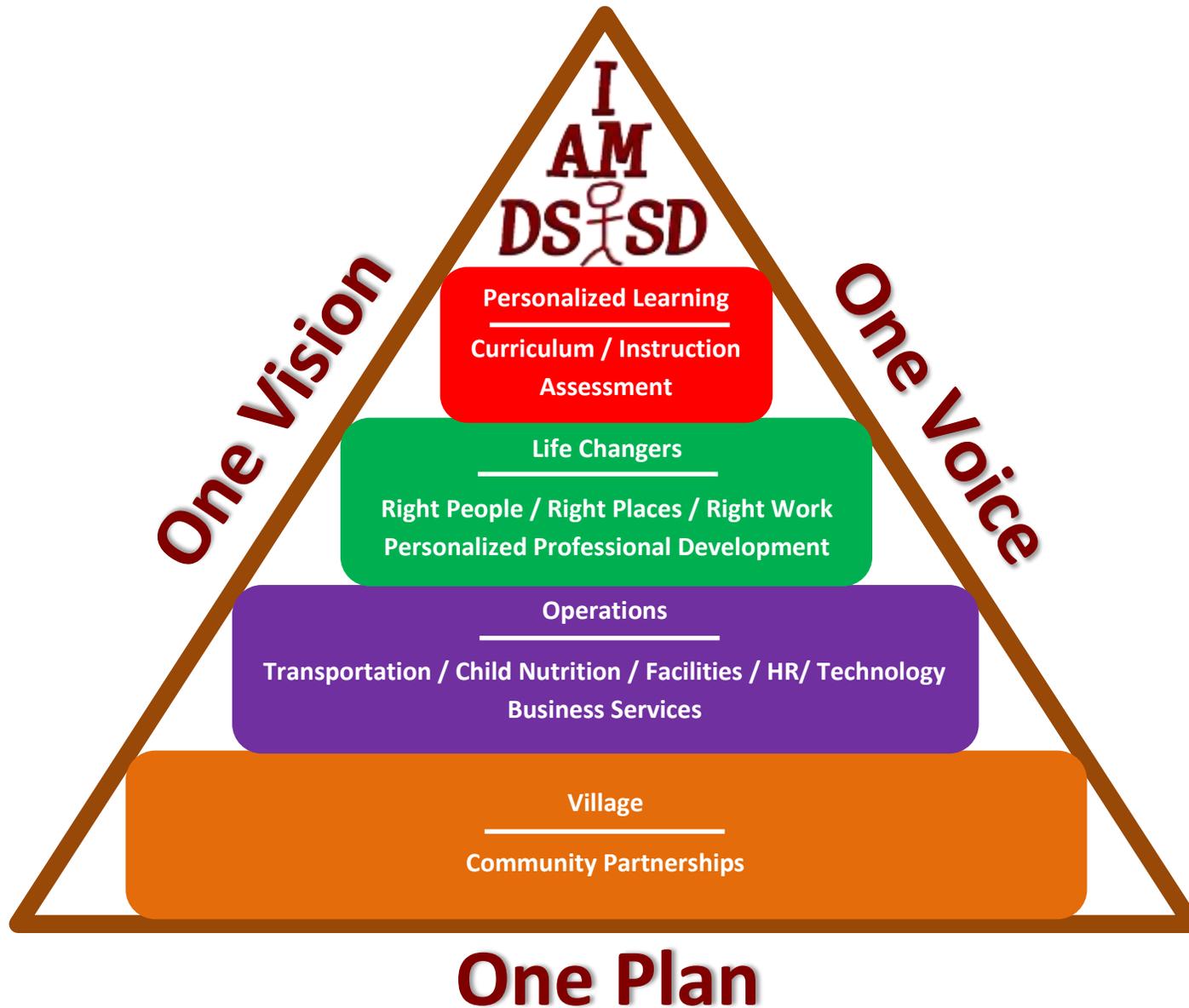


Dripping Springs ISD Strategic Plan, 2016-2021



District Vision

We inspire and equip students to be life-long learners and positive contributors to the world.

District Mission

We partner with students, parents, and the community to provide a personalized and exceptional education for every student.

Five-Year Vision

Dripping Springs ISD serves as a model 21st Century learning environment. Faculty and students are committed to life-long learning through creative and innovative thinking. Together they take risks and explore passions. Each student is part of a team focused on creating, implementing, assessing, and modifying a unique plan to maximize potential. These personalized plans have a global focus and create a growth mindset. Students develop a 21st Century skillset through the integration of curricular and extracurricular programs. The culture reflects a commitment to everyone's realization of maximum potential. The operation of the district is effective and efficient in the delivery of a safe, nurturing environment for all.

