



Strategic Plan  
Adopted  
June 13, 2019

## **Our Vision**

Building a better world through the power of learning

## **Our Mission**

McGregor ISD will inspire and educate students to be productive contributors in a global society

## **The Bulldog Way**

Students First

## Overview

In the spring of 2019, McGregor ISD enlisted the help of a diverse group of students, parents, teachers, campus and district administrators, school board members, community members, and business owners to develop the district's strategic plan. These individuals attended a series of five workshops, facilitated by Stephanie Kucera and Glenn Pittman from the Region XII Education Service Center, to identify and prioritize the needs of the district and to identify any obstacles that might affect the implementation of the plan.

The result of their work is this document. The planning committee discussed the current state of the district and debated the improvements they believed would provide the best educational experience for all of our students. The committee worked toward this goal within the framework of the district's vision and mission statements and with an awareness that any new programs or initiatives would require the district to seek additional sources of revenue including, but not limited to, grant funds and additional tax dollars through the passage of a Tax Ratification Election (TRE) or General Obligation Bond.

The committee's work was reported to the McGregor ISD Board of Trustees at a regular school board meeting on May 14, 2019. On June 13, 2019, the board voted unanimously to adopt the Strategic Plan as presented by the committee and district administrators. Over the next decade, McGregor ISD will experience change and growth. While change and growth are inevitable, it is the district's belief we must prepare strategically to ensure a positive experience for all MISD students, parents, and faculty.

## Meeting Dates

February 4, 2019

February 19, 2019

March 4, 2019

March 18, 2019

April 1, 2019

## Committee Members

Robbie Jo Allison	Kevin Evans	David Lillard	Jason Taylor
Denise Bell	David Everett	Amy McCauley	Kelly Tharpe
Jacob Bell	Seth Fortenberry	Andrea McDaniel	Stephanie Thompson
Tonya Burgess	Ottis Foster	Paul Miller	Tiffany Thompson
Frank Burleson	Joe Franks	Charles Mooney	Ruth Wiggam
Jacob Burleson	Gene Griffin	Tony Ocampo	Eddie Yeager
Heather Carmichael	Billie Hamilton	Victor Olvera	Cheri Zacharias
LaRonda Clark	Don Hancock	Trenton Rice	Gary Zacharias
Sam Dutschmann	Melissa Houchin	Vanessa Roulhac	Missy Zacharias
Carli Evans	Chad Kasting	Jennifer Scott	Stephanie Zamora
Dawn Evans	James Lenamon	Jerry Smith	

## STAFF RECRUITMENT & RETENTION

**Teacher turnover rate in McGregor ISD will decrease from 19.7% to 13.7% by May 2022.**

**Data Source: 2017-2018 TAPR - baseline (decrease by 2% each year)**

Need	Action Item	Immediate (I) Mid-Term (M) Long-Term (L)	Person Responsible	Anticipated Completion	Started	Completed
Recruit/Support/Retain a Diverse/High Quality Staff	Develop, implement, and evaluate mentoring program for new to the profession and new to McGregor ISD personnel	I	Superintendent Campus Principals	6/2020	6/2019	
	Develop relationships with teacher preparation programs to increase opportunities for student teacher assignments in McGregor ISD	I	Assistant Superintendent	6/2020	8/2019	
	Attend job fairs at colleges and Education Service Centers with diverse populations that mirror McGregor ISD's demographics	M	Superintendent Assistant Superintendent Campus Principals	6/2020	8/2019	
	Post McGregor ISD job openings with teacher preparation programs, alternative certification programs, and Education Service Centers as appropriate	I	Superintendent Assistant Superintendent	5/2019 Update as needed	4/2019	
	Improve McGregor ISD's salary schedule to compete with surrounding districts and retain quality teachers	M	Superintendent	9/2020	8/2019	
	Review and implement revisions to the McGregor ISD stipend schedule	M	Superintendent	6/2020	8/2019	
	Develop and implement a district-wide professional development plan	M	Superintendent Assistant Superintendent Campus Principals SBDM Committees			
	Develop/implement a "grow your own" teacher preparation program in McGregor ISD	L	Superintendent Campus Principals HS Counselors	6/2022	8/2019	
Improve Staff Morale	Conduct teacher and staff satisfaction surveys of McGregor ISD personnel to be reviewed by campus and district site-based committees	I	Superintendent	12/31/2019 Ongoing	8/2019	
	Consider, prioritize, and implement recommendations of McGregor SD's campus and district Site-Based Decision Making committees as appropriate to improve morale	M	SBDM Committees Assistant Superintendent	8/2020	1/2020	
	Implement an Employee Assistance Program benefiting all McGregor ISD staff	I	Superintendent	8/2019	5/2020	8/2019
<b>Immediate (I)</b>	<b>8/1/2019 - 12/31/2019</b>					
<b>Mid-Term (M)</b>	<b>1/1/2020 - 8/1/2020</b>					
<b>Long-Term (L)</b>	<b>2020-2021 School Year and Beyond</b>					

