

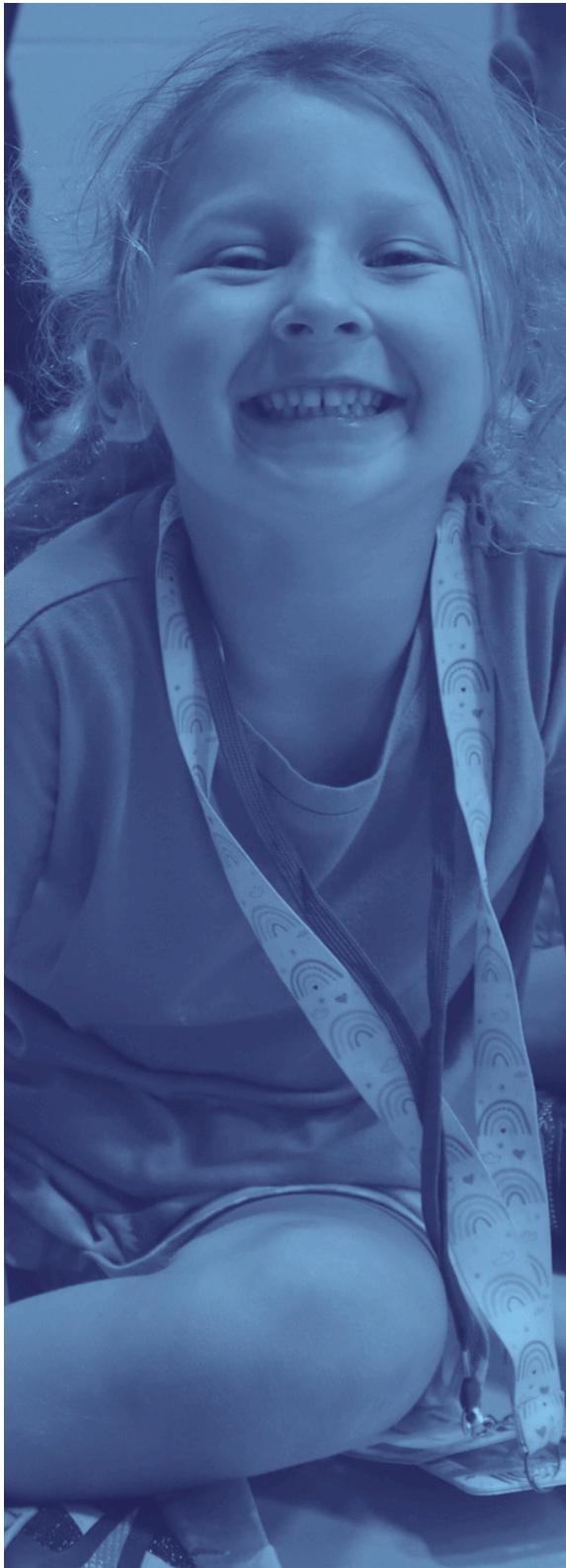
DICKINSON ISD

STRATEGIC

PLAN



WE BELIEVE THAT...



- Recognizing and accepting the individual differences of others creates a safe and equitable environment where all can thrive.
- Developing character values is vital to success throughout life.
- Perseverance, passion, resilience, and courage are essential for realizing one's full potential.
- Establishing and nurturing a culture of integrity through intentional leadership cultivates self-control, honesty, accountability, and responsibility.
- Providing a safe and secure environment cultivates feelings of physical, emotional, and social safety which ensures the optimal opportunity for a successful educational experience.
- High expectations for students, educators, parents, and community are the foundation for a healthy learning environment, promoting academic and personal achievement.
- Providing rigorous and engaging learning experiences creates critical thinkers and innovative problem solvers.
- Developing strong, respectful, and trusting relationships is foundational for success.
- A wide range of experiences in school and beyond develops a well-rounded individual.
- Interpersonal skills are essential to thrive in the classroom, workplace, and global society.
- An engaged and collaborative community creates an enriching environment for student development and achievement, which benefits all.
- Developing leadership capacity in all staff and students will allow them to compete in a global society.
- Mental health is a core component of a healthy person, and as a school district, it is our responsibility to teach and model healthy coping mechanisms and provide mental health services when students or staff need them.
- When we recognize and address challenges by providing opportunities and supports needed to overcome barriers, all members of the learning community will thrive.