Dripping Springs Independent School District Strategic Plan 2016-2021	
Goal 1: Village	Support the vision and mission of the district by building a culture where all members feel welcome and connected.
Goal 2: Operations	Support the vision and mission of the district by collaboratively providing effective, efficient, and innovative operations in a safe environment.
Goal 3: Life Changers	Support the vision and mission of the district by placing a Life Changer in every position.
Goal 4: Personalized Learning	Support the vision and mission of the district by creating and implementing Personalized Learning Plans that maximize each student's potential.

Dripping Springs Independent School District Strategic Plan 2016-2021	
Vision 1: Village	<p>By 2021, Dripping Springs ISD will be viewed as the hub of the Dripping Springs community. DSISD will help new residents feel welcome, existing residents feel valued, and all members of the community feel connected to the district. DSISD will be seen as an open and caring organization that is committed to serving the children of the community.</p>
Vision 2: Operations	<p>By 2021, Dripping Springs ISD will operate effectively, efficiently, and innovatively to support the mission of the district through providing a safe, positive learning environment for all students. District operations will function seamlessly to provide all facility, equipment, and material needs in a manner that addresses the ever-changing environment and anticipates continued district growth. District Operations will partner with campuses and departments to support daily educational and life-changing experiences for all students.</p>
Vision 3: Life Changers	<p>By 2021, every position in Dripping Springs ISD will be filled with someone who makes a difference in the lives of children. Employees will take risks and be allowed to explore passions and talents. Because of the equity of life changers in every classroom, parents will feel confident about the placement of their children with any teacher. Parents will have an assurance that children are cared for and well-educated. Teachers and district staff will advocate for every student. The culture of DSISD will support and enhance the personal and professional growth of employees through their Personalized Professional Learning Plans (PPLP).</p>
Vision 4: Personalized Learning	<p>By 2021, every student in Dripping Springs ISD will have a Personalized Learning Plan (PLP). The culture of DSISD will support and enhance the social, emotional, and academic growth of each student. Students will take ownership of learning through exploration of passions and talents. Students will view academic challenges as opportunities for growth. Parents and educators will partner with students to reach their full potential.</p>

Dripping Springs Independent School District Strategic Plan 2016-2021	
Goal 1: Village	Support the vision and mission of the district by building a culture where all members feel welcome and connected.
Objective 1.1	Build trust through meaningful and positive relationships.
Objective 1.2	Strengthen open and transparent two-way communication with all stakeholders using the most effective and appropriate methods.
Objective 1.3	Cultivate and manage community partnerships that are mutually beneficial.
Objective 1.4	Build systemic connections among campuses and departments that are sustainable as the district grows.
Goal 2: Operations	Support the vision and mission of the district by collaboratively providing effective, efficient, and innovative operations in a safe environment.
Objective 2.1	Provide resources to support district operations.
Objective 2.2	Develop and formalize departmental operating procedures.
Objective 2.3	Implement innovative solutions to address operational challenges.
Objective 2.4	Plan for growth.

Goal 3: Life Changers	Support the vision and mission of the district by placing a Life Changer in every position.
Objective 3.1	Develop, empower and sustain leaders who are committed to the vision and mission of the district.
Objective 3.2	Recruit and hire personnel who are committed to the vision and mission of the district.
Objective 3.3	Inspire and sustain personnel who are committed to the vision and mission of the district.
Objective 3.4	Develop and support Personalized Professional Learning Plans (PPLPs) aligned to the vision and mission of the district.
Goal 4: Personalized Learning	Support the vision and mission of the district by having a Personalized Learning Plan that will maximize each individual's potential.
Objective 4.1	Implement personalized learning.
Objective 4.2	Establish a culture where personalized learning drives all decision-making.

Dripping Springs Independent School District Strategic Plan 2016-2021			
Goal 1: Village	Support the vision and mission of the district by building a culture where all members feel welcome and connected.		
Vision 1: Village	By 2021, Dripping Springs ISD will be viewed as the hub of the Dripping Springs community. DSISD will help new residents feel welcome, existing residents feel valued, and all members of the community feel connected to the district. DSISD will be seen as an open and caring organization that is committed to serving the children of the community.		
Objective 1.1: Village	Build trust through meaningful and positive relationships.		
Strategies	Action Plan	Responsible Person	Deadline
1.1.1 Build trust with the community as a whole.	1.1.1.a. Display a positive public image for the district.		
	1.1.1.b. Continue to work towards a customer service-based culture.		
	1.1.1.c. Be responsive to questions and concerns from the community.		
	1.1.1.d. Encourage community participation in committees and events.		
1.1.2. Build trust with new residents with children enrolling in the district.	1.1.2.a. Make families new to the district feel welcome.		
	1.1.2.b. Connect with new homeowners associations.		
	1.1.2.c. Work with DS Chamber to provide welcome packets to new families.		
	1.1.2.d. Expand New Tiger Guide and add live links to online document.		
	1.1.2.e. Provide orientation to new families regarding communications methods used by DSISD.		

