

# Objectives & Goals

**OBJECTIVE 1:** Aldine Independent School District will demonstrate sustained growth in student achievement.

**PERSPECTIVE:** process alignment for student results **OWNER:** Assistant Superintendent of Curriculum & Instruction /Area Superintendents

Goals	Measure	Targets	Milestones	
			1 year	3-5 yr.
<b>1.1</b> Improve, sustain, and support academic student performance at or beyond grade level	<ul style="list-style-type: none"> <li>• TAKS                             <ul style="list-style-type: none"> <li>• TAKS – Passing Standard</li> <li>• TAKS-I A <small>2-13-08</small> – Passing Standard</li> <li>• TAKS-M – Passing Standard</li> <li>• TAKS-Alt – Passing Standard</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• 90% of students meeting passing standards</li> <li>• 50% of students scoring commended performance district-wide in each tested subject</li> <li>• 85% of students passing all tests taken</li> <li>• 85% of students passing each test</li> <li>• 3% or less difference between student groups</li> </ul>	<ul style="list-style-type: none"> <li>• Set by campus and area supt.</li> <li>• Set by campus and area supt.</li> <li>• 75% of students passing all tests taken</li> <li>• Set by campus and area supt.</li> </ul>	<ul style="list-style-type: none"> <li>• 90%</li> <li>• 50%</li> <li>• 85% of students passing all tests taken</li> <li>• 3% or less difference between student groups</li> </ul>

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Goals	Measure	Targets	Milestones	
			1 year	3-5 yr.
	<ul style="list-style-type: none"> <li>• TELPAS – Growth Measure</li> <li>• Benchmarks (Q2) – Passing Standard</li> </ul>	<ul style="list-style-type: none"> <li>• Meet state standards for annual measurable achievement objectives</li> <li>• 85% of student groups meeting passing standards</li> </ul>	<ul style="list-style-type: none"> <li>• Gr K-2 – 15%</li> <li>• Gr 3-12 – 42%</li> </ul>	<ul style="list-style-type: none"> <li>• Meet state standards for annual measurable achievement objectives</li> </ul>
	<ul style="list-style-type: none"> <li>• AYP</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of all campuses meet requirements for Adequate Yearly Progress</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of all campuses meet requirements for Adequate Yearly Progress</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of all campuses meet requirements for Adequate Yearly Progress</li> </ul>
	<ul style="list-style-type: none"> <li>• SAT</li> </ul>	<ul style="list-style-type: none"> <li>• SAT–1030</li> </ul>	<ul style="list-style-type: none"> <li>• 900-950</li> </ul>	<ul style="list-style-type: none"> <li>• 1030</li> </ul>
	<ul style="list-style-type: none"> <li>• ACT</li> </ul>	<ul style="list-style-type: none"> <li>• ACT–21</li> </ul>	<ul style="list-style-type: none"> <li>• 19</li> </ul>	<ul style="list-style-type: none"> <li>• 21</li> </ul>
	<ul style="list-style-type: none"> <li>• Number/percent of Texas Scholars(Recommended/Distinguished Plan)</li> </ul>	<ul style="list-style-type: none"> <li>• 95% of all graduating stud.</li> </ul>	<ul style="list-style-type: none"> <li>• 90% of all graduating stud.</li> </ul>	<ul style="list-style-type: none"> <li>• 95% of all grad. students</li> </ul>
	<ul style="list-style-type: none"> <li>• Number of National Merit Scholars <ul style="list-style-type: none"> <li>• Commended <b>Scholars</b> <small>1-8-08</small></li> <li>• Semi-Finalists</li> <li>• Scholars</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• 2 per high school</li> <li>• 2 per high school</li> <li>• 2 per high school</li> <li>• 2 per high school</li> </ul>	<ul style="list-style-type: none"> <li>• 1 per high school</li> <li>• 1 per high school</li> <li>• 1 per high school</li> <li>• 1 per high school</li> </ul>	<ul style="list-style-type: none"> <li>• 2 per high school</li> <li>• 2 per high school</li> <li>• 2 per high school</li> <li>• 2 per high school</li> </ul>
	<ul style="list-style-type: none"> <li>• Number of students/percent of Academic Scholarships offered <ul style="list-style-type: none"> <li>• Male</li> <li>• Female</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Baseline <ul style="list-style-type: none"> <li>• # of students-313</li> <li>• # of scholarships-618</li> <li>• Male – 108</li> <li>• Female – 205</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Increase</li> </ul>	<ul style="list-style-type: none"> <li>• Increase</li> </ul>

