



# Runge ISD

## Strategic Action & Engagement



# Runge ISD

## WE BELIEVE

## Strategic Action & Engagement

- Students are heard and seen as respectful and respected learners/leaders with an unwavering determination to succeed
- Parents and Families are actively involved as collaborative and supportive partners in their child’s education, expecting the very best for them and from them.
- Faculty and Staff lead by example, with a commitment and intention to improve lives through service, support, and continuous learning.
- The Superintendent and Administrators ensure a positive district culture through equitable and consistent decision-making and leading with the intent to serve others.
- The Board of Trustees ensure a positive district culture through equitable and consistent decision-making and leading with the intent to positively serve others.

### STRATEGIC ACTION & ENGAGEMENT

# Cornerstones

Runge ISD places focus on these four foundational cornerstones to move the needle for our students and staff

### Cornerstone 1

Student Achievement

### Cornerstone 2

Faculty and Staff Recruitment, Retention, Professional Development, Health, Wellness, and Workplace Satisfaction

### Cornerstone 3

Increasing Community Satisfaction and Commitment

### Cornerstone 4

Ensuring Transparent Fiscal Responsibility and Strategic Allocation of Resources



### Mission

Runge ISD is committed to sustaining a culture of high performance and instilling in our students an unwavering determination to succeed.

### Vision

One year of learning for one year of teaching, every student, every year.

Runge ISD is focused on providing the best opportunities and tools for our students and teachers with the goal of graduating bold innovative leaders who are ready to embrace the world with confidence.

To do this work, we must have clarity in our direction. This clarity comes from discussion, evaluation, revisiting our goals and strategic plan, and continuous planning, so that we can adjust our path, recalibrate our roadmap, to reach our desired destination for each and every one of our students.



### STRATEGIC ACTION & ENGAGEMENT

Runge ISD places focus on these four foundational cornerstones to move the needle for our students and staff

## Cornerstones

1

### Cornerstone 1

Student Achievement

2

### Cornerstone 2

Faculty and Staff  
Recruitment, Retention,  
Professional  
Development, Health,  
Wellness, and Workplace  
Satisfaction

3

### Cornerstone 3

Increasing Community  
Satisfaction and  
Commitment

4

### Cornerstone 4

Ensuring Transparent  
Fiscal Responsibility and  
Strategic Allocation of  
Resources



## CRITICAL SUCCESS FACTORS SNAPSHOT

1. Academic Achievement
2. College and/or Career and/or Military Readiness (CCMR)
3. Reinvigorate UIL Activities and Increase Competitiveness
4. Student Safety and Well-Being Social Emotional Learning (SEL)

1. Faculty and Staff Satisfaction and Engagement
2. Continuous Development and Training
3. Competitive Compensation for Faculty and Staff

1. Parent and Family Satisfaction and Engagement
2. Community Satisfaction and Engagement

1. Ensure Strong Financial Stewardship and Operational Efficiency
2. Systematic, Long-range Facility Analysis

# Cornerstone 1

Student Achievement

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
<p>1.1 Student Achievement</p>	<p>1.1.1 Ensuring High-Quality Instructional Materials through systematic progress monitoring.</p> <p>1.1.2 Refine our Professional Learning Communities (PLC) and ensure fidelity.</p> <p>1.1.3 Implementing and sustaining Instructional coaching and classroom environment aligning to T-TESS</p> <p>1.1.4 Develop a Portrait of the RUNGE WAY</p>	<p>1.1.1 Dedicated time for structured PLC, built into an identified time.</p> <p>1.1.2 Ensure 100% of grade level/department participation.</p> <p>1.1.3 Providing training and ensuring T-TESS certification to all T-TESS appraisers.</p> <p>1.1.4 Provide Texas Instructional Leadership (TIL) implementation support to Runge ISD Faculty and staff to improve student</p>	<p>Increase State of Texas Assessments of Academic Readiness STAAR/EOC by progressing and continuing to increase scores by 10% annually to reach the goal of an A-rated District by 2028.</p> <p>Increase District Reading STAAR/EOC scores to reach the goal of 80% by 2027.</p> <p>Increase District Math STAAR/EOC scores to reach the goal of 72% by 2027.</p> <p>Increase District Science STAAR/EOC scores to reach the goal of 91% by 2027.</p>





Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
<p>1.2 College and/or Career and/or Military Readiness (CCMR)</p>	<p>1.2.1 Provide PSAT and SAT to all students 10<sup>th</sup> – 12<sup>th</sup> grade.</p> <p>1.2.2 Provide Texas Success Initiative Assessment (TSIA) Testing to students starting spring of 9<sup>th</sup> grade.</p> <p>1.2.3 Conduct annual evaluation of Career and Technology Education (CTE) Programs of Study for local, state, and national industry alignment.</p>	<p>1.2.1 Effectively utilize purchased test prep program.</p> <p>1.2.2 Ensure all High School students have dedicated time to the TSIA test.</p> <p>1.2.3 Annual review of CTE programs by the CTE Advisory Committee and Instructors to determine alignment with workforce data.</p>	<p>Maintain 100% of CTE Industry Based Certification completion.</p> <p>Increase College, Career, and Military Readiness (CCMR).</p> <p>Increase TSIA.</p>





