



Revised March 18, 2025

Jim Ned CISD Strategic Plan - Balanced Score Card 2024-2029

Core Values, Beliefs, Mission, Vision & Strategic Objectives - JNCISD Board Adopted on March 18, 2025

ONE TRIBE

Tenacious Respectful Intentional Brave Engaged

Core Values:

- **Tenacious:** Indians are diligent and persistent. We never give up.
- **Respectful:** Indians give value to all because we are honorable.
- **Intentional:** Indians are purposeful in all that we do.
- **Brave:** Indians are willing to do the hard things. We choose courage. In the face of adversity, we overcome.
- **Engaged:** Indians are actively involved. We are best when we work together.

Beliefs: In Jim Ned CISD, We Believe:

- Students should be engaged, self-motivated learners who think critically, act with integrity, and take ownership of their future.
- Parents & Families should be essential partners in their child's education, fostering mutual respect & collaboration to support student success.
- Faculty & Staff should lead with passion & compassion, building a strong foundation for lifelong learning.
- Campus Administrators should be visible, supportive leaders who communicate effectively & uphold accountability with integrity.
- The Superintendent & Central Office Staff should be intentional, proactive leaders who serve with vision, transparency & a commitment to excellence.
- The Board of Trustees will be servant leaders who exemplify tenacity and respect, ensuring a vision for sustainable success.
- Our community's small town values & traditions impact the atmosphere of the district & are foundational to our success.

Mission: Jim Ned CISD exists to educate, equip, & empower our students to pursue their individual calling.

Vision: Jim Ned CISD...A legacy of excellence.



PRIORITY ONE-STUDENTS

STRATEGIC OBJECTIVES: What we want to do.	DISTRICT KEY ACTIONS: How we do the “what.”	PROGRESS MEASURES: How we are doing along the way.	LONG TERM OUTCOMES: How we did at the end of the school year.
1.1 Academic Achievement and Growth	1.1.1 Ensure students and teachers have access to a viable, aligned curriculum. 1.1.2 Implement and refine Professional Learning Communities for core subject areas to promote data informed instruction. 1.1.3 Create a JNCISD Learner Profile and develop those attributes in each student utilizing Campus & District Leadership Teams.	1.1.1 BOY and MOY assessment data, early literacy and numeracy data, interim testing, vertical alignment meeting data. 1.1.2 PLC meeting summary reports and targeted PLC plans. 1.1.3 Profile of a Jim Ned Learner completion, student and teacher surveys.	Meets Grade Level on STAAR/EOC from 70% to 80% by 2029 Masters Grade Level on STAAR/EOC from 30% to 40% by 2029 Academic Growth on STAAR/EOC ELA from 69% to 79% by 2029 Academic Growth on STAAR/EOC Math from 71% to 80 % by 2029
1.2 All Students are College and/or Career and/or Military Ready (CCMR)	1.2.1 College a. Offer PSAT to all 10th graders; & offer school day SAT to all 11-12th grade students a. Continued evaluation of dual credit and AP offerings. 1.2.2 Career a. Utilize Youth Success Advisor to meet with, plan, and track students. b. Strategic analysis of CTE offerings to align with regional job analysis. 1.2.3 Military a. Facilitate opportunities for students to gain awareness of military career options. b. Designated students at Jim Ned High School will have the opportunity to take the Armed Services Vocational Aptitude Battery (ASVAB).	1.2.1 College: a. Increase marketing efforts BOY; share information and bring awareness for testing opportunities b. Course offering meeting notes c. SAT, ACT, & Dual Credit results 1.2.2 Career: a. Senior Success Plans analysis; Workforce Solutions & Economic Development Corporation of Abilene feedback b. Incoming 9 th graders graduation plan evaluation BOY & CTE analysis. c. Monitor graduation pathways. 1.2.3 Military: a. BOY schedule visits for military recruiters to address the student body b. Student interest forms for ASVAB.	Maintain 67.5% or higher CCMR Outcome College Readiness from 61% to 75% by 2029 Career Readiness from 16% to 25% by 2029 Military Readiness from 0% to 3% by 2029