Goals	Measure	Targets	Milestones	
			1 year	3-5 yr.
	<ul style="list-style-type: none"> <li>• Number/percent of Athletic Scholarships offered               <ul style="list-style-type: none"> <li>• Male</li> <li>• Female</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Baseline 100               <ul style="list-style-type: none"> <li>• Male – 70</li> <li>• Female – 40</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Increase               <ul style="list-style-type: none"> <li>• Male – 60</li> <li>• Female – 30</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Increase               <ul style="list-style-type: none"> <li>• Male – 70</li> <li>• Female – 40</li> </ul> </li> </ul>
	<ul style="list-style-type: none"> <li>• Number/percent of students enrolled in college</li> </ul>	<ul style="list-style-type: none"> <li>• Baseline (868 from 05-06)</li> </ul>	<ul style="list-style-type: none"> <li>• Baseline</li> </ul>	<ul style="list-style-type: none"> <li>• Baseline</li> </ul>
	<ul style="list-style-type: none"> <li>• Number/percent of students in AP classes</li> <li>• Number of exams with grades of 3, 4, or 5 (earned college credit)</li> <li>• Number of students in IB courses (Eisenhower HS)</li> </ul>	<ul style="list-style-type: none"> <li>• Increase by 25%</li> <li>• Increase by 20%</li> <li>• Baseline</li> </ul>	<ul style="list-style-type: none"> <li>• Increase 1039 by 10% (1143)</li> <li>• Increase 558 by 4% (580)</li> <li>• Baseline</li> </ul>	<ul style="list-style-type: none"> <li>• Increase by 25%</li> <li>• Increase by 20%</li> <li>• Baseline</li> </ul>
	<ul style="list-style-type: none"> <li>• Number/percent of students in Dual Credit</li> <li>• Number of credits earned</li> </ul>	<ul style="list-style-type: none"> <li>• Increase by 25%</li> <li>• 100% of enrolled students earn credits</li> </ul>	<ul style="list-style-type: none"> <li>• Increase 372 by 10% (409)</li> <li>• 100% of enrolled students earn credits</li> </ul>	<ul style="list-style-type: none"> <li>• Increase by 25%</li> <li>• 100% of enrolled students earn credits</li> </ul>
1.2 Develop Leadership Capacity	<ul style="list-style-type: none"> <li>• District level/department level systematic approach for identifying and training qualified applicants for all positions</li> <li>• Continue leadership academies to develop each staff member: AIP, new AP, new principal, LEAD, (BROAD), Counselor's Academy</li> <li>• Highly-qualified applicants open leadership positions</li> <li>• Training opportunities for future leaders</li> </ul>	<ul style="list-style-type: none"> <li>• All open leadership positions are filled with highly qualified trained applicants</li> </ul>	<ul style="list-style-type: none"> <li>• District/department develop plan for identifying highly qualified applicants</li> </ul>	<ul style="list-style-type: none"> <li>• All open leadership positions are filled with highly qualified trained applicants</li> </ul>

