

**REAGAN COUNTY ISD
BOARD OF EDUCATION
OBJECTIVES AND GOALS
2008-2010**

Preamble: The Board of Trustees is the educational policy-making body for Texas public school districts. To effectively meet the challenges of public education, the school board and the superintendent must function together as a leadership team. Each leadership team must annually assess their development needs as a corporate body and individually to gain an understanding of the vision, structure, accountability, advocacy and unity needed to provide educational programs and services that ensure the equity and excellence in performance of all students.

**REAGAN COUNTY ISD BOARD OF TRUSTEES
VISION STATEMENT**

The resolve of the Reagan County ISD Board of Trustees is to provide an educational environment that is conducive to learning. The Reagan County ISD Board of Trustees shall promote collaboration between staff, students, community and parents. The Reagan County ISD Board of Trustees shall make all decisions in the best interest of children.

REAGAN COUNTY ISD MISSION STATEMENT

We, the staff, students and parents of Reagan County Independent School District believe that all students can and will learn. We have a climate of high expectations. We believe that our school provides quality and equity in instruction in an atmosphere that is conducive to learning. We feel that our mission of educating students is best accomplished when home and school work together. We are dedicated to educating our children to be productive, respectful and patriotic citizens in a changing future.

I. Vision—The board ensures creation of a shared vision/mission that promotes enhanced student achievement.

- The board keeps the district focused on the educational welfare of all children.
- The board adopts a shared vision based on community beliefs to guide local education.
- The board ensures that the vision supports the state's mission, objectives and goals for educations established by law.
- The board ensures that the district vision expresses the present and future needs of the children and community.
- The board demonstrates its commitment to the vision by using the vision to guide all board deliberations, decisions and actions.

II. Structure—The board provides guidance and direction for accomplishing the vision/mission statement.

- The board recognizes the respective roles of legislature, State Board of Education, the Texas Education Agency and local boards of trustees in the governance of the public schools.

- The board fulfills the statutory duties of the local board of trustees and upholds all laws, rules, ethical practices and court orders pertaining to schools and school employees.
- The board focuses its actions on policy making, planning and evaluation.
- The board adopts a planning and decision making process consistent with state statute that uses participation, information, research and evaluation to help achieve the district's vision/mission.
- The board ensures that the district planning and decision making process enables all segments of the community, parents and professional staff to contribute meaningfully to achieving the district's vision.
- The board develops and adopts policies that provide guidance for accomplishing the district's vision, mission and goals.
- The board adopts a budget that incorporates sound business and fiscal practices and provides resources to achieve the district's vision, mission and goals.
- The board adopts goals, approves student performance objectives, and establishes policies that provide a well-balanced curriculum resulting in improved student learning.
- The board approves goals, policies and programs that ensure a safe and disciplined environment conducive to learning.
- The board oversees the management of the district by employing a superintendent and evaluating the superintendent's performance in providing education leadership, managing daily operations and performing all duties assigned by law.
- The board adopts policies and standards for hiring, assigning, appraising and compensating school district personnel in compliance with state laws and rules.

III. Accountability—The board measures and communicates how well the vision is being accomplished.

- The board ensures progress toward achievement of district goals through a systematic, timely and comprehensive review of reports prepared by or at the direction of the superintendent.
- The board monitors the effectiveness and efficiency of instructional programs by reviewing reports prepared by or at the direction of the superintendent and directs the superintendent to make modifications that promote maximum achievement for all students.
- The board insures that appropriate assessments are used to measure achievement of all students.
- The board reports district progress to parents and community in compliance with state laws and regulations.
- The board reviews district policies for effective support of the district's vision, mission and goals.
- The board reviews the efficiency and effectiveness of district operations and use of resources in supporting the district's vision, mission and goals.
- The board evaluates the superintendent's performance annually in compliance with state laws and regulations.
- The board annually evaluates its performance in fulfilling the board's duties and responsibilities and the board's ability to work with the superintendent as a team.

IV. Advocacy—The board promotes the vision.

- The board demonstrates its commitment to the shared vision, mission and goals by clearly communicating them to the superintendent, the staff and community.

- The board ensures an effective two-way communication system between the district and its students, employees, media and the community.
- The board builds partnerships with community, business and governmental leaders to influence and expand educational opportunities and meet the needs of students.
- The board supports children by establishing partnerships between the district, parents, business leaders and other community members as an integral part of the district's educational program.
- The board leads in recognizing the achievements of students, staff and other in education.
- The board promotes school board service as a meaningful way to make long-term contributions to the local community and society.

