

# SUPERINTENDENT'S PERFORMANCE GOALS 2018-2019

DR. JUAN I. MARTINEZ  
Superintendent



Together...  
*We Build Tomorrow!*

## **Mission Statement**

The mission of the Clint Independent School District is to prepare all students to be successful citizens. The District will work in partnership with the community and the family to create opportunities for the student to maximize personal potential.

## **District Goals**

### **1. The District will be a model of high standards for student academic excellence.**

- 1.1. Promote, facilitate and ensure implementation of the District's Improvement Plan and reach its intended objectives.

These objectives include:

- 1.1.1. Teachers will utilize the TRS curriculum and instruction system to improve student performance.
- 1.1.2. District and campus staff will participate in professional learning opportunities throughout the 2018-2019 school year, with an emphasis on Meets and Masters Grade Level Performance on Domain II.
- 1.1.3. The District will provide systemic support to build campus capacity to meet state and federal compliance to eliminate the performance gap among student groups (ELLs and Special Education) by the end of the 2018-2019 school year.
- 1.1.4. The District will provide students opportunities to be college and career ready throughout the 2018-2019 school year.
- 1.1.5. The District will provide opportunities for Homeless Students to be academically successful and complete all academic requirements for graduation.
- 1.1.6. The District will provide opportunities for Migrant Students to be academically successful and complete all credit requirements for graduation.
- 1.1.7. The District will create opportunities for students to expand their use of the one-on-one device program to continue promoting 21ST Century learning environments for 100% of all Clint ISD students.
- 1.1.8. The District will consistently monitor how technology is integrated into the mainstream curriculum to support the improvement of scores on the STAAR exams across all tested areas for 2018-2019.
- 1.1.9. The District will contract with Communities in Schools (CIS) to assist students with social services support in the areas of academics, behavior and attendance during the 2018-2019 school year.
- 1.2. Provide instructional leadership and give priority to student learning over all other functions of the District and focus on student achievement in preparation to meet the target established for all campuses to surpass the state in all accountability areas.
- 1.3. Provide leadership in identifying resources to reduce teacher student ratios across the District.
- 1.4. Provide leadership in the analysis of classroom instructional practices through focused instructional walkthroughs at all schools.
- 1.5. Continue the partnership with CREEED to expand the number of credentialed teachers for dual credit instruction and solicit additional partnerships with other institutions.
- 1.6. Ensure academic achievement by closely monitoring and providing interventions for students who are not on target for graduation.

- 1.7. Continue the Cradle to College Program to provide future Clint ISD students with books and promote strong instructional foundations.
- 1.8. Continue the Bound for Success Partnership with UTEP to provide more opportunities for Clint ISD graduates to attend college.
- 1.9. Continue with the College Gala to promote attendance to institutions of higher learning.
- 1.10. Continue to implement FAFSA/TAFSA student applications to assist students with financial resources for college.
- 1.11. Implement processes to disseminate data for all District stakeholders in making instructional decisions to provide support and interventions.
- 1.12. Continue to provide additional support for new teachers through the addition of Mentor Teacher Coordinators.
- 1.13. Continue to implement the T-TESS teacher evaluation system to enhance teacher classroom skill and effectiveness.
- 1.14. Enhance the new Health Science Program at Mountain View High School, the Science, Technology, Engineering, Mathematics (STEM) at Clint High School, and Engineering at Horizon High School to enable students with the skills needed to obtain certifications and advanced degrees that ultimately lead to jobs in STEM fields.
- 1.15. Model and promote the Clint ISD Core Values to form the foundation of the district in fulfilling the Clint ISD Vision, Mission and Goals.

Clint ISD CORE VALUES:

**We Are**

- **Committed** to student success as a shared responsibility among students, parents, educators, the School Board and the community.
- **Learner Centered** by ensuring that all students receive quality teaching and engaging instruction.
- **Innovative** in using global thinking and technology to empower students to become lifelong learners.
- **Nurturing** by creating an educational environment where all students are socially and emotionally supported, safe, and valued.
- **Transparent** through open communication, leadership, accountability and integrity.