OUR VISION FOR DISD

WHAT WE ASPIRE TO BE

INCLUSIVE OF ALL, DICKINSON ISD WILL
CULTIVATE EXCELLENCE, PRODUCING
CONFIDENT, COLLABORATIVE, GOAL-DRIVEN
LEARNERS WHO BECOME EMPOWERED
CITIZENS IN A GLOBAL SOCIETY.



MISSION STATEMENT & DISTRICT OBJECTIVES

WHO WE ARE, WHAT WE DO

MISSION STATEMENT:

Dickinson ISD will equip and empower all learners with skills and experiences to achieve academic excellence and make meaningful contributions to our world.

DICKINSON ISD OBJECTIVES:

OBJECTIVE 1: All students will learn and apply life skills to meaningfully engage and impact their community.

OBJECTIVE 2: All students will graduate college, career, and/or military ready.

OBJECTIVE 3: All students will develop the communication skills necessary to work in a collaborative environment.

OBJECTIVE 4: All students will learn to self-advocate by developing confidence in their ability to determine their own path for success.

OBJECTIVE 5: All students will develop innovative technological skills and interact responsibly in a constantly evolving global society.

OBJECTIVE 6: All students will demonstrate the ability to face adversity with perseverance, integrity, and leadership.

OBJECTIVE 7: All students will demonstrate social and emotional skills and model positive character traits.



PROFILE OF A DICKINSON ISD LEARNER



THINKER

- Identifies current problems and develops innovative and divergent solutions
- Reflects on and learns from struggles, failures, and successes
- Understands growth and achievement are the result of hard work



ACHIEVER

- Displays grit and resilience in the face of challenges
- Sets measurable goals and develops a plan to achieve them
- Maintains curiosity and pursues knowledge throughout life



EXPLORER

- Embraces challenges, opportunities, and differences while taking strategic actions
- Seeks a deeper understanding of how, why, and what if
- Leverages technology as a tool to enhance learning



CONTRIBUTOR

- Values diversity and models mutual respect for all
- Connects with peers and teachers resulting in a stronger sense of community
- Communicates effectively and actively listens
- Demonstrates integrity, compassion, and ethical responsibility through acts of service



SELF ADVOCATOR

- Engages in positive practices for mental and physical health
- Understands the social and emotional needs and capabilities of one's self and others
- Identifies and articulates academic goals and needs



PROFILE OF A DICKINSON ISD EDUCATOR

OUR EDUCATORS ENSURE THE DEVELOPMENT OF THE PROFILE OF A LEARNER BY BEING...



COMPASSIONATE

- Builds positive, productive, and trusting relationships with students and the school community
- Models ethical and equitable behavior that is honest, empathetic, and respectful in all relationships and situations
- Takes a genuine interest in students' individual needs



COLLABORATIVE

- Contributes to an open exchange of ideas by listening actively and welcoming a variety of perspectives
- Acknowledges and responds to feedback in order to build consensus, achieve goals, and continuously improve outcomes
- Inspires and motivates others to contribute in meaningful ways



COMMITTED

- Demonstrates a deep understanding of content knowledge, curriculum standards, and assessments to provide focused and aligned instruction
- Guides students on individual paths setting high expectations for student growth
- Pursues learning through collaboration and professional development
- Believes in and supports the shared vision and goals of the District and campus
- Provides a safe and secure environment for all stakeholders



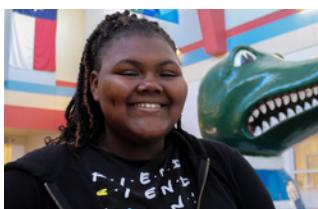
CREATIVE

- Constructs and designs innovative lessons that challenge and inspire students
- Engages students in authentic and meaningful learning experiences focused on problem solving and critical thinking
- Advances the implementation and integration of technology resources



PROFILE OF A DICKINSON ISD LEADER

OUR LEADERS ENSURE THE DEVELOPMENT OF THE PROFILE OF A LEARNER BY BEING...