Strategies	Action Plan	Responsible Person	Deadline
1.1.3. Build trust among established residents with students in the district.	1.1.3.a. Remain committed to an open and honest approach in all conversations.		
	1.1.3.b. Work closely with parents to find solutions when obstacles arise.		
	1.1.3.c. Show appreciation to parents who are involved in campus and district volunteer activities.		
	1.1.3.d. Encourage parents to participate in major events at all campuses.		
1.1.4. Build trust among residents who do not have students in the district, including senior citizens.	1.1.4.a. Encourage community involvement with important traditions of Dripping Springs (Homecoming, Founder's Day, etc.).		
	1.1.4.b. Provide opportunities for residents to connect with students.		
	1.1.4.c. Have a district presence at community events (First Thursday, Founder's Day, etc.).		
	1.1.4.d. Inform all segments of the local population about DSISD Community Education classes, services, etc.		
	1.1.4.e. Monitor community needs to identify potential Community Education courses and programs that would benefit various segments of the population.		
	1.1.4.f. Explore the possibility of student-taught courses for senior citizens, such as computer concepts.		
	1.1.4.g. Encourage administrators and Board members to visit Senior Citizen Activity Center.		
1.1.5 Build trust among staff.	1.1.5.a. Recognize value of all DSISD employees.		
	1.1.5.b. Follow strategies included in "Life Changer" goal to help employees grow professionally.		
1.1.6. Build trust among alumni.	1.1.6.a. Establish an alumni association.		
	1.1.6.b. Offer opportunities for alumni to connect with current students (tutoring, presentations, etc.).		
	1.1.6.c. Hold panel discussions with graduates to gather feedback on how their DSISD experience has served them.		

Strategies	Action Plan	Responsible Person	Deadline
Objective 1.2: Village	Strengthen open and transparent two-way communication with all stakeholders using the most effective and appropriate methods.		
Strategies	Action Plan	Responsible Person	Deadline
1.2.1. Communicate the district's vision and new five-year strategic plan, including the shift to personalized learning	1.2.1.a. Provide training for Visionary Leaders to present the strategic plan so they can assume ownership and responsibility to educate their own teams.		
	1.2.1.b. Develop a plan with support materials to assist Visionary Leaders with campus and department implementation.		
	1.2.1.c. Roll out the new district brand in conjunction with the strategic plan.		
	1.2.1.d. Hold face-to-face meetings/forums with parents to introduce the strategic plan and explain personalized learning.		
	1.2.1.e. Prepare narrated video to introduce strategic plan.		
	1.2.1.f. Provide training for front-line personnel to respond consistently to questions about strategic plan and personalized learning.		
	1.2.1.g. Introduce the strategic plan to the entire community.		
	1.2.1.h. Prepare counselors and teachers to consistently explain what personalized learning means to individual students.		
1.2.2. Ensure that stakeholders have opportunities to provide ongoing feedback that will be considered in district decision-making.	1.2.2.a. Hold meetings with stakeholder groups with Q&A opportunities to discuss key issues or to introduce new programs.		
	1.2.2.b. Offer opportunities for face-to-face communication through DS Dialogues, focus groups, etc.		
	1.2.2.c. Use advisory councils (DAC, CAC, SHAC, SSAC) to inform stakeholder groups, collect feedback, and harvest recommendations.		
	1.2.2.d. Establish designated e-mail boxes to gather input on major issues.		
	1.2.2.e. Implement surveys with comment opportunities that will be analyzed and organized in a meaningful way.		

