Seguin Independent School District

District Improvement Plan

2026-2027 Goals / Objectives / Strategies Basic

Mission Statement

Our Mission

Building Relationships - Inspiring Success - Empowering All

Vision

Our Vision

Seguin ISD: A community dedicated to shaping brighter futures through connection, inspiration, and creativity.

Value Statement

Our Values

- Students First, Always.
- Building Meaningful & Trusting Relationships
- High Expectations for All
- Support Every Voice
- Integrity in All We Do
- Collaborative Culture
- Growth Mindset, Lifelong Learning
- Rise to the Challenge

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Priorities

Priority 1: Challenging and Meaningful Learning Experiences

Performance Objective 1: Increase the percentage of all students in all subjects STAAR Meets performance from 34% to 50% by 2030.

Strategy 1 Details	Reviews			
Strategy 1: Implement and train campus teams to analyze student performance data, assessment outcomes, student engagement factors, and other data as appropriate to determine improvement targets.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Strengthen Tier 1 instruction by standardizing curriculum delivery, embedding high-impact instructional strategies, and heavily focusing on K-3 foundational literacy.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Utilize Professional Learning Communities (PLCs) to analyze formative assessment and benchmark data in real time to adjust classroom instruction.	Formative			Summative
	Nov	Jan	Mar	June

 No Progress  Accomplished  Continue/Modify  Discontinue

Priority 1: Challenging and Meaningful Learning Experiences

Performance Objective 2: Increase the percentage of schools rated a C or better from 72.7% to 100% by 2028.

Strategy 1 Details	Reviews			
Strategy 1: Implement a campus tiering system of support and district wide accountability improvement plan to bring all campuses to a C rating or better.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Implement robust campus monitoring systems to ensure instructional fidelity and consistent PLC execution across all school sites.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Deploy a tiered instructional coaching system and new teacher mentoring program to build instructional capacity of teachers.	Formative			Summative
	Nov	Jan	Mar	June

No Progress Accomplished Continue/Modify Discontinue

Priority 1: Challenging and Meaningful Learning Experiences

Performance Objective 3: Increase the four-year graduation rate from 89.3% to 95% by 2030.

Strategy 1 Details	Reviews			
Strategy 1: Implement district wide systems to monitor students who are at risk of not meeting promotion, graduation, or course-completion requirements.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Expand early identification and academic intervention frameworks (RTI/MTSS) to catch and support at-risk students before they fall behind.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Target subgroup performance gaps by providing structural differentiation and personalized learning tracks for economically disadvantaged, emergent bilingual, and special education students.	Formative			Summative
	Nov	Jan	Mar	June

 No Progress  Accomplished  Continue/Modify  Discontinue

Priority 2: Life-Ready Students

Performance Objective 1: Increase college-ready annual graduates from 44.4% to 66% by 2030.

Strategy 1 Details	Reviews			
Strategy 1: Implement a CCMR accountability team that will conduct quarterly reviews of students to determine progress towards meeting CCMR requirements.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Expand student participation in CCMR opportunities including TSI, SAT, ACT, ASVAB, industry-based certifications, advanced coursework, and other approved pathways.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Expand dual-credit enrollment, Early College High School (ECHS) access, and Associate Degree pathways.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Provide structured, campus-wide SAT, ACT, and TSIA preparation resources alongside early advising systems.	Formative			Summative
	Nov	Jan	Mar	June

No Progress Accomplished Continue/Modify Discontinue

Priority 2: Life-Ready Students

Performance Objective 2: Increase career- or military-ready annual graduates from 26.4% to 40% by 2030.

Strategy 1 Details	Reviews			
	Formative			Summative
Strategy 1: EditRemove Implement a CCMR accountability team that will conduct quarterly reviews of students to determine progress towards meeting CCMR requirements.	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
	Formative			Summative
Strategy 2: Grow and align Career and Technical Education (CTE) pathways, specifically expanding high-demand workforce and industry certification options.	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
	Formative			Summative
Strategy 3: Leverage the P-TECH (Pathways in Technology) program to enhance regional workforce readiness and pipeline students into technical careers.	Nov	Jan	Mar	June

No Progress Accomplished Continue/Modify Discontinue

Priority 2: Life-Ready Students

Performance Objective 3: Increase high school extra-/co-curricular and CTE multi-year enrollment from 88% to 93% by 2030.

Strategy 1 Details	Reviews			
Strategy 1: Expand and promote extracurricular, co-curricular, and enrichment opportunities based on student interests and needs to increase student participation, engagement, belonging, and connection to school.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Increase student exposure and awareness of available multi-year CCMR pathways and extracurricular options early in their middle and high school careers.	Formative			Summative
	Nov	Jan	Mar	June

No Progress Accomplished Continue/Modify Discontinue

Priority 3: Positive Community Culture

Performance Objective 1: Improve family satisfaction with school communication from 70.6% to 79% by 2030.

Strategy 1 Details	Reviews			
Strategy 1: Establish consistent communication systems to keep families informed about student learning, academic progress, attendance, campus expectations, and opportunities for involvement.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Systematically translate and provide all academic support materials, campus alerts, and parent guidance letters in both English and Spanish.	Formative			Summative
	Nov	Jan	Mar	June

 No Progress  Accomplished  Continue/Modify  Discontinue

Priority 3: Positive Community Culture

Performance Objective 2: Increase the percentage of students who feel cared about at school from 66.8% to 80% by 2030.

