

10/24/07  
DRAFT

# COMAL INDEPENDENT SCHOOL DISTRICT

Strategic Plan  
2007-2012

# Comal ISD Core Beliefs

- We believe that all students have an unlimited capacity to learn and all students can be successful when provided with quality instruction and sufficient learning time to accomplish defined goals.

# Comal ISD Core Beliefs

- We believe that ensuring success at initial levels of instruction will make certain that students are successful at subsequent levels affording each student the necessary tools for lifelong learning.

# Comal ISD Core Beliefs

- We believe that we, as educators, control the instructional environment of our schools and as such, promote an atmosphere that is conducive to high levels of achievement that result in successful adults.

# Comal ISD Fundamental Objectives

- Comal ISD's fundamental objectives are to ensure that all students through their educational experience have the ability to:
  - ❖ Select a career based on their educational training
  - ❖ Be prepared to make positive choices as it applies to solving the problems we are confronted with on a daily basis
  - ❖ Have the requisite skills to continue their education at a more advanced level (college or career training)
  - ❖ Be a self-sufficient, self-directed lifelong learner

# The mission of the Comal ISD is...

- to provide extensive learning opportunities for all students to ensure they become contributing members of our society.

# Strategic Planning Process: Step 1

- The strategic planning process began with the Comal ISD Board of Trustees in November of 2006. With the assistance of a Region 13 facilitator, the Board identified the following priorities:
  - ❖ Student Performance
  - ❖ Communication
  - ❖ Fiscal Management
  - ❖ Personnel
  - ❖ Student Growth

# Strategic Planning Process: Step 2

- In August of 2007, the Comal ISD administrative team identified the following top 5 areas of importance:
  - ❖ Academic achievement of special populations
  - ❖ Technology
  - ❖ Staff development
  - ❖ Safety and security
  - ❖ Facilities to accommodate student growth

# Strategic Planning Process: Step 3

- Meetings were held on September 11, 12, and 18, 2007, with Comal ISD community members; the following key areas were identified:
  - ❖ Technology (hardware/software/training)
  - ❖ Career and technology education programs
  - ❖ Student transportation
  - ❖ Facilities to manage student growth
  - ❖ Overall student performance

# Outcome

- Based upon input received from 350 people who attended 5 planning sessions, the following goals incorporate the priorities of the district for the next 5 years:
  - ❖ Student Performance
  - ❖ Student Growth / Facilities
  - ❖ Technology
  - ❖ Communication
  - ❖ Fiscal Management
  - ❖ Personnel
  - ❖ Career and Technology Programs

# Student Performance

- **Comal ISD will provide premier academic programs which will ensure all students will have the necessary skills to continue their educational training, begin a career, and be able to solve the problems they are confronted daily.**
  1. Improve student achievement at all levels / focus on higher-level learning skills / improve accountability ratings / analyze delivery of instruction
  2. Focus on special populations (special needs, advanced, etc.)
  3. Develop dual / multi-language programs
  4. Align curriculum / develop K-12 curricular guides
  5. Maximize efficient use of time / scheduling options
  6. Increase dual credit opportunities at secondary level
  7. Increase and add rigor to advance placement classes at secondary level
  8. Focus on key content areas identified by the Texas Education Agency
  9. Increase graduation requirements and completion rates

# Student Growth / Facilities

- **Comal ISD will provide exceptional facilities for our growing student body and will foster a safe, secure, and positive learning environment.**
  1. Provide adequate facilities to handle student growth in all areas of the district
  2. Focus on overall campus safety and security
  3. Review student discipline options
  4. Improve student transportation service
  5. Improve campus parking and traffic patterns
  6. Strive for pure feeder patterns and community boundaries
  7. Expand fine arts facilities and programs
  8. Provide equity (facilities, programs, staffing, etc.) among all schools
  9. Adopt school size standards
  10. Continually evaluate the need for site vs. centralized facilities

# Technology

- **Comal ISD will equip, train, and utilize 21st Century technology in all classrooms to prepare our students for the challenges of the future.**
  1. Continually update infrastructure
  2. Provide adequate training on technology – hardware/software
  3. Expand distance learning opportunities
  4. Update technology in the classroom to 21st Century standards
  5. Update all operational/software packages
  6. Provide IT specialist to schools
  7. Provide mobile technology labs
  8. Provide wireless campuses
  9. Purchase software package that supports instructional goals

# Communication

- **Comal ISD will foster an atmosphere where there is timely, open communication with all of our communities, parents, staff, and students.**
  1. Develop process for effective and collaborative communication (internal & external)
  2. Increase collaboration and improve business / community partnerships
  3. Educate the public on accountability data
  4. Openly communicate school board's vision and goals to community
  5. Focus on parent involvement

# Fiscal Management

- **Comal ISD will strive to allocate resources in the most effective and efficient manner to support a positive learning environment, thereby maximizing student achievement.**
  1. Maintain healthy fund balance
  2. Maintain balance between class size (student/teacher ratio) and teacher salary
  3. Seek alternative funding opportunities (grants)
  4. Strive to meet TEA Schools First instructional spending requirements (65% rule)
  5. Streamline purchasing process
  6. Continue to evaluate and analyze unnecessary expenditures

# Personnel

- **Comal ISD will recruit, develop, retain, and reward exceptional staff to maximize the learning of each student.**
  1. Maintain competitive salaries
  2. Strive to recruit and retain highly qualified personnel
  3. Create incentives to further staff education/training
  4. Increase and improve staff development opportunities
  5. Reward high-performing teachers

# Career and Technology Programs

- **Comal ISD will develop and implement a variety of career and technology educational programs that provide the graduate with specific skills needed in the workforce.**
  1. Expand career and technology programs and provide necessary technology
  2. Provide adequate infrastructure, facilities, and equipment
  3. Investigate scholarship opportunities for career and technology students
  4. Ready students for the workforce
  5. Expand certification and licensure programs
  6. Expand dual credit opportunities
  7. Expand internship opportunities that correlate to specific jobs
  8. Form partnerships with other school districts, colleges, and universities
  9. Poll businesses to determine job needs and staff requirements to maintain current standards
  10. Involve community to determine job availability