**STRATEGIC ACTION & ENGAGEMENT**

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
<p><b>1.3 Reinvigorate UIL Activities and Increase Competitiveness</b></p>	<p><b>1.3.1 Recruit students to join UIL Academic events at all levels that students are interested in participating</b></p> <p><b>1.3.2 Opportunities for Afterschool Centers on Education (ACE)</b></p>	<p><b>1.3.1 Provide opportunities for UIL Academics to motivate and increase student involvement, leading to higher student participation.</b></p> <p><b>1.3.2 Opportunities for Afterschool Centers on Education (ACE)</b>  <b>1.3.2 Provide opportunities for after-school programs to motivate and increase student academic achievement, leading to higher student success.</b></p>	<p><b>Data collection for baseline information gathered in 2022-2023 regarding student participation.</b></p>



**STRATEGIC ACTION & ENGAGEMENT**

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
<p><b>1.4 Student Safety and Well-Being Social Emotional Learning (SEL)</b></p>  	<p>1.4.1 Counselor provides 1:1 and/or small group meetings with students at the secondary level at least once per year (academic, character traits, and SEL check).</p> <p>1.4.2 Counselor provides elementary students 1:1 and/or small group lessons at least twice monthly. (SEL &amp; character traits).</p> <p>1.4.3 Promote positive school climate and inclusivity through Renaissance Rallies.</p> <p>1.4.4 Ensure up-to-date Safety and Security protocols and practices</p> <p>1.4.5 Ensure continued safety training/drills/exercises for all RISD staff and students</p> <p>1.4.6 Implementation of proactive safety programs to enhance our approach to security/safety threats</p> <p>1.4.7 Ensure fidelity in physical security measures</p>	<p>1.4.1 Provide and utilize Jacket Pride to facilitate and increase all secondary students' 1:1 and/or small group counseling sessions.</p> <p>1.4.2 Provide and utilize in-school designated time to facilitate and increase all elementary students' 1:1 and/or small group counseling sessions.</p> <p>1.4.3 Hold Quarterly Safety and Security Committee Meetings</p> <p>1.4.4 Continued Utilization of Threat Assessment Teams</p> <p>1.4.5 Conduct District Audit Report (DAR) – Every three years</p> <p>1.4.6 Continued Enhancement of Emergency Operations Procedures (EOP)</p> <p>1.4.7 Continued Safe and Supportive School Committee Quarterly Meetings</p> <p>1.4.8 Conduct required drills as per the Texas State School Safety Center (TXSSC), as well as annual attacker drills</p>	<p>Increase academic and SEL support by counselors to individual students.</p> <p>Allow students to have a clear point of contact to help with their needs.</p> <p>Increase Character Trait and SEL support by counselors to elementary students.</p> <p>Develop Counselor/Student relationships.</p> <p>Increased training/drills/exercise proficiency</p> <p>Increased participation in proactive safety programs.</p> <p>Increased awareness and preparedness as indicated in survey results.</p>





# Cornerstone 2

Faculty and Staff Recruitment, Retention, Professional Development, Health, Wellness, and Workplace Satisfaction

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
2.1 Faculty and Staff Satisfaction and Engagement	<p>2.1.1 Create and implement annual staff survey.</p> <p>2.1.2 Develop and implement Listening and Learning Protocol for annual staff survey.</p> <p>2.1.3 Develop and implement Connection and Collaboration Rounding</p>	<p>2.1.1 Provide an annual employee satisfaction survey for all faculty and staff to complete.</p> <p>2.1.2 Increase teacher retention results</p> <p>2.1.3 District-Level Engagement and Satisfaction Committee</p>	<p>Increase teacher retention rates based on annual staff survey results.</p> <p>Staff survey results will indicate high ratings for Listening and Learning Forums</p> <p>Survey results from the District-Level Engagement and Satisfaction Committee</p>

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
2.2 Continuous Development and Training	<p>2.2.1 Collaboratively develop a professional learning system focused on growth for all instructional staff members.</p> <p>2.2.2 Collaboratively develop a professional learning system focused on growth for all operational staff members.</p> <p>2.2.3 Align professional learning system goals with T-TESS for teachers.</p>	<p>2.2.1 100 % of Targeted Plans will educate, inform, and be research-based, job-embedded and sustained over time.</p> <p>2.2.2 100% of Targeted Plans will educate, inform, and be job-embedded and sustained over time.</p> <p>2.2.3 Vision Walks with “look for,” which aligns with T-TESS and a Portrait of the RUNGE WAY.</p>	<p>Utilize the Coaching Framework, PLC agendas, and walkthrough data to determine teaching growth and learning</p> <p>100% of Targeted Plans are completed by the end of the 2024-2025 school year.</p>