## CURRICULUM & FINE ARTS

**Expand secondary course offerings focused on student interests from (# now) to (# then) by 2022.**

**Data Source: Survey results, master schedule, course offerings**

Need	Action Item	Immediate (I) Mid-Term (M) Long-Term (L)	Person Responsible	Anticipated Completion	Started	Completed
Expand Fine Arts Opportunities	Conduct student surveys (grades 6-12) to gauge interest in additional fine arts offerings	I	Assistant Superintendent Principals	12/1/2019 Ongoing	8/2019	
	Consider, prioritize, and implement fine arts course offerings based on survey results and available resources	M	Assistant Superintendent Principals Counselors	5/2020	1/2020	
Expand Foreign Language Offerings	Conduct student surveys (grades 6-12) to gauge interest in additional foreign language offerings	I	Assistant Superintendent Principals	12/1/2019 Ongoing	8/2019	
	Consider implementing foreign language programs prior to high school enrollment	M	Assistant Superintendent Principals	8/2020	8/2019	
	Consider, prioritize, and implement foreign language course offerings based on survey results and available resources	M	Assistant Superintendent Principals Counselors	5/2020	1/2020	
Expand endorsement opportunities	Conduct student surveys (grades 6-12) to gauge interest in additional endorsement opportunities	I	Assistant Superintendent Principals	12/1/2019 Ongoing	8/2019	
	Consider, prioritize, and implement course offerings and endorsement opportunities based on survey results and available resources	M	Assistant Superintendent Principals Counselors	5/2020	1/2020	
	Review and align course offerings with the maximum number of endorsement fields	M	Assistant Superintendent Principals Counselors	8/2020	8/2019	
Expand writing skills at all levels	Review options and consider the implementation of a district-wide writing program	M	Assistant Superintendent Principals	5/2020	7/2019	

<b>Immediate (I)</b>	<b>8/1/2019 - 12/31/2019</b>
<b>Mid-Term (M)</b>	<b>1/1/2020 - 8/1/2020</b>
<b>Long-Term (L)</b>	<b>2020-2021 School Year and Beyond</b>

## CCMR & IN-HOUSE VOCATIONAL PROGRAMS

**Increase McGregor ISD's CCMR score from 43% to 52% by August 2022**

**Data Source: TEA Performance Reporting Domain I report (increase by 3% per year)**

Need	Action Item	Immediate (I) Mid-Term (M) Long-Term (L)	Person Responsible	Anticipated Completion	Started	Completed
Expand Career Technical Education	Conduct student surveys (grades 6-12) to gauge interest in additional Career Technical Education course offerings	I	HS Principal HS Counselor	12/1/2019 Ongoing	8/2019	
	Develop and implement district-based options for manufacturing and health care endorsements	M	Superintendent HS Principal HS Counselor	8/2020	6/2019	
	Develop and grow relationships with local business to facilitate the expansion of district-based Career Technical Education course offerings	M	Superintendent HS Principal	6/2020	6/2019	
	Conduct surveys of surrounding schools to gauge interest in a cooperative delivery model for Career Technical Education	I	Superintendent	9/2019	7/2019	
Expand opportunities for students to earn college credit	Conduct student surveys (grades 8-12) to gauge interest in additional opportunities to earn college credit	I	HS Principal HS Counselor	12/1/2019 Ongoing	8/2019	
	Increase parental awareness of requirements and expectations for college course offerings	M	HS Principal HS Counselor	6/2020	8/2019	
	Consider, prioritize, and implement course offerings based on survey results and available resources	M	Superintendent HS Principal HS Counselor	8/2020	1/2020	
	Improve participation rates and performance on ACT/SAT exams	M	HS Principal HS Counselor AP Teachers	8/2020	8/2019	
	Develop and implement an ACT/SAT Prep course	M	HS Principal HS Counselor AP Teachers	8/2020	1/2020	
	Develop and implement expanded dual credit course offerings	M	HS Principal HS Counselor	8/2020	6/2019	
	Improve student preparation for, and performance on, Advanced Placement exams	M	HS Principal HS Counselor AP Teachers	8/2020	8/2019	