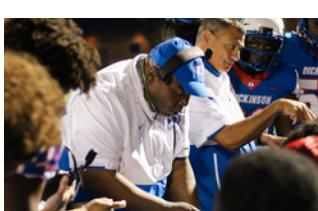
VISIONARY

- Leverages strengths to accomplish district and campus student achievement goals
- Promotes shared vision of the district
- Builds trust with others through expertise, experience, empathy, and efficacy
- Encourages "imagineering" by creating an environment to capture stakeholder dreams of what school should be for all learners



STRATEGIC

- Recognizes students as customers of the work of schooling
- Understands the servant nature of leadership
- Builds trust with others by creating predictable structures, systems, and measurable results
- Allocates resources and time strategically
- Distributes leadership by empowering others



INSPIRATIONAL

- Inspires and ignites the passion for learning in others
- Instills enthusiasm in others for growing and being the best
- Creates strong relationships
- Facilitates meaningful and constructive conversations that display optimism
- Advances the integration and implementation of instructional and response technologies for continuous improvement



COURAGEOUS

- Maintains high standards of excellence in the areas of honesty, integrity, fairness, stewardship, trust, respect, and confidentiality
- Seeks and provides honest feedback Initiates strategic risks
- Perseveres when times are difficult
- Challenges staff and community to embrace change
- Cultivates support from all stakeholders to ensure successful implementation of new initiatives



INCLUSIVE

- Ensures equitable high quality learning
- Creates a culture that develops and supports continuous growth
- Recognizes the needs and concerns of others and responds in a professional manner
- Communicates effectively Respects, values, and actively involves diverse stakeholders



PROFILE OF DICKINSON ISD HIGH QUALITY INSTRUCTION

OUR INSTRUCTION ENSURES THE DEVELOPMENT OF THE PROFILE OF A LEARNER BY BEING...



EQUITABLE

- Instruction is culturally responsive to the needs of all students.
- Barriers are eliminated so all students engage in meaningful learning experiences.
- Instruction, intervention, enrichment, and assessment are well-planned to ensure success for all students.



INTENTIONAL

- Lessons are strategically aligned with state standards and planned with specific outcomes.
- Strategies, activities, materials, and assessments are research-based and aligned to the learning objective.
- Technology is integrated as a tool to enhance learning.
- Instructional planning provides collaborative educational experiences and multiple means of engagement, representation, action, and expression.



SUPPORTIVE

- Teaching meets the social and emotional needs of individual students.
- Strong relationships are developed through collaborative learning experiences.
- Learning opportunities challenge and promote student growth and high levels of learning.
- Campus and classroom climate includes positive behavioral supports.



THOUGHTFUL

- Student centered goals are addressed through differentiated instruction and strategies.
- Time is provided for in-the-moment reflection and adjustments.
- Students are empowered with responsibility, choice, control, and ownership of learning within a culturally responsive and accepting environment.



DICKINSON ISD GOALS & STRATEGIES

GOAL 1:

DISD will provide effective teaching and learning experiences for all students that will result in continuous success

GOAL 2:

DISD will provide a physically and emotionally safe, healthy, and equitable environment

GOAL 3:

DISD will make family and community partnerships a priority

GOAL 4:

DISD will recruit, develop, and retain a diverse and effective staff committed to personal and professional growth focusing on student success

GOAL 5:

DISD will provide operational services to support the success of student learning

GOAL 1: STRATEGY

DISD will provide effective teaching and learning experiences for all students that will result in continuous success

- Develop and implement effective Professional Learning Communities on all campuses in all grade levels
- Provide curriculum that is strategically aligned and focused on essential standards
- Develop a comprehensive assessment plan
- Implement best practices to ensure quality instruction

GOAL 2: STRATEGY

DISD will provide a physically and emotionally safe, healthy, and equitable environment

- Expand the safety program to incorporate best practices and move beyond compliance Foster students' emotional safety through the development of positive relationships and school culture/climate
- Enhance students' physical health through instruction and district health services
- Support the emotional health of students and staff through coordinated/streamlined services
- Establish an advisory council to advocate for an equitable environment for all

GOAL 3: STRATEGY

DISD will make family and community partnerships a priority

- Provide parents access to various community resources
- Expand the partnerships with local businesses and churches to support schools with various campus needs
- Expand partnerships with area community colleges
- Equip families with tools to enhance and extend learning at home

GOAL 4: STRATEGY

DISD will recruit, develop, and retain a diverse and effective staff committed to personal and professional growth focusing on student success

- Develop and maintain a recruitment pipeline with multiple sources to provide the district with diverse and qualified candidates to meet the staffing needs of the district
- Provide high quality, job embedded professional development for all staff, which results in increased productivity and employee satisfaction
- Provide all staff with a package of benefits and services that addresses personal and professional needs

GOAL 5: STRATEGY

DISD will provide operational services to support the success of student learning

- Build and maintain infrastructure connectivity for the district Utilize district funds and resources in a fiscally responsible manner Provide a safe, clean, and comfortable environment Provide a foundation for the instructional day through food and nutrition services and transportation
- Create safe educational spaces that promote effective teaching and learning

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