V. Unity—The board works with the superintendent to lead the district toward the vision.

- The board develops skills in teamwork, problem solving and decision making.
- The board establishes and follows local policies, procedures and ethical standards governing the conduct and operations of the board.
- The board understands and adheres to laws and local policies regarding the board's responsibility to set policy and the superintendent's responsibility to manage the school district and to direct employees in district and campus matters.
- The board recognizes the leadership role of the board president and adheres to law and local policies regarding the duties and responsibilities of the board president and other officers.
- The board adopts and adheres to established policies and procedures for receiving and addressing ideas and concerns from students, employees and the community.
- The board makes decisions as a whole only at properly called meetings and recognizes that individual members have no authority to take individual action in policy or district and campus administrative matters.
- The board supports decisions of the majority after honoring the right of individual members to express opposing viewpoints and vote their convictions.

GOAL# 1: ACADEMIC ACHIVEMENT: *To provide for the implementation of programs that provides direction to receive Exemplary status and Adequate Yearly progress.*

OBJECTIVE 1.1- One-hundred percent of African-American, Hispanic, White, Economically Disadvantage, Limited English Proficient (Bilingual and ESL), Gifted and Talented, At-Risk, Migrant and Title I students not in special education will be provided the same educational opportunities, as implemented by the Reagan County ISD Board of Trustees.

Measurable Performance Objectives	Sequential Activities	Staff Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Vertical Alignment Teams will be formed based on four core academic subject areas	Teams will be formed based on subject areas.	Superintendent, Campus Principal, Curriculum Director	In Place by Spring 2008	Local Budget and Personnel	Teams will be formed and Curriculum Matrix will be developed	District TAKS Scores will increase.
Team Teaching Methods will be used.	Each campus will explore based on educational data, team teaching methods.	Elementary Principal and Assistant Principal	In place by the School year of 2008-2009	Local Budget and Personnel	Documented Team Teaching in place	District TAKS Scores will increase.
Academic Success Plan will be adopted	Plan will be written and adopted by board	Superintendent and Assistant Superintendent	In place by the School year of 2008-2009	Local Budget and Personnel	Plan is written and adopted	District TAKS Scores will increase.
K-3 will continue to have a classroom ratio 15-1	Increase in teachers in these grade levels	Elementary Principal and Assistant Principal	Continually each year	Local Budget and Personnel	Teacher are hired and maintained	Classroom performance will increase.

Goal #2 : PERSONNEL: *To provide for the implementation of salaries, benefits and a non aggressive work environment, that promotes staff longevity.*

OBJECTIVE 1.1- One-hundred percent of African-American, Hispanic, White, Economically Disadvantage, Limited English Proficient (Bilingual and ESL), Gifted and Talented, At-Risk, Migrant and Title I students not in special education will benefit from a successful school environment, resulting from benefit programs implemented by the Reagan County ISD Board of Trustees.

Measurable Performance Objectives	Sequential Activities	Staff Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
All salary schedules will be market driven	Adoption of Salary Schedule each year.	Superintendent, Chief Financial Officer and Board of Trustees	June of each year	Local and State Funds	A increase in salary schedule each year	Longevity of Staff will increase
Longevity Bonuses will be placed in each administrators contract	Placement of Longevity Bonus in each contact	Superintendent, Chief Financial Officer and Board of Trustees	February of each year	Local Funds	Longevity Bonus placed in contracts	Longevity of Administrative Staff will increase
Professional Contracts will be evaluated and updated each year to ensure increase accountability for all staff	Updated Contracts will be updated each spring	Superintendent, Chief Financial Officer and Board of Trustees	February of each year	Local Funds	Contract will be adopted	Contracts will be issued to professional staff
All employees will be held to increased accountability and the renewal of all employees will be based on increased performance in their areas.	Proactive and aggressive evaluation of employees	Superintendent, Principals, and Supervisors	Throughout each year	Time	Evaluations will be conducted	Staff Accountability will increase.
Administrative and Staff Retreat will be conducted each year	Planning of Retreats each year	Superintendent and other administrators	August of each year	Time and Local Budget	Retreats will be conducted	Staff Morale will increase
School housing will be maintained and rented at a reasonable rate	School housing will be maintained	Superintendent and Chief Financial Officer and Maintenance Director	On Going through the year	Time and Local Budget	School Housing Maintenance will be conducted	Maintenance will be conducted on school houses

GOAL # 3: FINANCIAL: *To provide for the stability of Reagan County ISD, by assuring that Reagan County ISD aggressively maintains financial integrity, while maintaining educational services.*

OBJECTIVE 1.1- One-hundred percent of African-American, Hispanic, White, Economically Disadvantage, Limited English Proficient (Bilingual and ESL), Gifted and Talented, At-Risk, Migrant and Title I students not in special education will benefit from a successful financial plan implemented by Reagan County ISD Board of Trustees.

