

Empowering Students to Excel
Together, We Are Better!



2022-2026 STRATEGIC PLAN



Strategic Planning is a process that engages stakeholders,

such as parents, students, district employees, city officials, business partners, and clergy to collaboratively shape the future of their school district.



Through this process,
the district and community become partners
in creating a five-year plan.

This shared sense of ownership enables districts
to overcome obstacles and
discover new possibilities for students.



EVENTS



Parent Survey & Community Town Hall Meetings

950 parents participated in the district-wide survey and roughly 150 parents and teachers participated in meetings across the community.



Leadership Meeting

Campus and District leaders met to analyze data and create focus areas for the strategic plan.



Steering Committee Meetings

1. Create beliefs, vision, and mission of the district.
2. Establish goals of the strategic plan.



EVENTS



Action Planning Team Meetings

District and campus staff worked collaboratively to create detailed action steps to move the district from the current state to reach the goals of the strategic plan.



Consolidated Strategic Planning Team

Campus and District leaders met to analyze data and create focus areas for the strategic plan.



5-Year District Plan

1. A living document
2. Staggered dates based on various goals, strategies, and action steps
3. Reviewed and updated annually

2022 Steering Committee & Action Planning Team Members

Yolanda Galindo	Community Member
Delia Ramos	Community Member
Jorge Jurado	Community Member
Mayte Casas	Community Member
Claudia Lopez	Community Member

Merary Alcantara	Elementary Teacher
Ana Suarez	Elementary Teacher
Jesse Davila	Middle School Teacher
Dolimer Gonzalez	Middle School Teacher
Veronica Cabello	High School Teacher

Annie Amezcua	Elementary Parent
Carolina Hernandez	Elementary Parent
Ana Martinez	Middle School Parent
La Ron Bryant	Middle School Parent
Veronica Robles	High School Parent
Hector Guerra	High School Parent

John Chaney	11th grade student
Nayeli Cordova	11th grade student
Fernanda Hernandez	11th grade student
Sydney Ballard	12th grade student
Jeanelle De Leon Zapata	12th grade student
Larizza Guerra	12th grade student



2022 Steering Committee & Action Planning Team Members



	State & Federal Programs Director/DPDM Committee Chair
Ruby Adams	
Regina Cardenas	DPDM Committee
Maria Elena Faz	DPDM Committee
Billie Cruz	DPDM Committee
Bonita Gonzalez	DPDM Committee
Monica Luna	DPDM Committee
Cynthia Dovalina	DPDM Committee
Nelda Ortiz	DPDM Committee
Lyn White	DPDM Committee
Jose Delgado	DPDM Committee
Alda Zuniga	DPDM Committee

Aida Gomez	Chief Instructional Officer
Aidee Garcia	Chief Human Resources Officer
Amy Childress	Chief Financial Officer
Israel Carrera	Chief Operations Officer
Allison Mercier	Principal
Laura Langton	Principal
Jane Villarreal	Principal
Carlos Barrera	Principal
Cindy Salas	Principal
Maria Hudgins	Principal
Cheryl Pond	Principal
Jorge Jurado	Principal
Iris Oca	Principal
Maytte Soliz	Principal
Jennifer Sutton	Principal
Maryvel Flores	Principal
Roger Soto	Asst. Principal
Raul Hurtado	Asst. Principal



WE BELIEVE:

- Communication and collaboration among families, community, and educators are vital.
- In equity by providing the resources, support, and motivation necessary to differentiate instruction.
- All students should be equipped with a strong foundation of knowledge, including 21st century skills, so they are life-long learners prepared to be successful after high school.

Our Beliefs

San Felipe
Del Rio CISD,
in partnership
with our families
and community,
empowers every
student to excel
through a culture
of collaboration,
innovation, and
achievement.



Our Vision

San Felipe Del Rio provides a high-quality, innovative curriculum with engaging, relevant instruction.

We meet the individual needs of students and staff in a safe, nurturing, and collaborative environment which encourages development and growth.



Our Mission

STRANDS

Focused
Leadership



← Strategic
Staffing

→ Highly
Effective
Instruction

↓
Innovation

Goal

By 2027, 100% of campus and district leaders will effectively support and communicate high expectations for student learning.



Focus Leadership

Goal

By 2027, 100% of SFDR-CISD students will meet or exceed grade-level standards.



Highly Effective Instruction

Goal

By 2027, SFDR-CISD will offer well-established innovative programs to 100% of our students.



Innovation

Goal

By 2027, SFDR CISD will recruit, develop, and retain 100% highly-effective staff.



Strategic Staffing

STRATEGIES & ACTION STEPS

Mr. Jorge Jurado - Focused Leadership

Mr. Jesse Davila - Highly Effective Instruction

Ms. Dolimer Gonzalez - Innovation

Mrs. Allison Mercier - Strategic Staffing



Focus Leadership: Strategy 1



Implement a district-wide system of professional learning to develop effective instructional leaders.

Focus Leadership: Strategy 1

Develop effective instructional leaders.



Why?

Actions:

- Form a leadership committee
- Research skills needed for successful leadership
- Develop an Instructional Leadership Framework
- Train principals, asst. principals, departmental leaders

Focus Leadership: Strategy 2



Create a district-wide system of on-going communication to inform families and the community of opportunities and expectations for students.

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Focus Leadership: Strategy 2

Inform families and community.



Why?

Actions:

- Form a family and community engagement committee.
- Survey parents to understand best way we can communicate with them.
- Propose a district-wide communications policy.
- Schedule and host family engagement events.

