

ALTO ISD BOARD GOALS

MISSION

It shall be the mission of the Alto Independent School District to educate all of its students to the fullest capacity possible of each student. This shall include the opportunity to develop, within a comprehensive curriculum, the ability to think logically, independently, creatively, and to communicate effectively. Quality at all levels, equity in all endeavors, and accountability for all responsibilities shall be the characteristics of the district. The Alto ISD, therefore, shall use every reasonable resource to provide a living education of culturally diverse students in order that, upon graduation, those students are qualified to meet the developments and uncertainties of the future.

VISION

Be the legacy.

GOALS

The district's strategic goals are:

Student Engagement

AISD will develop district and campus support structures that positively impact student engagement and outcomes for all students.

Culture and Communication

AISD will cultivate trusting partnerships to support the hopes and dreams of our students and staff.

Innovative Learning Spaces

AISD will provide efficient, safe, and innovative learning spaces that promote student achievement.

DISTRICT GOALS

Curriculum & Instruction

- Alto ISD will provide a viable and appropriately aligned curriculum that enables all students to be encouraged and challenged to meet their full educational potential.
- Alto ISD will continue to investigate and develop programs to increase CTE elective courses that will encourage and afford students the opportunity to earn certification in areas of student interest, as well as increase funding opportunities.
- Alto ISD will encourage and facilitate practices that allow teachers to prepare all students to reach their maximum potential through innovative teaching methods.

- Alto ISD will continue to develop and implement an educational achievement plan that offers students multiple pathways to earn post-secondary education opportunities including, but not limited to, dual credit and/or technical training.

Indicators of Success:

- Offer courses, strategies, and extracurricular activities that meet the needs of individual students, especially students who are not currently involved, and prepare them for college and career success.
- Foster higher academic achievement and greater student engagement through explicit instruction, curriculum alignment and instructional monitoring.

School Safety and School Climate

- Alto ISD will promote an emotionally and physically safe and secure learning environment.
- Alto ISD will sustain safe and supportive schools that provide secure, nurturing, non-threatening, respectful and disciplined learning environments where all members excel and exhibit moral excellence.
- Alto ISD will provide multiple sources of high quality academic content that infuses technology in learning experiences and instruction.
- Alto ISD will inspire students to develop and exhibit character traits that are reflective of community standards.

Indicators of Success:

- Plan for adequate space for student needs.
- Enrich technology infrastructure through continuous improvement and maintenance of replacement schedules.
- Provide a safe learning environment with enhanced security measures.
- Deliver effective counseling and PK-12 instruction that addresses communication, social skills, professional character, and work ethic.

Student Academic Performance

- Alto ISD will continue to perform above the state average by at least five percentage points in every tested area.
- Alto ISD will continue to eliminate achievement gaps among all student groups.
- Alto ISD will concentrate efforts to maximize success in all advanced academic courses including dual credit and college level coursework, in order to ensure students will be college and career ready.

Indicators of Success:

Continuous improvement on state accountability measures, such that learning gaps narrow, and:

1. The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 24% to 50% by June 2024 **(HB3 Required Goal)**
2. The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 43% to 50% by June 2024 **(HB3 Required Goal)**
3. The percentage of graduates that meet the criteria for CCMR will increase from 28% to 85% by August 2024 **(HB3 Required Goal)**
4. Each campus earns a Domain I (performance of all student groups) grade of “A”
5. Each campus improves Domain II academic growth performance by one letter grade
6. Domain III performance meets or exceeds federal passing percentages in both Reading and Math for all eligible population groups
7. The district earns the Post-Secondary Readiness distinction

Activity Programs

- Alto ISD will continue to provide meaningful learning experiences through exemplary activity programs.
- Alto ISD will recruit, hire, and retain quality coaches and activity sponsors.
- Alto ISD will provide on-going professional development for coaches and activity sponsors.
- Alto ISD will clarify expectations and develop long range improvement plans for extracurricular activities.

Indicators of Success:

- Encourage and increase participation in activities.
- Establish and maintain a broad array of successful programs.
- Activities will meet the needs and interests of a diverse population.
- Student, family, and stakeholder input will be sought when considering new activity programs.

Communication & Community Relations

- Alto ISD will work to develop and implement a communication plan to tout its academic and extracurricular successes, improve its public image and, inform parents, community members and the greater East Texas region of the positive aspects that reflect the District’s vision.
- Alto ISD will be proactive in communication with the community, city, area businesses, parents and students in matters that impact the overall well-being of the community and school district.
- Alto ISD will strive to forge positive relationships with stakeholders to enhance support of families, community members and the business community.
- Alto ISD will be fiscally responsible while meeting the educational and facility needs of the students.

- Alto ISD will actively engage and involve parents and the community.

Indicators of Success:

- Effective communication within the district and campus and between the classrooms and the home.

Personnel

- Alto ISD will foster a professional environment in order to attract and retain highly qualified administrators, faculty and staff who reflect the values of the community and will serve as positive role models, exhibit moral excellence and will be committed to achieving excellence for all students.

Indicators of Success:

- Provide competitive compensation.
- Foster team attitude for continuous improvement with collaboration at grade, campus, and district levels.
- Strengthen technology PLC cohorts to expand technology integration, student learning, and staff proficiency.

CORE BELIEFS AND COMMITMENTS

We believe student achievement is our highest priority and core principle for all decisions that impact the district.

We will engage high-yield and research based instructional strategies, provide viable aligned curriculum, eliminate achievement gaps, and offer rigorous advanced curriculum, so that all students reach their highest potential and learn regardless of ethnicity, socio-economic background, gender, native language, special needs, or area of residence.

We believe equitable allocation of resources ensures each student will have the opportunity to become a capable, productive and contributing citizen.

We will be responsible stewards of local, state, and federal resources. To ensure a positive climate of academic achievement and student success, we will create and implement programs and processes that address the needs of students and staff.

We believe stakeholder partnerships are vital links to student achievement and essential connections that foster student success.

We will actively engage, communicate with, be responsive to, and seek input and participation from all stakeholders including parents, grandparents, guardians, caregivers, businesses, elected and appointed officials, military, civic and faith-based organizations, institutions of higher education, medical and social service agencies, district leadership, staff, and students.

We believe in the value of each employee, in his/her personal and professional growth and empowerment to ensure academic achievement and student success.

We will invest in highly qualified human capital, engage them in professional learning communities and provide focused training to ensure they will be active contributors to academic achievement and student success. We will treat each employee with fairness, empower each employee to focus on high performance, and hold each employee accountable for results that contribute to student achievement and success.

We believe all students learn best in a safe, supportive, and secure environment.

We will provide facilities management for the safety of students and staff. We will ensure that learning and work environments are stable and our discipline policies are conducive to student achievement and success.