



Strategic Design Implementation Timeline



Updated 6/25/19

	Priorities				
	Year 1 (2017-18)	Year 2 (2018-19)	Year 3 (2019-20)	Year 4 (2020-21)	Year 5 (2021-22)
Goal 1: All learning environments will foster engagement by integrating personalized learning experiences.					
<u>Specific Results</u>					
1.1 Create a system of personalized professional learning for District staff. (This Specific Result was merged into 5.5)					
1.2 Design innovative physical and virtual spaces that safely engage learners.			X		
1.3 Review the Grading and Reporting Handbook to identify opportunities that support personalized learning.	X				
1.4 Establish structures that support a collaborative, flexible, safe, and respectful learning environment.		X			
1.5 Provide a variety of learning experiences that address distinct learning needs, interest, aspirations and cultural backgrounds of all learners.				X	
1.6 JROTC - Explore requirements to offer program and determine if students would benefit from additional JROTC programs assigned to other high schools in the district.	X				
1.7 Dual Credit Expansion - Identify current courses and possible future courses; survey students to determine interests; determine the number of teachers certified to teach dual credit; continue the dual credit focus group; and investigate the weights for dual credit courses.	X				
1.8 CTE Course Expansion - Identify current Career and Technology course pathways; consult with community and business leaders to determine workforce needs; assess resources and facilities; and survey students to determine interest.		X			
1.9 GT JH Model - Review the existing Gifted and Talented Junior High model and best practices for GT learners; conduct site visits in other districts; survey students, parents, administrators regarding the current program; conduct a program review to determine strengths and weaknesses of the current program.	X				
1.10 Early College - Explore requirements to offer an Early College High School and determine if students and families are interested in, and would benefit from such a program.	X				



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Goal 2:	Katy ISD will develop systems where customized resources will ensure equity in response to the needs of a growing district with rapidly changing demographics.					
<u>Specific Results</u>						
	2.1 Develop a communication plan that articulates the need for customized resource allocation in response to changing demographics.	X				
	2.2 Create a district resource allocation system that ensures equity for all students.			X		
	2.3 Multi-Bell Schedule - Establish a collaborative campus and district team to study the impact of a multi-bell schedule.	X				
	2.4 Two Mile Turn-by-Turn - Examine a two mile turn-by-turn approach to determine if it provides conservation of transportation routes that would allow transition to a multi-bell schedule.	X				

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Goal 3:	Katy ISD will develop meaningful, effective assessments that inspire and inform students and educators toward continuous improvement.					
<u>Specific Results</u>						
	3.1 Organize internal educator groups who will develop a variety of appropriate measures to determine learner progress and growth.		X			
	3.2 Provide quality professional development designed to increase educator expertise when measuring learner skill acquisition.			X		
	3.3 Utilize a variety of measures to monitor the learner's progress toward skill acquisition.				X	
	3.4 Provide timely, relevant, and actionable feedback that is focused on learner strengths and weaknesses.				X	



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Goal 4: Katy ISD will create and sustain best-in-class infrastructure to securely accommodate the current and next generation of digital content and tools for all stakeholders.						
<u>Specific Results</u>						
	4.1 Continuously provide a safe and secure environment for digital learning.	X				
	4.2 Prepare all stakeholders to effectively utilize digital resources.			X		
	4.3 Define and implement district and campus expectations for technology integration inside and outside the classroom.		X			

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Goal 5: Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.						
<u>Specific Results</u>						
	5.1 Sustain a comprehensive, equitable compensation benefit plan for all employees.			X		
	5.2 Create a "Portrait of an Educator" that encompasses learner outcomes and learner profile.	X				
	5.3 Create a framework that district leaders can utilize to increase teacher/staff recognition.			X		
	5.4 Expand the teacher mentoring program to address the needs of all teachers- both experienced and inexperienced teachers.					X
	5.5 Refine a plan to provide high quality professional development that fosters growth and supports all teachers and staff.		X			
	5.6 Analyze perceptions of workplace culture and develop systems to improve and support engagement among employees.			X		
	5.7 Establish internal communications channels to provide informative and engaging content to improve communications, increase awareness, and encourage collaboration and participation among staff.			X		



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Goal 6: Katy ISD will address flaws in the state finance and student assessment systems in order to regain local control.						
<u>Specific Results</u>						
6.1 Develop a professional analysis of the state finance system to inform an action plan for the school board, administration and community to regain local control of tax dollars.			X			
6.2 Develop a professional analysis of the student assessment and accountability systems to inform an action plan for the school board, administration and community to regain local control.			X			
6.3 Implement a local accountability system to measure progress consistent with our beliefs and priorities.				X		
6.4 Refine our local assessment in harmony with our local accountability system.					X	

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Goal 7: Katy ISD will develop intentional strategic partnerships which capitalize on the strengths, resources and talents of all stakeholders in order to engage the entire community.						
<u>Specific Results</u>						
7.1 Write community engagement into Katy ISD curriculum for targeted grades and subjects.						X
7.2 Replace Katy ISD school-business partnership program with an activity driven business and community partnership model that engages all stakeholders.				X		
7.3 Communicate the benefits and expectations of Katy ISD school/community engagement with clarity and transparency.					X	
7.4 Advance Katy ISD stakeholders groups into enthusiastic well-informed advocates.						X
7.5 Parent & Community Engagement - Identify existing parent and community engagement programs at campuses and district level; and explore opportunities to involve a greater number of stakeholders on/at campuses that have lower engagement rates.			X			



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Goal 8: Katy ISD will actively support the emotional well-being of all learners.					
<u>Specific Results</u>					
8.1 Define responsibilities, roles and referral systems for all stakeholders to support the emotional well-being of learners.	X				
8.2 Create trainings and ongoing support, tailored to students, staff and parents, concerning emotional well-being.		X			
8.3 Establish a system that proactively supports emotional well-being.		X			
8.4 Provide activities to engage stakeholders and build positive relationships.			X		
8.5 Implement a secure communication system for all stakeholders to report social and emotional concerns.		X			