Strategies	Action Plan	Responsible Person	Deadline
	1.2.2.f. Create opportunities for parents whose primary language is Spanish to share feedback.		
	1.2.2.g. Ensure that students' voices are heard.		
	1.2.2.h. Encourage district leaders to attend campus programs, events, and meetings to interact with stakeholders in an informal setting.		
	1.2.2.i. Use various technology tools when appropriate to collect feedback.		
	1.2.2.j. Create an expectation that district and campus leaders consider feedback gathered		
1.2.3. Maintain transparency as a district priority.	1.2.3.a. Ensure that information is easily accessible on the district website.		
	1.2.3.b. Disseminate news and information through printed and electronic means on a timely and ongoing basis.		
	1.2.3.c. Disseminate news, information and updates on the district through live presentations (State of the District, Community Leaders, etc.).		
	1.2.3.d. Present information in a format that can be easily understood by all stakeholder groups.		
	1.2.3.e. Explain the background and process behind district decisions.		
	1.2.3.f. Create a system to keep directors and district leaders up-to-date on state requirements for posting information on district website.		
	1.2.3.g. Monitor metrics that measure transparency, including those at the state level (Leadership Circle program, etc.).		
1.2.4. Disseminate information using the most appropriate method.	1.2.4.a. Provide training for new employees on available communication tools, including email etiquette.		
	1.2.4.b. Provide refresher training to returning employees on communication tools and email etiquette.		
	1.2.4.c. Inform parents of communication tools used by teachers, schools and the district.		

Strategies	Action Plan	Responsible Person	Deadline
	1.2.4.d. Encourage communicators to carefully choose most appropriate method to reach recipients.		
	1.2.4.e. Understand value of phone or face-to face conversation when subject matter is complicated or sensitive.		
	1.2.4.f. Explore opportunities to apply new technology when appropriate.		
	1.2.4.g. Provide direction for teachers on creating and maintaining web pages (minimum expectations, available platforms, etc.).		
1.2.5. Develop an informational campaign for bond programs.	1.2.5.a. Create factual and educational information to inform voters about future bond programs.		
	1.2.5.b. Provide regular updates on planning, design and construction.		
Objective 3: Village	Cultivate and manage community partnerships that are mutually beneficial.		
Strategies	Action Plan	Responsible Person	Deadline
1.3.1. Cultivate and manage partnerships with businesses.	1.3.1.a. Invite businesses to make presentations for students that have real life applications (ie. bank representative presenting on financial literacy).		
	1.3.1.b. Explore opportunities for student-run enterprises (school cafe, boutique, catering).		
	1.3.1.c. Arrange for internships and externships for students at local businesses.		
	1.3.1.d. Encourage business leaders to serve on advisory committees.		
	1.3.1.e. Form an internal district committee to coordinate community outreach and business connections.		

Strategies	Action Plan	Responsible Person	Deadline
1.3.2. Cultivate and manage partnerships with community organizations.	1.3.2.a. Sustain and build upon current partnerships between DSISD and local civic organizations, neighborhood associations, churches, PTAs, Booster Clubs, etc.		
	1.3.2.b. Seek opportunities for new partnerships between DSISD and local civic organizations, neighborhood associations, churches, etc.		
	1.3.2.c. Invite representatives of community organizations to serve on district/campus committees.		
1.3.3. Cultivate and manage partnerships with retired/senior citizen community.	1.3.3.a. Offer volunteer opportunities for senior citizens at all campuses (reading, lunchroom, greeters, mentors)		
	1.3.3.b. Create a system where students can earn community service by assisting the senior community (yard work, deliveries, errands).		
Objective 4: Village		Build systemic connections among campuses and departments that are sustainable as the district grows.	
Strategies	Action Plan	Responsible Person	Deadline
1.4.1 Seek opportunities to build connections among staff from different campuses (including administrative departments).	1.4.1.a. Hold a district-wide staff event or fundraiser (ie. picnic, softball tournament).		
	1.4.1.b. Produce a "Friday night spirit shirt" for all district staff.		
	1.4.1.c. Recognize different campuses/ departments with designated nights at athletic events.		
1.4.2. Build connections among students from different campuses.	1.4.2.a. Showcase secondary extracurricular programs and organizations at elementary schools.		
	1.4.2.b. Schedule secondary students from extracurricular programs and organizations to greet elementary students in the morning.		
	1.4.2.c. Create opportunities for mentoring relationships between campuses.		
	1.4.3.c. Make connections between students of different ages based on interests (robotics, sports, theatre, cheer, etc.).		

Strategies	Action Plan	Responsible Person	Deadline
1.4.3. Build a sense that major campus events are district events.	1.4.3.a. Expand Tiger Nation to a district-wide scope.		
	1.4.3.b. Encourage all campuses to be involved in district-wide initiatives.		
	1.4.3.c. Create a comprehensive yearly calendar for district-wide events (including extracurricular) to share with all and use by campuses when scheduling events to avoid conflict.		
	1.4.4.d. Encourage each campus to have representation in the homecoming parade (campus float).		