1.3 Maximize the Student Experience	1.3.1 Create Student Involvement/Interest Surveys at secondary campuses, including Extracurricular & Co-Curricular students. 1.3.2 Recruit students to join clubs/organizations 1.3.3 Continue to implement character development that addresses student behavior and well-being 1.3.4 Student recognitions at board meetings to include all campuses at least once a year.	1.3.1 BOY Student Engagement/Interest data. 1.3.2 MOY membership and involvement data from extracurricular & co-curricular sponsors. 1.3.3 Survey each principal & counselor for feedback on character development process. 1.3.4 School Board meeting agendas	Increase student engagement in extracurricular and co-curricular activities by 10% by 2029. Determine if what we are doing is sufficient or a more robust character development program is desired by 2029. Increase student recognitions at board meetings at elementary, intermediate, & middle school campuses by 25% by 2029.
PRIORITY TWO-STAFF			
STRATEGIC OBJECTIVES: What we want to do.	DISTRICT KEY ACTIONS: How we do the “what.”	PROGRESS MEASURES: How we are doing along the way.	LONG TERM OUTCOMES: How we did at the end of the school year.
2.1 Recruit High Quality Staff	2.1.1 Ensure competitive compensation and benefits for staff compared to a regional competitive market. 2.1.2 Recruit qualified, invested staff who reflect the values of our community. 2.1.3 Leverage Teacher Incentive Allotment to increase compensation for staff who have earned a designation.	2.1.1 MOY comparison of surrounding districts. 2.1.2 Data from interview protocols. 2.1.3 Monitor progress toward TIA teacher designations annually in the fall semester.	JNCISD will gradually increase compensation and benefits packages to be more competitive with surrounding districts by 2029. Increase of teachers who qualify for TIA designations from 0% in 2025-26 to 100% by 2029.
2.2 Retain High Quality Staff	2.2.1 Provide an annual employee satisfaction survey for all faculty and staff. 2.2.2 Evaluate current mentor program to better meet and support new staff needs. 2.2.3 Conduct analysis of workload distribution through TASB for faculty.	2.2.1 Data from employee satisfaction and exit surveys. 2.2.2 Data from evaluation of current mentor program. 2.2.3 Adjust workload distribution as needed per TASB findings.	JNCISD will increase teacher retention by 20% by 2029. JNCISD will increase staff retention by 20% by 2029. Teacher satisfaction will increase by 10% as indicated in annual surveys by 2029.
2.3 Develop & Build Capacity	2.3.1 Develop a staff-centered, tailored professional development plan. 2.3.2 Build a systemic staff recognition calendar.	2.3.1 Solicit feedback from BOY staff development week. October staff development day plan as aligned with campus goals and employee feedback. Provide post-SD surveys to staff. 2.3.2 Monitor “Tip of the Spear” employee recognition program.	Post-SD survey feedback will reflect an 8 out of 10 by 2029.



	2.3.3 Closely monitor progress and provide development opportunities for alternative certification teachers.	2.3.3 Monitor Alt Cert progress matrix a minimum of 3-times annually; schedule visits to highly effective classrooms.	JNCISD will ensure Alt Cert teachers become certified within a 2-year timeframe.
PRIORITY THREE-STAKEHOLDERS			
STRATEGIC OBJECTIVES: What we want to do.	DISTRICT KEY ACTIONS: How we do the “what.”	PROGRESS MEASURES: How we are doing along the way.	LONG TERM OUTCOMES: How we did at the end of the school year.
3.1 Parental Engagement	3.1.1 Build strong relationships with PTOs & Booster Clubs. 3.1.2 Continue communication clarity and distribution. 3.1.3 Annually survey Family Engagement and Satisfaction.	3.1.1 PTO and Booster Club memberships, meeting minutes 3.1.2 Assess existing communication platforms for opportunities to enhance, refine, and streamline communication. 3.1.3 EOY results from Family Engagement and Satisfaction Surveys	PTO and Booster Club membership & attendance records will reflect an overall increase of 20% by 2029. Family Engagement and Satisfaction Surveys will reflect on average an 8 out of 10 regarding parental engagement and communication..
3.2 Community Engagement	3.2.1 Annually increase Community Engagement/Satisfaction. 3.2.2 Increase marketing to better “tell our own story.” 3.2.3 Monitor social media output and engagement. 3.2.4 Review the number of sponsorships for the JN Education Foundation. 3.2.5 Build strong relationships with the Ministerial Alliance.	3.2.1 Results of Community Engagement Satisfaction surveys. 3.2.2 Share Balanced Score Card progress/results & State of the Union newsletters. 3.2.3 Maintain frequency and quality of social media posts from all student groups. 3.2.4 Data from JNEF Board of Directors’ monthly meetings regarding sponsorships. 3.2.5 Notes from Ministerial Alliance collaborations.	Increase community involvement annually as measured by participation/sign-in sheets at designated events. Bi-annual review of social media frequency and quality by the District & Campus Leadership Teams.
PRIORITY FOUR-STEWARDSHIP			
STRATEGIC OBJECTIVES: What we want to do.	DISTRICT KEY ACTIONS: How we do the “what.”	PROGRESS MEASURES: How we are doing along the way.	LONG TERM OUTCOMES: How we did at the end of the school year.
4.1 Financial Effectiveness and Efficiency	4.1.1 Create a balanced annual budget. 4.1.2 Maintain security & liquidity of investments. 4.1.3 Transparent communication of budgetary status.	4.1.1 Monthly Budget Reports. 4.1.2 Quarterly Investment Reports. 4.1.3 Annual FIRST Rating.	Pass VATRE in November 2025. Build and maintain a six month operating fund balance by 2029.



4.2 Operational Efficiency	4.2.1 Mitigate utilities overuse. 4.2.2 Effective use of contracted services, licenses & software.	4.2.1 Complete transition to LED lighting. 4.2.1a Central controls on HVAC. 4.2.2 Annual review of services, licenses & software.	Motion detection lighting district wide by 2029.(secondary funding item) Evaluate contracted services, licenses & software before additional systems are purchased.
4.3 Fixed Asset Sustainability	4.3.1 Sustain transportation fleet. 4.3.2 Sustain custodial & maintenance equipment.	4.1.1 Route services & operations report (TEA). 4.1.2 Annual fleet status report. 4.1.3 Annual maintenance & custodial report.	Average fleet, maintenance,& custodial equipment no more than 10 years by 2029. Planned replacement of equipment (ongoing).