Goals	Measure	Targets	Milestones	
			1 year	3-5 yr.
1.3 Align all processes to support student achievement	<ul style="list-style-type: none"> <li>• New processes identified, mapped, and deployed</li> <li>• Existing processes revised, mapped, and deployed</li> <li>• Appropriate processes include closing feedback loop</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of department/campuses writing and revising processes to include closing feedback loop</li> </ul>	<ul style="list-style-type: none"> <li>• Set by department/campuses</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of department/campuses writing and revising processes to include closing feedback loop</li> </ul>
1.4 Increase completion rate	<ul style="list-style-type: none"> <li>• Attendance rate</li> </ul>	<ul style="list-style-type: none"> <li>• 97.5%</li> </ul>	<ul style="list-style-type: none"> <li>• 97%</li> </ul>	<ul style="list-style-type: none"> <li>• 97.5%</li> </ul>
	<ul style="list-style-type: none"> <li>• Drop-out rate (Gr. 7-8)</li> </ul>	<ul style="list-style-type: none"> <li>• Less than 1%</li> </ul>	<ul style="list-style-type: none"> <li>• &lt;1%</li> </ul>	<ul style="list-style-type: none"> <li>• &lt;1%</li> </ul>
	<ul style="list-style-type: none"> <li>• Snapshot date completion rate-4 year               <ul style="list-style-type: none"> <li>○ Four year</li> <li>○ Continued HS</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• 90% 4 year</li> <li>• 10% Cont. HS</li> </ul>	<ul style="list-style-type: none"> <li>• 80%-4 year</li> <li>• 20% Cont. HS</li> </ul>	<ul style="list-style-type: none"> <li>• 90%-4 year</li> <li>• 10% Cont. HS</li> </ul>
1.5 Provide professional development to improve student achievement and job performance	<ul style="list-style-type: none"> <li>• 15 hours per year/ auxiliary new employees</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain 15 hrs per yr/ aux. new employees</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain 15 hrs per yr/ aux. new employees</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain 15 hrs per yr/ aux. new employees</li> </ul>
	<ul style="list-style-type: none"> <li>• 6 hours per year for current auxiliary employees</li> <li>• 40 hours per year/ professionals</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain 6 hours per year for current auxiliary employees</li> <li>• Maintain 40 hours per year/ professionals</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain 6 hours per year for current aux. employees</li> <li>• Maintain 40 hrs per year/ professionals</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain 6 hours per year for current aux. employees</li> <li>• Maintain 40 hrs per year/ professionals</li> </ul>

Goals	Measure	Targets	Milestones	
			1 year	3-5 yr.
<b>1.6</b> Identify Best Practices through Peer Review	<ul style="list-style-type: none"> <li>• Best Practices identified</li> </ul>	<ul style="list-style-type: none"> <li>• 5 best practices from each campus</li> </ul>	<ul style="list-style-type: none"> <li>• 5 best practices from each campus</li> </ul>	<ul style="list-style-type: none"> <li>• 7 best practices from each campus</li> </ul>
<b>1.7</b> Provide structure and support to foster a positive climate for students, teachers, and staff	<ul style="list-style-type: none"> <li>• Decrease #/% of calls from teachers and parents (by cabinet/department)</li> <li>• Satisfaction rate from employee &amp; student surveys</li> </ul>	<ul style="list-style-type: none"> <li>• 25%</li> <li>• 90%</li> </ul>	<ul style="list-style-type: none"> <li>• 10% (by dept)</li> <li>• 87%</li> </ul>	<ul style="list-style-type: none"> <li>• 20%</li> <li>• 90%</li> </ul>
<b>1.8</b> Allocate resources to maximize excellence	<ul style="list-style-type: none"> <li>• A system of evaluating the effectiveness of programs that are paid out of discretionary funds is utilized by Cabinet to ensure district funds are allocated toward the most cost efficient programs.</li> </ul>	<ul style="list-style-type: none"> <li>• All major programs have a sunset provision (must be reevaluated every 3 to 4 years) for student gain per dollar</li> </ul>	<ul style="list-style-type: none"> <li>• Develop comprehensive system of evaluating the cost effectiveness of programs utilized by the district</li> </ul>	<ul style="list-style-type: none"> <li>• All major programs have a sunset provision (must be reevaluated every 3 to 4 years) for student gain per dollar</li> </ul>