<b>Immediate (I)</b>	<b>8/1/2019 - 12/31/2019</b>
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## SOCIAL & EMOTIONAL DEVELOPMENT

**Student/Parent surveys will show a satisfaction rate (of 4+ on 5 point scale) increase from X to Y by 2022.**

**Data source: District developed survey (goal left blank until baseline is established with 2019-2020 surveys)**

Need	Action Item	Immediate (I) Mid-Term (M) Long-Term (L)	Person Responsible	Anticipated Completion	Started	Completed
Increase Parental Involvement	Conduct surveys of campus staff and parents to determine level of parent involvement	I	Assistant Superintendent	12/1/2019 Ongoing	8/2019	
	Develop and implement a plan to increase parent involvement based on survey results	M	Assistant Superintendent Campus Principals	5/2020	8/2019	
Increase Student Leadership Opportunities	Evaluate and expand peer mentorship programs on all campuses	M	Campus Principals	8/2020	7/2019	
	Evaluate and expand civic service opportunities on all campuses	M	Campus Principals	8/2020	7/2019	
Provide for the Mental Health of Students	Evaluate and expand anti-bullying and cyber-bullying activities on all campuses	I	Campus Principals	12/2019	7/2019	
	Review effectiveness of and consider changes to character education programs on all campuses	M	Assistant Superintendent Campus Principals	8/2020	8/2019	
	Evaluate and implement programs to assist students in crisis	M	Counselors Campus Principals	8/2020	8/2019	

<b>Immediate (I)</b>	<b>8/1/2019 - 12/31/2019</b>
<b>Mid-Term (M)</b>	<b>1/1/2020 - 8/1/2020</b>
<b>Long-Term (L)</b>	<b>2020-2021 School Year and Beyond</b>

## FACILITIES & SAFETY

**McGregor ISD will implement a prioritized facilities and safety plan based on available funding**

**Data source: District facilities study, Planning Committee recommendations, Completed Projects**

Need	Action Item	Immediate (I) Mid-Term (M) Long-Term (L)	Person Responsible	Anticipated Completion	Started	Completed
Improve Campus Security	Review, evaluate, and implement personnel options for campus security including School Resource Officer, Marshal, and Guardian programs	M	Superintendent	8/2020	8/2019	
	Review, evaluate, and implement crisis response programs for all campus facilities	M	Superintendent Assistant Superintendent Campus Principals	12/2019	6/2019	
	Review, evaluate, and implement options for campus security including physical security measures at McGregor Elementary and Isbill Junior High	L	Assistant Superintendent	8/2021	8/2019	
Expand Available Facilities	Review needs and develop a plan to improve athletic facilities	M	Athletic Director Superintendent	8/2020	8/2019	
	Review needs and develop a plan to improve Career Technical Education facilities	M	Superintendent	8/2020	8/2019	
	Review needs and develop a plan for facility needs to accommodate student growth	M	Superintendent	8/2020	8/2019	

<b>Immediate (I)</b>	<b>8/1/2019 - 12/31/2019</b>
<b>Mid-Term (M)</b>	<b>1/1/2020 - 8/1/2020</b>
<b>Long-Term (L)</b>	<b>2020-2021 School Year and Beyond</b>



## FUNDING

### McGregor ISD will seek additional sources of funding to implement the Strategic Plan

Data source: Planning Committee recommendations, grant applications, TRE election results

Need	Action Item	Immediate (I) Mid-Term (M) Long-Term (L)	Person Responsible	Anticipated Completion	Started	Completed
Secure Additional Funding Sources	Evaluate available grant funds and apply as appropriate to implement the strategic plan	I	Superintendent Asst Superintendents Technology Director	12/1/2019 Ongoing	7/2019	
	Evaluate General Obligation Bond options to secure additional funds to implement the Strategic Plan	I	Superintendent	12/31/2019 Ongoing	9/2019	
	Evaluate Enrichment (Tax Ratification Election) options to implement the Strategic Plan	M	Superintendent	12/2020	8/2019	

<b>Immediate (I)</b>	<b>8/1/2019 - 12/31/2019</b>
<b>Mid-Term (M)</b>	<b>1/1/2020 - 8/1/2020</b>
<b>Long-Term (L)</b>	<b>2020-2021 School Year and Beyond</b>