Measurable Performance Objectives	Sequential Activities	Staff Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Increase in fund balance	Revenue will exceed expenditures	Superintendent and Chief Financial Officer	Throughout the year	Time and Local Budget	Budget will be monitored through the year	Fund Balance will increase
Construction will be finished within projected budget	Expenditures will maintain within cost estimates	Superintendent, Chief Financial Officer and Construction Manage	Throughout the construction process	Time	Construction Budget will be monitored throughout the project	Construction Projects will finish within budget
Increased expenditures percentage will continue to be directed to instructional student expenditure	Increase in function 11	Superintendent, Chief Financial Officer	Each year during the budget process	Time and Local Budget	Increase in function 11	Increased spending in function 11

GOAL # 4: FACILITIES: *To provide for the stability of Reagan County ISD, by assuring that Reagan County ISD aggressively maintain facilities.*

OBJECTIVE 1.1- One-hundred percent of African-American, Hispanic, White, Economically Disadvantage, Limited English Proficient (Bilingual and ESL), Gifted and Talented, At-Risk, Migrant and Title I students not in special education will benefit from a successful facilities plan implemented by Reagan County ISD Board of Trustees.

Measurable Performance Objectives	Sequential Activities	Staff Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Finish Construction Projects within projected timeline	Construction Project bid out and project started	Superintendent, and Construction Manager	Fall of 2010	Time, Local Funds and Bond Funds	Construction Projected ongoing	Construction Projects finished
Correct all maintenance issue in short time line	Work Orders will be done in a timely fashion	Maintenance Director and staff	Ongoing	Time and Local Funds	Maintenance Addressed in a timely manner	Completion of work orders
Custodial expectations will continue to be escalated	Custodial staff will continue to learn new methods of cleaning and maintaining facilities	Head Custodian and staff	Ongoing	Time and Local Funds	Custodial issue addressed in a timely manner	Cleanliness of facilities
School housing will be maintained	Renter will turn in summer work orders to maintenance director	Renters and Maintenance Staff	Ongoing	Time and Local Funds	Housing maintenance needs will be addressed in timely manner	Housing maintenance needs addressed
Maintenance Budget will include a major project each year	Major project will be determined each year	Superintendent, Maintenance Director and Chief Financial Officer	Ongoing	Time and Local Funds	Major Project Chosen	Major projected completed

GOAL #5: Transportation: *To provide for the stability of Reagan County ISD, by assuring that Reagan County ISD aggressively maintains vehicles.*

OBJECTIVE 1.1- One-hundred percent of African-American, Hispanic, White, Economically Disadvantage, Limited English Proficient (Bilingual and ESL), Gifted and Talented, At-Risk, Migrant and Title I students not in special education will benefit from a successful transportation plan implemented by Reagan County ISD Board of Trustees.

Measurable Performance Objectives	Sequential Activities	Staff Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
Yearly Budget will include transportation replacement each year	Transportation needs will be addressed	Transportation Director, Superintendent and Chief Financial Officer	Ongoing	Local Funds	Transportation needs will be addressed	New Transportation will be purchased
Activity Buses will be replaced once reaching the 100,000 mile radius	Buses will be replaced on a rotation basis	Transportation Director, Superintendent and Chief Financial Officer	Ongoing	Local Funds	Transportation needs will be addressed	New Activity Buses will be purchased
Vehicles will be maintained during in routine maintenance	Vehicles will be serviced regularly	Transportation Director	Ongoing	Local Funds	Transportation maintenance will be addressed	Regular service on vehicles
Auxiliary transportation (Tractors, lawn mowers, and gators) will be replaced as needed	Tractors and auxiliary vehicles addressed	Transportation Director, Superintendent and Chief Financial Officer	Ongoing	Local Funds	Auxiliary transportation needs addressed	Auxiliary transportation replaced as needed
Suburban, Pickups and Cars will be replaced every 5-8 years or at 100,000 miles	Vehicles will be evaluated each year for replacement	Transportation Director, Superintendent and Chief Financial Officer	Ongoing	Local Funds	Transportation needs will be addressed	Transportation will be replaced

GOAL #6: Board Training: To provide for the stability of Reagan County ISD, by assuring that Reagan County ISD aggressively maintains BOE training.

OBJECTIVE 1.1- One-hundred percent of African-American, Hispanic, White, Economically Disadvantage, Limited English Proficient (Bilingual and ESL), Gifted and Talented, At-Risk, Migrant and Title I students not in special education will benefit from a successful Board of Education training.

Measurable Performance Objectives	Sequential Activities	Staff Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
100% Attendance at Board at SLI	Board will attend SLI	Superintendent and Board Members	June of Each Year	Local Budget and Time	Board is Registered for SLI	100% of Board Attends SLI
Team Building will be conducted each spring	Board will conduct team building	Superintendent and Board Members	Spring of Each Year	Local Budget and Time	Board Schedules Team Building	Team Building is conducted
Board will conduct a self evaluation each fall	Self Evaluation will be done in conjunction with Superintendent appraisal	Superintendent and Board Members	October of Each Year	Local Budget and Time	Board conducts Self Evaluation	Self Evaluation is completed
All board members will receive required training by December of each year	Board members will attend trainings	Superintendent and Board Members	On going	Local Budget and Time	Board Members attend Training	Board Members complete training

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