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
2.3 Competitive Compensation for Faculty and Staff	<p>2.3.1 Create and implement annual staff survey/analysis.</p> <p>2.3.2 Develop and implement listening and learning protocols for annual staff survey.</p>	<p>2.3.1 TBD after TASB analysis</p> <p>2.3.2 TBD after TASB analysis</p>	<p>TBD after TASB analysis</p>



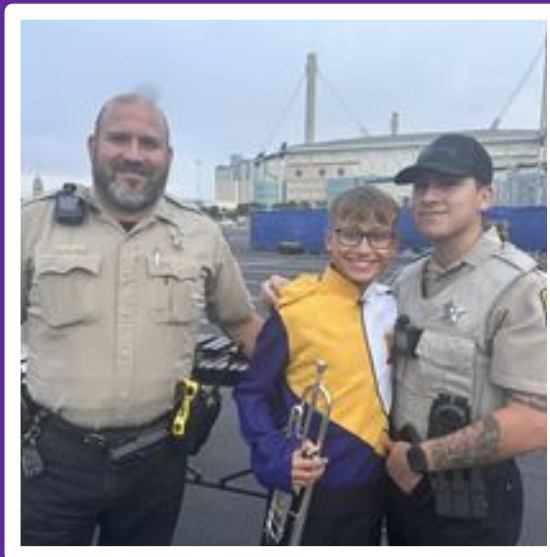


# Cornerstone 3

Increasing Community Satisfaction and Commitment

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
3.1 Parent and Family Satisfaction and Engagement	<p>3.1.1 Increase parent participation in parent surveys (shorter).</p> <p>3.2.2 Increase family/community events</p>	<p>3.1.1 Develop meaningful surveys</p> <p>3.2.2 Survey families before each community/family event to determine needs and interests and plan events based on results.</p>	<p>Increased family engagement survey completion annually from 6% to 25%.</p> <p>Utilize the event sign-in data from 2022-2023 to establish a baseline and measure the data for every consecutive year.</p>

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
3.2 Community Satisfaction and Engagement			



# Cornerstone 4

Ensuring Transparent Fiscal Responsibility and Strategic Allocation of Resources

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
4.1 Ensure Strong Financial Stewardship and Operational Efficiency	<p>4.1.1 Continually communicate with stakeholders to provide transparency.</p> <p>4.1.2 Provide annual budget calendar</p> <p>4.1.3 Develop and enhance training for Budget Managers</p> <p>4.1.4 Develop energy management protocols</p> <p>4.1.5 Develop strategic allocation of resources to support goals and strategies to ensure alignment of the Campus Improvement Plan (CIP) and District Improvement Plan (DIP)</p>	<p>4.1.1 Provide timely updates to all stakeholders regarding district occurrences to streamline operational efficiencies.</p> <p>4.1.2 Complete the annual budget calendar at the beginning of the fiscal year.</p> <p>4.1.3 Ensure appropriate training for Budget Managers.</p> <p>4.1.4 Provide training and professional development in energy management.</p> <p>4.1.5 Provide monthly Board Reports</p>	<p>Achieve a high Financial Integrity Rating System of Texas (FIRST) rating.</p> <p>The budget calendar is updated and consistently reviewed.</p> <p>Maintain a clean audit.</p>

Critical Success Factor	Key Strategic Actions	Progress Measures	Outcomes
4.2 Systematic, Long-range Facility Analysis	<p>4.2.1 Continue the hardening of facilities districtwide (Software updates, door controls, and visitor management software)</p> <p>4.2.2 Ensure that a facility preventative maintenance plan is developed and updated annually.</p> <p>4.2.3 Create a Community Advisory Committee to lead conversations regarding facilities enhancements and needs.</p> <p>4.2.4 Include a third-party analysis of existing facilities</p>	<p>4.2.1 Hold Quarterly Safety and Security Committee Meetings</p> <p>4.2.2 Continue and expand Facility Maintenance Schedule</p> <p>4.2.3 Hold a Community Advisory Committee Meeting yearly.</p> <p>4.2.4 Conduct annual Facilities Audit, Assessment</p>	<p>Increased hardening of district facilities and physical security.</p> <p>By 2028, RISD will ensure that all facilities are updated based on a continuous evaluation cycle.</p> <p>Facility surveys, feedback, and work orders will guide staff training and facility improvements.</p>





# Runge ISD

**Every Student, Every Year—Achieving More**

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