Strategy 1 Details	Reviews			
Strategy 1: Implement intentional relationship-building practices and student engagement initiatives that foster a positive, inclusive, and supportive school environment where every student feels valued, connected, and cared for by campus staff.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Lean heavily into the district's relationship-centered culture ("Building Relationships - Inspiring Success - Empowering All") by expanding counseling and emotional support systems.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Gather and review student feedback data regularly to better address campus climate and peer behavioral impacts on the student body.	Formative			Summative
	Nov	Jan	Mar	June

No Progress Accomplished Continue/Modify Discontinue

Priority 3: Positive Community Culture

Performance Objective 3: Increase staff satisfaction with their campus or department from 72% to 82% by 2030.

Strategy 1 Details	Reviews			
Strategy 1: Create and adhere to a staff morale plan that increases recognition for effective practices, innovation, collaboration, leadership and supports a positive district culture.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Establish formalized, confidential feedback loops where staff feel entirely safe sharing concerns and reviewing data-driven responses.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Provide uniform, clear operational documentation and clean up the employee handbook (fixing expired links/ strike-throughs) to eliminate employee frustration.	Formative			Summative
	Nov	Jan	Mar	June

No Progress Accomplished Continue/Modify Discontinue

Priority 3: Positive Community Culture

Performance Objective 4: Increase community partnerships from 50 to 100 by 2030.

Strategy 1 Details	Reviews			
Strategy 1: Develop and sustain partnerships with families, businesses, community organizations, and other stakeholders to support student learning and campus improvement priorities.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Partner with regional manufacturing and Fortune 500 companies in the Seguin economy to co-develop student training programs, internships, and career pathways.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Design interactive, hands-on community and family events--such as localized Science Fairs, History Fairs, and Literacy Nights--to draw in cross-sector stakeholders.	Formative			Summative
	Nov	Jan	Mar	June

 No Progress  Accomplished  Continue/Modify  Discontinue

Priority 4: Growth-Minded Personnel

Performance Objective 1: Increase teacher retention from 74% to 81% by 2030.

Strategy 1 Details	Reviews			
Strategy 1: Offer targeted professional development and continuous learning opportunities across all staff tiers to promote internal upward mobility and a growth mindset.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Enhance the campus culture by implementing robust instructional coaching and teacher mentoring programs for early-career educators (such as those in their first 1-5 years).	Formative			Summative
	Nov	Jan	Mar	June

 No Progress  Accomplished  Continue/Modify  Discontinue

Priority 4: Growth-Minded Personnel

Performance Objective 2: Increase teacher incentive allotment designations from 17 to 100 teachers by 2030.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Align instructional coaching and professional evaluation data to explicitly guide high-performing teachers toward earning TIA designations.				

 No Progress  Accomplished  Continue/Modify  Discontinue

Priority 4: Growth-Minded Personnel

Performance Objective 3: Decrease the fill time for positions from an average of 60 to 30 days by 2030.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Modernize and centralize internal HR hiring workflows and map out clear department roles and responsibilities to eliminate administrative delays.				

No Progress Accomplished Continue/Modify Discontinue

Priority 4: Growth-Minded Personnel

Performance Objective 4: Ensure at least 75% of all eligible teachers and administrators are trained in Reading Academy per TEA requirements.

Priority 5: Strategic Operational Stewardship

Performance Objective 1: Decrease the budget deficit from 8 million to zero by 2030.

Strategy 1 Details	Reviews			
Strategy 1: Implement a comprehensive, multi-year financial sustainability plan that prioritizes operational efficiency, strategic resource allocation, expenditure reductions, and revenue optimization while protecting instructional quality and student outcomes.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Proactively pursue, manage, and maximize federal, state, and private grant opportunities to subsidize district needs and program costs.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Apply rigorous, data-driven "evidence of impact" assessments to current programs to ensure budget allocations are only funding highly effective initiatives.	Formative			Summative
	Nov	Jan	Mar	June

No Progress Accomplished Continue/Modify Discontinue

Priority 5: Strategic Operational Stewardship

Performance Objective 2: Decrease the average age of district technology devices from 5 years to 4 years by 2030.

Strategy 1 Details	Reviews			
Strategy 1: Conduct an annual inventory and needs assessment of campus technology and instructional equipment to identify replacement priorities and ensure equitable access to effective resources.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Maintain a long-term capital replacement cycle under the district Technology Plan to sustain 1:1 student device distribution and upgrade classroom tools.	Formative			Summative
	Nov	Jan	Mar	June

No Progress Accomplished Continue/Modify Discontinue

Priority 5: Strategic Operational Stewardship

Performance Objective 3: Increase student enrollment from 7180 to 7425 by 2030.

Strategy 1 Details	Reviews			
Strategy 1: Implement a comprehensive student enrollment and retention plan that strengthens family engagement, expands educational opportunities, enhances district marketing and recruitment efforts, and addresses factors contributing to student withdrawals to attract and retain students.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Capitalize on Seguin's local housing boom (17,000+ planned/under-construction units) by aligning district boundaries, marketing career pathways, and optimizing facility spaces to capture incoming families.	Formative			Summative
	Nov	Jan	Mar	June

No Progress Accomplished Continue/Modify Discontinue

Priority 5: Strategic Operational Stewardship

Performance Objective 4: Elevate the average percentage of student attendance from 91% to 95% by 2030.

Strategy 1 Details	Reviews			
Strategy 1: Implement a district wide system to identify, monitor, and respond to students demonstrating chronic absenteeism or patterns of nonattendance.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Overcome parental attendance barriers by scheduling key school meetings flexibly and introducing virtual academic information nights.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Deploy early identification warning systems within the RTI/MTSS framework to immediately trigger interventions for students demonstrating chronic absenteeism or school disengagement.	Formative			Summative
	Nov	Jan	Mar	June

No Progress Accomplished Continue/Modify Discontinue