**Independent School District.**

**2. The District will ensure a safe, well-disciplined positive learning environment for all students.**

- 2.1. Promote, facilitate and ensure implementation of the District's Improvement Plan and reach its intended objectives.

These objectives include:

- 2.1.1. The District will foster an educational environment that will ensure the safety of all students and staff.

2.1.2. Clint ISD will offer counseling and support services, which address the specific needs of students.

2.1.3. Clint ISD will ensure all School Health Advisory Committee requirements are met

2.2. Provide the vision and the leadership to elevate the quality of the learning environment in all schools. This includes using available funding to continue to improve the appearance and cleanliness of all schools and begin the implementation of the 2015 Bond projects.

2.3. Continue to expand technology resources, including WiFi, to all campuses and if possible to the community.

2.4. Continue to modernize the District's network to increase Internet speed at all campuses and departments.

2.5. Continue with the mentoring program for at-risk students.

2.6. Continue the process of safety and security upgrades as identified in the 2015 Bond projects.

2.7. Continue to enforce the District's Student Code of Conduct.

2.8. Continue to students in the decision making process of the District.

2.9. Continue to provide programs for paid and unpaid internships for Clint ISD students.

### **3. The District will operate efficiently, being fiscally responsible.**

3.1. Promote, facilitate and ensure implementation of the District's Improvement Plan and reach its intended objectives.

These objectives include:

3.1.1. The District will use staffing procedures that are aligned with acceptable standards in school operations.

3.1.2. The District will support only those programs that are financially possible and will implement them at the most cost-effective level, always considering the impact of student improvement.

3.1.3. The District will actively seek and apply for additional grants to enhance and support District goals.

3.1.4. The District will annually adopt a budget that proposes to maintain the general fund balance at an optimum level.

3.1.5. The District will strive to receive the highest rating on the Financial Integrity Rating System of Texas. (SchoolFirst).

3.1.6. The District will foster an environment that ensures fiscal accountability for planning and construction of facilities.

3.1.7. The District will strive to increase compensatory education funding.

3.2. Continue to implement a bus replacement schedule and by replacing old buses via a lease-purchase agreement.

- 3.3. Provide information and oversight of Bond 2015 projects by exercising responsible stewardship of the district's funds.
- 3.4. Continued implementation of the MAC/SHARS Federal reimbursement programs to increase funding revenues.

**4. The District will become the employer of choice in order to seek and retain effective personnel.**

- 4.1. Promote, facilitate and ensure implementation of the District's Improvement Plan and reach its intended objectives.

These objectives include:

- 4.1.1. The District will ensure that all students are taught by highly qualified personnel.
- 4.1.2. The District will recruit and retain highly qualified staff.
- 4.1.3. The District will utilize the industries best practices to retain staff by providing professional growth opportunities.
- 4.1.4. The District will ensure a safe working environment to retain and attract personnel.
- 4.2. Continued implement an Assistant Principal's Academy to facilitate communication and implementation of district initiatives.
- 4.3. Continue to provide competitive employee salaries.
- 4.4. Continue to provide a competitive employee benefits package.
- 4.5. Continually promote the vision, mission and goals throughout the District.
- 4.6. Continue updating website and expanding social media communication via District techniques.
- 4.7. Enhance District operations at the Central Office to become more effective and efficient by maximizing the options available in our software management system.

**5. The District will include parents, community, and business members in the education of all students.**

- 5.1. Promote, facilitate and ensure implementation of the District's Improvement Plan and reach its intended objectives.
  - 5.1.1. The District will maintain programs to expand and strengthen relationships with parents, businesses, higher education, and the community so that all are involved in the education of students.
- 5.2. Continue a parent and student advisory council.
- 5.3. Continue meetings for each community of the District.
- 5.4. Continued inclusion of parents in creating a Principal's Leadership Profile through a community meeting prior to filling any principal's vacancies.
- 5.5. Conduct visits throughout the community at Faith Based Institutions to promote the social capital District initiative



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### Public Notification of Nondiscrimination

It is the policy of Clint ISD not to discriminate on the basis of race, color, religion, sex, gender, national origin, disability, age, or any other basis prohibited by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendment of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.