



**ALAMO HEIGHTS
INDEPENDENT SCHOOL DISTRICT**



**AHISD VISION
2020**


Strategic Vision for 2020 and Beyond



COMMUNICATION GOAL

In Alamo Heights ISD we are committed to co-constructing common understandings of the values, beliefs, and direction of our school community.

Picture of Success



Stakeholders use common language to explain the values, beliefs and direction of the district. This common understanding is co-constructed as all stakeholders both listen to understand and communicate to be understood. Stakeholders feel comfortable speaking up when they don't understand or don't agree with a practice, initiative, or approach. Divergent opinions are valued, and everyone feels heard. Protocols, processes, and structures ensure accurate, effective communication with all necessary groups. In addition, school leaders intentionally design communication plans for new initiatives and changes, and frame the "why" behind actions. In all communication, staff considers the appropriate audience and level of transparency and shares the rationale for both. School leaders proactively seek out areas where common understanding needs to be developed. A high level of understanding and trust arises from these practices, leading to greater comfort with decisions and communication, ultimately furthering the mission of the district.







BELONGING & EQUITY GOAL

In Alamo Heights ISD we are committed to a culture of belonging and equity.

Picture of Success



A strong sense of belonging generates feelings of trust, connection, pride, and motivation. No one feels alone. Alamo Heights is a community where we know everyone's name, a piece of their personal history, and seek to bridge our differences. Although we are a community with a one-hundred-ten-year history, we value and welcome new members. We are a community that proactively removes financial barriers to promote participation and fosters a sense of belonging in activities, organizations, and special events. A sense of belonging makes us feel like there is a community behind us. Individuals are willing to contribute their unique talents with the assurance that their contributions are valued by their community. As people join together for a common cause, it encourages a bond with one another, the district's mission, and the larger community. There is an increased need for our community and leaders to stand in solidarity around our students and staff members of color to ensure a culture that embraces racial equity practices and an environment free from discrimination and prejudice in our classrooms and on our campuses.






RESOURCES & RELATIONSHIP GOAL

In Alamo Heights ISD we are committed to supporting our talented faculty and staff in ways that foster employee satisfaction, well-being, and excellence.

Picture of Success



AHISD is the heart of the community and a valued faculty is the driving force for our success. Respecting the importance of working directly with students, all decisions are made with consideration of workload, class size, and time burden for faculty and staff. Within the reality of limited resources, AHISD thoughtfully allocates staffing and funds to promote employee satisfaction and student outcomes. Peer and team relationships are whole-heartedly nurtured so that members feel welcomed, respected, and loved. Administrators are accessible and responsive. They value feedback, motivate through strengths over weaknesses, and invest in the success of their staff members. Intentional, genuine, and personalized recognition occurs at both the campus and district levels. As a result of this targeted, layered support, AHISD faculty and staff feel valued and are confident that they make a positive difference in our community.





SOCIAL EMOTIONAL LEARNING GOAL

In Alamo Heights ISD we are committed to nurturing each student's social emotional well-being resulting in a self-aware citizen prepared to positively impact a global society.

Picture of Success

Social emotional learning addresses self-awareness, self management, responsible decision-making, relationship skills, and social awareness. Every campus ensures social emotional learning is:


Embedded in the instruction of every classroom, extracurricular activity and club.

Integrated in class meetings, guidance lessons, and advisory time.

Addressed in all student support meetings.

Discussed with parents during conferences and academic planning meetings.

Explained in all discipline conversations through a restorative justice approach.




Social emotional learning (SEL) efforts are championed by Campus Principals, Academic Deans, Assistant Principals, and Character Education Teams. Faculty and staff are confident in their knowledge and ability to facilitate students' SEL. Students, staff and parents understand and access available community resources. Students have healthy coping skills to manage stress and depression. They advocate for themselves and others. Students thrive academically and socially and are empowered to positively impact their community.





Alamo Heights ISD



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