Highly Effective Instruction: Strategy 1



Expand the district-wide system to support the social and emotional needs of all students.

Highly Effective Instruction: Strategy 1

Support the social-emotional needs of students.

Why?

Actions:



- Form a district-wide social emotional support committee.
- Effectively use T-CHATT referral process.
- Implement Del Rio Cares lessons district-wide.
- Develop each campus's Safe and Supportive Schools Program (SSSP) Threat Assessment Team.
- Train staff on the Threat Assessment Protocol.

Highly Effective Instruction: Strategy 2



Develop and implement with fidelity a district-wide system of strong data analysis practices to identify student needs, monitor growth, and ensure effective instruction for all students.

Highly Effective Instruction: Strategy 2

Implement highly-effective teaching practices.

Why?

Actions:



- Develop a Highly Effective Instructional Team.
- Update the Planning Protocol Dashboard.
- Train teachers how to conduct data analysis.
- Conduct a T-TESS Review with an emphasis on Dimension 2.1 for administrators and teachers.
(Achieving Expectations)

Highly Effective Instruction: Strategy 2

Implement highly-effective teaching practices.

Actions (continued):



- Develop administrators on the calibration of teacher observation data.
- Create a data protocol.
- Evaluate and upload exemplar videos to the Planning Protocol hub.

Innovation: Strategy 1



Provide a district-wide system to foster creativity and promote the diverse learning needs of students.

Innovation: Strategy 1

Foster creativity & promote diverse learning.

Why?

Actions:

- Form an Innovations Committee.
- Conduct interest surveys on new innovative programs (Elementary STEM, K-5 Dual Language, New Tech High and P-TECH) .
- Develop a marketing campaign to promote the District's innovative programs to all students and their families to include information sessions.



Innovation: Strategy 1

Foster creativity & promote diverse learning.

Actions:



- Conduct visits to other districts and schools to see program implementation.
- Research, select and develop curriculum for innovative programs.
- Determine teacher selection.
- Student Application Process
- Hold recruitment fairs to expand and diversify student populations participating in innovative programs.

Strategic Staffing: Strategy 1



Develop and implement a sustainable district-wide system to recruit highly-effective staff.

Innovation: Strategy 1

Recruit highly-effective staff.

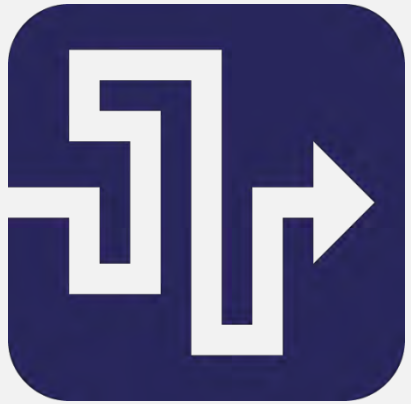
Why?

Actions:

- Establish a Teacher Recruitment Committee.
- Create a marketing campaign that includes updating the District website and expanding job fair opportunities.
- Conduct recruitment and retention surveys.
- Create a recruitment campaign for “Growing Our Own” targeting paraprofessionals, teachers for high-need areas, and students interested in the teaching field (P-TECH expansion)



Strategic Staffing: Strategy 2



Create and implement a sustainable and differentiated district-wide system to develop and retain highly-effective staff.

Innovation: Strategy 2

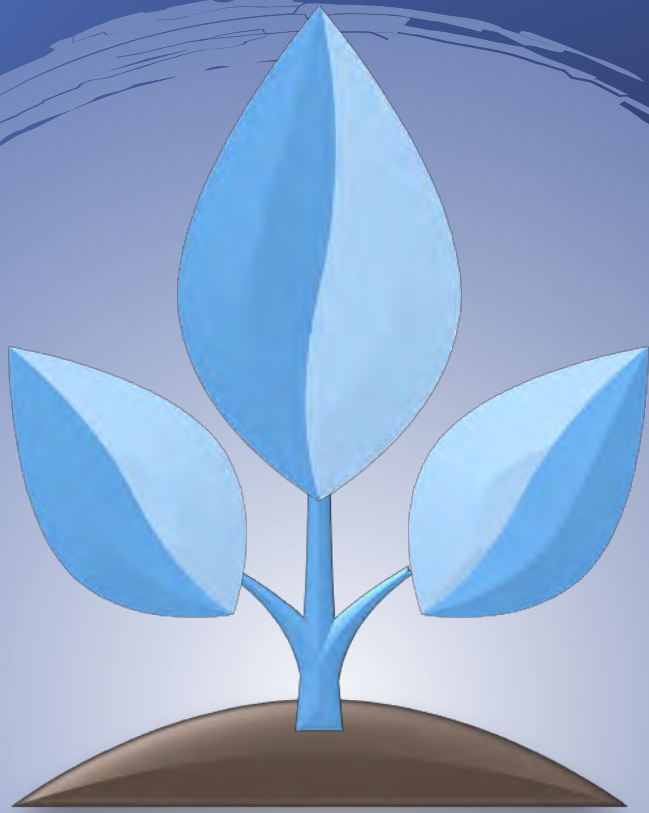
Develop and retain high-quality staff.

Why?

Actions:

- Expand the “Grow Your Own Program”.
- Develop partnerships with universities.
- Support teacher candidates who are pending certification.
- Refine substitute lists.
- Propose a tiered system for substitutes.
- Identify and support struggling teachers.
- Strengthen campus culture.





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