<p style="text-align: center;">Dripping Springs Independent School District Strategic Plan 2016-2021</p>			
<p>Goal 2: Operations</p>		<p>Support the vision and mission of the district by collaboratively providing effective, efficient, and innovative operations in a safe environment.</p>	
<p>Vision 2: Operations</p>		<p>By 2021, Dripping Springs ISD will operate effectively, efficiently, and innovatively to support the mission of the district through providing a safe, positive learning environment for all students. District operations will function seamlessly to provide all facility, equipment, and material needs in a manner that addresses the ever-changing environment and anticipates continued district growth. District Operations will partner with campuses and departments to support daily educational and life-changing experiences for all students.</p>	
<p>Objective 2.1: Operations</p>		<p>Provide resources to support district operations.</p>	
Strategies	Action Plan	Responsible Person	Deadline
<p>2.1.1. Continue current budgeting processes and modify as necessary.</p>	<p>2.1.1.a. Provide a budgeting process that facilitates the compilation of an annual budget.</p>		
	<p>2.1.1.b. Monitor changes in legislation, property values and federal funds in order to prepare for funding changes.</p>		
	<p>2.1.1.c. Continue multi-year projections to predict future outcomes and make adjustments accordingly.</p>		
	<p>2.1.1.d. Monitor allocation of resources to ensure equitable distributions.</p>		
<p>2.1.2. Continue to evaluate existing assets and prepare replacement plans.</p>	<p>2.1.2.a. Analyze existing assets to determine replacement schedules. Replacement schedules should consider age and condition of equipment and instructional materials as well as cost of operations.</p>		
	<p>2.1.2.b Inventory equipment and instructional materials and maintain accurate records to assist in purchasing decisions.</p>		

Strategies	Action Plan	Responsible Person	Deadline
	2.1.2.c. Maintain accurate asset records, maintenance logs, and warranty records in order to fully utilize available warranties.		
2.1.3. Evaluate facilities for adequacy, maintenance and safety.	2.1.3.a. Create a committee to inspect and audit facilities on scheduled intervals to offer suggestions for improvements in workplace safety and security.		
	2.1.3.b Invite third parties such as insurance carriers to audit facilities for safety and security on an annual basis.		
2.1.4. Develop a preventive maintenance program that addresses all major building components.	2.1.4.a. Perform monthly, quarterly, or bi-annual inspections of all major building components and equipment to determine necessary repairs and maintenance.		
Objective 2: Operations	Develop and formalize departmental operating procedures.		
Strategies	Action Plan	Responsible Person	Deadline
2.2.1. Develop and formalize departmental operating procedures.	2.2.1.a. Analyze current procedures across all departments.		
	2.2.1.b. Work collaboratively with campus and department staff to align central office protocols with campus protocols in a manner that allows for campus autonomy but accomplishes procedural effectiveness and efficiency district-wide.		
	2.2.1.c. Determine effective methods of communicating procedures.		
	2.2.1.d. Define current departmental unit roles, responsibilities, and processes.		
	2.2.1.e. Document procedures and processes in a standardized document format.		
	2.2.1.f. Ensure departmental operating procedure manuals are aligned with district policy and applicable federal and/or state regulations.		
	2.2.1.g. Ensure departmental operating procedure manuals provide efficiency and uniformity throughout the district.		

Strategies	Action Plan	Responsible Person	Deadline
2.2.2. Provide annual training on departmental procedures in order to educate new and existing staff on correct protocols.	2.2.2.a. Train appropriate staff on new procedures manuals as they are developed.		
	2.2.2.b. Provide annual training on procedural manuals to serve as a refresher for existing staff and training for new employees.		
2.2.3. Monitor and revise departmental operating procedures.	2.2.3.a. Monitor compliance with departmental operating procedures at every level district-wide.		
	2.2.3.b. Ensure departmental operating procedure manuals are revised as necessary to incorporate modifications/additions to procedures and/or practices.		
Objective 3: Operations	Implement innovative solutions to address operational challenges.		
Strategies	Action Plan	Responsible Person	Deadline
2.3.1. Seek alternative funding solutions.	2.3.1.a. Research alternative funding solutions and implement as appropriate (Maintenance Tax Notes, lease-purchases, fund balance transfers).		
2.3.2. Create a culture of innovation and exploration.	2.3.2.a. Provide resources (time, funding) for staff to analyze current trends and projections.		
	2.3.2.b. Encourage research and proof-of-concept testing.		
	2.3.2.c. Evaluate new and developing technology to further efficiencies.		
2.3.3. Research and implement, as appropriate, sustainable systems.	2.3.3.a. Incorporate additional weed resistant plant types and more ground cover to conserve water.		
	2.3.3.c. Create landscaping areas that are less labor intensive.		
	2.3.3.d. Research feasibility of converting run-off ponds into rainwater recovery ponds for use in irrigation.		
	2.3.3.e. Recover condensation from rooftop equipment for use in irrigation.		

