness</a>
19%				P1-GOAL 1.5: 30% of students will achieve Advanced Performance on STAAR Reading/ELA, Math, Science and Social Studies.  Incr. Goals: 14-15/20% 15-16/24% 16-17/28% 17-18/30%	This goal measures the percentage students performing at the highest levels of achievement on state assessment (STAAR).
35% / 50%				P1-GOAL 1.6: 60% of tested students (no less than 30% of total students) will score at or above college credit criterion on Advanced Placement/International Baccalaureate Examinations. (College Readiness Exams)  Incr. Goals: 14-15/37% 15-16/44% 16-17/52% 17-18/60%	This goal measures how well our students are doing on advanced placement and International Baccalaureate exams. Results shown for SY 2014-15 are based on the performance of students from previous year (Class of 2014).
67% / 27%				P1-GOAL 1.7: 60% of tested students (no less than 68% of total students) will score at or above college entry criterion on SAT/ACT Examinations.  Incr. Goals: 14-15/37% 15-16/44% 16-17/52% 17-18/60%	This goal measures how well our students are doing on SAT and ACT exams. Results shown for SY 2014-15 are based on the performance of students from previous year (Class of 2014).
63%				P1-GOAL 1.8: 90% of students reading on Grade Level by the End of 2 <sup>nd</sup> Grade.  Incr. Goals: 14-15/84% 15-16/86% 16-17/88% 17-18/90%	This goal measures how well our PK-2 students are reading. SY 2014-15 marked the year we changed instruments used to measure this progress.
70%				P1-GOAL 1.9: 90% of PBMA (Performance Based Monitoring Analysis System) Indicators in Special Education, Bilingual, Career Technical Education and No Child Left Behind will be at a performance level of "0" (0 is best, 4 is worst), with no indicators scoring at a "3" or "4".  Incr. Goals: 14-15/85% 15-16/87% 16-17/89% 17-18/90%	This goal measures performance of a number of district programs compared to state and national standards (Special Education, English as a second language, Career and Technical Education).
84%				P1-GOAL 1.10: 90% of secondary (7-12) students participate in high-quality extra-curricular activities.  Incr. Goals: 14-15/87% 15-16/88% 16-17/89% 17-18/90%	This goal measures the percentage of students involved in extra-curricular activities and their performance in same activities. <a href="#">Link – UIL Lone Star measures</a>
6%				P1-GOAL 1.11: 100% of campuses (and district) will earn one or more Academic Achievement Distinctions.  Incr. Goals: 14-15/40% 15-16/60% 16-17/80% 17-18/100%	This goal measures the number of distinctions earned by campuses on state indicators. Several campuses received distinctions in math in 2013-2014. This was not an option for grades 3-8 due to revisions in grade level standards for math and it not factoring into accountability this year.

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**Core Competencies**  
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✓ (indicates yearly incremental goal was met)				District Goals - Priorities 2 and 3 (to be met by end of 2017-18)	Description
% Met SY 14-15	% Met SY 15-16	% Met SY 16-17	% Met SY 17-18		
68% ✓				P2-GOAL 2.1: 80% of participants will respond in top 3 (of 7) scoring bands in workforce satisfaction on SCUC annual staff survey. <i>(requires staff participation of 55% or greater to be measurable)</i> % Staff Participation: 14-15/71% 15-16/ 16-17/ 17-18/ Incr. Goals: 14-15/68% 15-16/72% 16-17/76% 17-18/80%	This goal measures staff satisfaction with campus and SCUC as a whole. <a href="#">Goal 2.1 2014-15 Satisfaction Results</a>
73% ✓				P2-GOAL 2.2: 80% of participants will respond in top 3 (of 7) scoring bands in workforce engagement on SCUC annual staff survey. <i>(requires staff participation of 55% or greater to be measurable)</i> % Staff Participation: 14-15/71% 15-16/ 16-17/ 17-18/ Incr. Goals: 14-15/73% 15-16/75% 16-17/78% 17-18/80%	This goal measures staff involvement and commitment to campus and SCUC as a whole. <a href="#">Goal 2.2 2014-15 Engagement Results</a>
70%				P2-GOAL 2.3: 80% of participants will respond in top 3 (of 7) scoring bands on "training, growing and learning" statements on SCUC annual staff survey. <i>(requires staff participation of 55% or greater to be measurable)</i> % Staff Participation: 14-15/71% 15-16/ 16-17/ 17-18/ Incr. Goals: 14-15/71% 15-16/74% 16-17/77% 17-18/80%	This goal measures staff perception of the amount of training and support they need and receive. <a href="#">Goal 2.3 2014-15 Training Results</a>
100% ✓				P3-GOAL 3.1: 100% of annual Financial Integrity Rating System of Texas (FIRST) indicators will meet or exceed expectations. Incr. Goals: 14-15/ 15-16/ 16-17/ 17-18/100%	This goal measures financial accountability and management. <a href="#">Link to results</a>
91% ✓				P3-GOAL 3.2: 80% (or higher) of respondents to <u>District Questions</u> on the community and student engagement survey(s) will select "Agree" or "Strongly Agree" for each question. Incr. Goals: 14-15/80% 15-16/80% 16-17/80% 17-18/80%	This goal is no longer necessary due to revisions TASB Engage made to the Family and Community engagement Survey, based on feedback received from SCUC. Results for all questions are now reflected in Goal 3.3.
88% ✓				P3-GOAL 3.3: 90% (or higher) of respondents to District Questions on the community and student engagement survey(s) will respond with overall satisfaction. Incr. Goals: 14-15/84% 15-16/86% 16-17/88% 17-18/90%	This goal measures community and student overall satisfaction and engagement with the district as a whole. <a href="#">Link to Goal Measurement Chart</a> <a href="#">Link to Community Survey</a> <a href="#">Link to Student Survey</a>
87% ✓				P3-GOAL 3.4: 85% (or higher) of respondents to <u>Campus Questions</u> on the community engagement survey will respond with overall satisfaction. Incr. Goals: 14-15/79% 15-16/81% 16-17/83% 17-18/85%	This goal measures HB5 criteria satisfaction questions pertaining to evaluated programs and categories. <a href="#">Link to Goal Measurement Chart</a> <a href="#">Link to Community Survey</a>
78%				P3-GOAL 3.5: 85% (or higher) of respondents to the student engagement survey will respond with overall satisfaction. Incr. Goals: 14-15/82% 15-16/83% 16-17/84% 17-18/85%	This goal measures High School students overall satisfaction with district programs. <a href="#">Link to 2014-15 survey</a> <a href="#">Link to Goal Measurement Chart</a> <a href="#">Link to Student Survey</a>