Strategies	Action Plan	Responsible Person	Deadline
Objective 4: Operations	Plan for growth.		
Strategies	Action Plan	Responsible Person	Deadline
2.4.1. Identify needs as a result of growth.	2.4.1.a. Gather data from various departments regarding district needs.		
	2.4.1.b. Assess needs across the entire district annually.		
	2.4.1.c. Develop estimated costs for identified needs.		
2.4.2. Investigate solutions appropriate to a growing entity.	2.4.2.a. Collect and analyze data to forecast assets and materials needed for growth.		
	2.4.2.b. Search for solutions that are scalable, sustainable, and manageable.		
	2.4.2.c. Look for creative ways to expand existing campuses to accommodate future growth.		
	2.4.2.d. Maximize the use of existing facilities.		
	2.4.2.e. Maintain existing facilities equitably.		
2.4.3. Plan future bond programs.	2.4.3.a. Reconvene the Bond Planning Committee to develop list of needs.		
	2.4.3.b. Guide Bond Planning Committee in developing scope of bond proposal by utilizing assessment, asset replacement plans, and other resources.		

Dripping Springs Independent School District Strategic Plan 2016-2021			
Goal 3: Life Changers	Support the vision and mission of the district by placing a Life Changer in every position.		
Vision 3: Life Changers	By 2021, every position in Dripping Springs ISD will be filled with someone who makes a difference in the lives of children. Employees will take risks and be allowed to explore passions and talents. Because of the equity of life changers in every classroom, parents will feel confident about the placement of their children with any teacher. Parents will have an assurance that children are cared for and well-educated. Teachers and district staff will advocate for every student. The culture of DSISD will support and enhance the personal and professional growth of employees through their Personalized Professional Learning Plans (PPLP).		
Objective 3.1: Life Changers	Develop, empower and sustain leaders who are committed to the vision and mission of the district.		
Strategies	Action Plan	Responsible Person	Deadline
3.1.1. Hire the right people for leadership roles.	3.1.1.a. Identify potential leaders within the district.		
	3.1.1.b. Provide leadership opportunities for staff (such as job shadowing, administrator designees, summer school administrator).		
	3.1.1.c. Support staff in exploring a range of job experiences to broaden opportunities (such as transferring between campuses/levels).		
	3.1.1.d. Implement a consistent hiring process to ensure life-changing candidates are selected.		
3.1.2. Support leaders in setting and reaching their goals.	3.1.2.a. Implement a New and Aspiring Leaders Academy to train staff in new leadership positions.		
	3.1.2.b. Ensure quality mentoring is provided to new staff in leadership positions.		
	3.1.2.c. Utilize an evaluation tool that encourages professional growth as a performance measure.		

Strategies	Action Plan	Responsible Person	Deadline
3.1.3. Promote communication and collaboration among leaders.	3.1.3.a. Establish and continue collaborative opportunities (such as principal collaboration meetings, District Leadership Team, Visionary Leaders)		
	3.1.3.b. Promote effective two-way communication and support between central office and campuses/departments.		
3.1.4. Empower leaders to generate innovative solutions.	3.1.4.a. Establish and clarify a balance between district collaboration and individual campus/department autonomy.		
	3.1.4.b. Provide leaders with flexibility for determining most appropriate use of resources such as staffing, scheduling, etc.		
Objective 3.2: Life Changers	Recruit and hire personnel who are committed to the vision and mission of the district.		
Strategies	Action Plan	Responsible Person	Deadline
3.2.1. Design and implement a fair, competitive compensation package.	3.2.1.a. Evaluate and enhance the current compensation and benefits package.		
	3.2.1.b. Increase and expand stipends for employees with advanced degrees and special certifications.		
3.2.2. Actively recruit new employees.	3.2.2.a. Create well-defined job-descriptions.		
	3.2.2.b. Evaluate and analyze recruitment methods for effectiveness.		
	3.2.2.c. Explore innovative recruitment methods.		
	3.2.2.d. Share the district brand that communicates the vision and mission.		
	3.2.2.e. Investigate new avenues of promoting the district (college and industry job boards, job fairs, social media, networking)		
	3.2.2.f. Utilize flexible work scheduling to recruit more qualified employees in all positions.		

Strategies	Action Plan	Responsible Person	Deadline
3.2.3. Make timely budgeting and staffing decisions to allow for earliest possible recruitment to fill open positions.	3.2.3.a. Collect and analyze data from demographer reports and Visionary Leaders to identify areas of growth to forecast future staffing needs.		
	3.2.3.b. Develop and maintain staffing ratios based on data collected.		
	3.2.3.c. Post standard positions in anticipation of need.		
3.2.4. Develop a standard hiring process that empowers leaders to place Life Changers in every position.	3.2.4.a. Identify common qualities of Life Changers with input from all stakeholders.		
	3.2.4.b. Conduct interviews that incorporate performance assessments, demonstrations, and tasks.		
	3.2.4.c. Seek commitment to the district vision at hiring.		
Objective 3.3: Life Changers	Inspire and sustain personnel who are committed to the vision and mission of the district.		
Strategies	Action Plan	Responsible Person	Deadline
3.3.1. Create and maintain a culture and a climate that inspires employees to set and reach their goals.	3.3.1.a. Conduct employee satisfaction surveys		
	3.3.1.b. Involve employees at all levels to identify opportunities for improvement to the work environment.		
	3.3.1.c. Create a pathway for advancement that recognizes talent and ability, offers increasing responsibility, and provides compensation accordingly.		
	3.3.1.d. Increase advancement potential by allowing staff to explore a range of job functions and roles (such as interning or transferring between campuses, departments, levels, positions).		
	3.3.1.e. Provide time and provide opportunities for collaboration, professional growth, and personal wellness.		

Strategies	Action Plan	Responsible Person	Deadline
3.3.2. Celebrate and recognize Life Changers who show commitment to our vision, students, and the community as often as the opportunity arises.	3.3.2.a. Continue current programs that recognize employees (such as Teacher of the Year, Education Foundation Teacher of the Term, Above & Beyond) and seek additional opportunities for celebrating others.		
	3.3.2.b. Recognize years of service in meaningful ways.		
	3.3.2.c. Develop a system of recognizing individual growth.		
Objective 3.4: Life Changers	Develop and support Personalized Professional Learning Plans (PPLPs) aligned to the vision and mission of the district.		
Strategies	Action Plan	Responsible Person	Deadline
3.4.1. Cultivate professional growth for all district staff members.	3.4.1.a. Develop an annual plan for district and campus professional development.		June 30 for upcoming school year
	3.4.1.b. Recruit, identify, and develop trainers to ensure quality and consistent training for new and existing staff.		
	3.4.1.c. Incorporate self-reflection and goal-setting.		
	3.4.1.d. Use an evaluation tool that encourages professional growth as a performance measure.		
	3.4.1.e. Build capacity of employees to meet the qualities of a Life Changer through training and professional development.		
	3.4.1.f. Establish a system for providing employees with opportunities to acquire National Board Certifications, advanced degrees, and technical certification/degrees (such as a DS Education Foundation Lottery for tuition and fees).		
	3.4.1.g. Create partnerships for cost breaks and use of facilities.		
	3.4.1.h. Collaborate with Community Education to offer courses for staff.		
	3.4.1.i. Expand training opportunities available to non-core content teachers (such as Fine Arts, LOTE, CTE)		
	3.4.1.j. Expand training opportunities available to administrators, office staff, and other non-teaching employees.		

Strategies	Action Plan	Responsible Person	Deadline
3.4.2. Connect staff with learning opportunities to meet Professional Personalized Learning Plans.	3.4.2.a. Identify training needs for all staff by evaluating trends and surveying employees.		
	3.4.2.b. Assist staff in identifying personal training needs through conferencing and reflective questioning.		
	3.4.2.c. Develop effective training modules for personnel procedures and state compliance needs.		
	3.4.2.d. Ensure new employees are trained in district-wide initiatives.		
	3.4.2.e. Establish a mentoring process for supporting personnel in new positions which includes training, stipends, and guidelines for mentors.		
	3.4.2.f. Develop and promote a district professional development website and/or intranet with resources for PPLPs.		
	3.4.2.g. Ensure available professional development opportunities are well communicated to all staff.		
3.4.3. Structure time for flexible scheduling of professional learning experiences.	3.4.3.a. Utilize instructional facilitators and/or peer coaching for on-going embedded professional development.		
	3.4.3.b. Initiate alternate schedules such as late-start to provide for extended professional learning and collaboration time.		
	3.4.3.c. Establish a District Learning Academy for professional staff.		
	3.4.3.d. Provide child care options during professional development opportunities.		

Strategies	Action Plan	Responsible Person	Deadline
3.4.4. Model best-practice and innovative instructional methods in staff development.	3.4.4.a. Provide a variety of modes for professional growth (such as face-to-face workshops, online modules, webinars, peer coaching, and clinical supervision).		
	3.4.4.b. Establish facilitator guidelines for in-district training to ensure best practices are modeled and learning opportunities are personalized for participants.		
	3.4.4.c. Provide training of trainers for effective presentation skills and online training facilitation.		
	3.4.4.d. Conduct post-training surveys.		
	3.4.4.e. Routinely review and update district training requirements/modules to ensure relevant and accurate methodology and content.		

Dripping Springs Independent School District Strategic Plan 2016-2021			
Goal 4: Personalized Learning	Support the vision and mission of the district by creating and implementing Personalized Learning Plans that maximize each student's potential.		
Vision 4: Personalized Learning	By 2021, every student in Dripping Springs ISD will have a Personalized Learning Plan (PLP). The culture of DSISD will support and enhance the social, emotional, and academic growth of each student. Students will take ownership of learning through exploration of passions and talents. Students will view academic challenges as opportunities for growth. Parents and educators will partner with students to reach their full potential.		
Objective 4.1: Personalized Learning	Implement personalized learning.		
Strategies	Action Plan	Responsible Person	Deadline
4.1.1. Develop a template for the Personalized Learning Plans.	4.1.1.a. Design grade-level appropriate living PLP templates.		
	4.1.1.b. Explore creating a PLP in a digital format.		
4.1.2. Pilot Personalized Learning Plans.	4.1.2.a. Train staff on the implementation of the PLP.		
	4.1.2.b. Pilot PLPs to ensure alignment and usability in at least one grade level per campus.		
	4.1.2.c. Gather feedback on the pilot program.		
	4.1.2.d. Adjust PLP templates according to feedback.		
4.1.3. Implement living Personalized Learning Plans.	4.1.3.a. Develop a communication plan to disseminate information.		
	4.1.3.b. Develop a training plan to educate stakeholders.		
	4.1.3.c. Develop a system-wide program review plan for PLP implementation.		
	4.1.3.d. Educate all stakeholders in how to navigate, and utilize the PLP.		

Strategies	Action Plan	Responsible Person	Deadline
4.1.4. Mentor students to effectively and regularly use Personalized Learning Plan.	4.1.4.a. Partner students, parents, and educators to communicate, share, evaluate, and revise the PLP, especially at the critical points during Kindergarten, 5th, 6th, 8th, 9th, and 11th grades.		
	4.1.4.b. Review and revise PLP at least once per year.		
4.1.5. Evaluate the effectiveness of the student Personalized Learning Plans.	4.1.5.a. Create a plan to assess the success of the PLP model (i.e. authentic, open-ended, broad, ongoing, reflective, rubric, measurement, choices).		
	4.1.5.b. Gather feedback from stakeholders (to be specified on Campus Improvement Plans).		
	4.1.5.c. Collect data to ensure PLP alignment with academic curriculum.		
Objective 4.2: Personalized Learning	Establish a culture where personalized learning drives all decision-making.		
Strategies	Action Plan	Responsible Person	Deadline
4.2.1. Develop curriculum at all levels that is flexible in addressing individual learning needs and passions of students while meeting standards.	4.2.1.a. Align and understand TEKs vertically and horizontally.		
	4.2.1.b. Support and train staff in the use of integrated curriculum.		
	4.2.1.c. Implement an integrated curriculum that facilitates in-depth and sustained inquiry.		
	4.2.1.d. Include a scope and sequence checklist for each subject area including TEKs/big concepts in student language within the PLP.		

Strategies	Action Plan	Responsible Person	Deadline
4.2.2. Implement instruction at all levels that is flexible and addresses the individual learning needs and passions of students, while meeting standards.	4.2.2.a. Implement instruction that is driven by student's passions and interests and incorporates flexibility in learning (such as content grouping, online content, alternative choices, dual credit, internships, etc.).		
	4.2.2.b. Design instruction and learning opportunities based upon 21st Century learning skills: problem solving, collaboration, communication, innovation, etc. Lessons will be designed so students can demonstrate their learning of the standards based on their PLP.		
	4.2.2.c. Allocate resources needed to create a learning environment that supports student needs and addresses personalized learning.		
	4.2.2.d. Develop and empower teachers committed to effective instruction aligned with PLPs.		
	4.2.2.e. Use research based methodologies based on student needs to maximize interests and engagement (such as small group, whole group, facilitative instruction, direct teach, goal setting/coaching, etc.)		
4.2.3. Use assessments at all levels that are flexible and address the individual learning needs and passions of students, while measuring student academic growth.	4.2.3.a Use a variety of authentic assessments at specified points to measure student learning.		
	4.2.3.b. Train teachers in developing and using a variety of assessments to guide instruction.		
	4.2.3.c. Design common assessment at different stages in the curriculum to determine knowledge of the standards.		