

State of the District – Fall 2019

Red Oak ISD

Who are we?

- **7 educational campuses**
 - 5 ES, 1 MS (6GC), 1 HS, 1 DAEP
- **6,074 students**
 - 38% White, 35.9% Hispanic, 22.4% African American
 - 44.4% Economically Disadvantaged
- **945 employees**
 - Avg. 11.4 years experience for teachers
 - 22% with advance degrees (Masters or above)

Leadership

- **Superintendent – Brenda Sanford**
- **School Board:**

President John Anderson – Place 3

Vice President Eric Thompson – Place 6

Secretary Melanie Petersen – Place 7

Dr. Joy Shaw - Place 1

Johnny Knight – Place 4

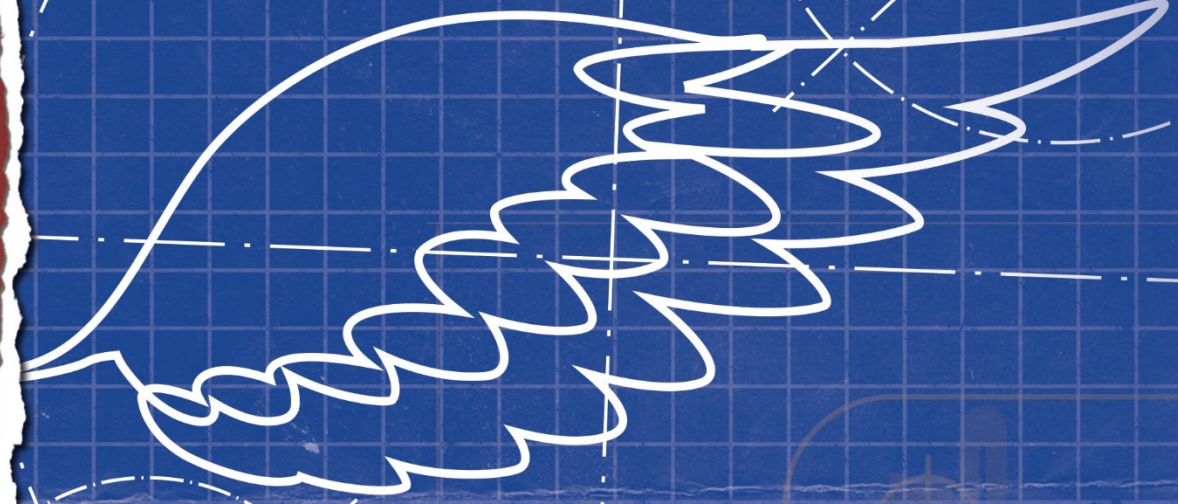
Penny Story – Place 5

Brian Sebring – Placed 2

Big Picture

- Slow, continued growth – over 6,000 students
- \$3,000 pay raise for teachers
- Lowered ISD tax rate by \$.10 (ten cents)
- 2019 District Accountability Rating – B, 12 Distinctions
- Financially Secure - AA- Rating, Met Standard
- Use of Maintenance Tax Note – buses, HVAC, turf, technology
- Use of funds from sale of Live Oak/City Agreement – relocate grounds and custodial (from Acorn); land purchases

RED OAK INDEPENDENT SCHOOL DISTRICT



FLIGHT



PLAN

2 0 2 3



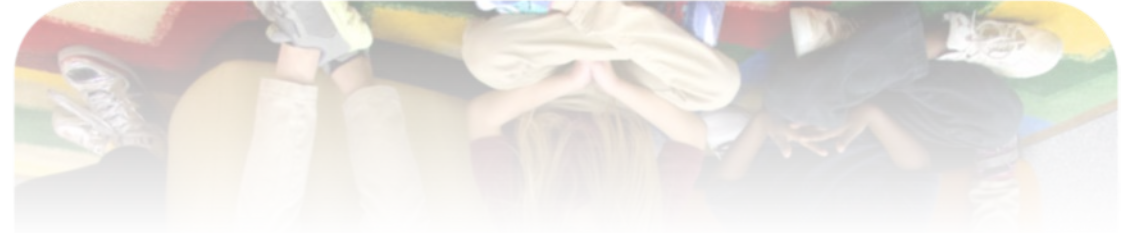
VISION

Reaching
Our
Individual
Students'
Dreams

MISSION

The 4 Talons of the
Red Oak Hawk

- **Prepared**
- **GRIT**
- **Character**
- **Service**



AREAS of FOCUS



A. ACADEMICS

Prepare all students to be college & career ready by instilling the Graduate Profile.

B. STAFF

Recruit, hire, develop, and retain a diverse and premier workforce.

C. FINANCE

Manage funding resources responsibly and practice fiscal transparency.

D. GROWTH AND FACILITIES

Keep ahead of the region's steady development while ensuring students thrive in a 21st-century environment.

E. COMMUNICATIONS

Enhance internal and external communications and develop and maintain positive relationships between parents, community, and schools.



Flight Plan 2023



- 5 Major Areas of Focus
- 13 Goals supported by 32 Strategies with 67 Internal Measures on a shared Scorecard

GOAL

STRATEGY

MEASURES

- Measures include point person, status updates by color code, deadline for completion, and notes with updates, changes, or other information.

Flight Plan 2023 – July 2019



67 Internal Measures:

- Academics – **1 complete**, 1 later date, 10 in progress
- Staff – **12 complete**, 2 later, 6 in progress
- Finance – **4 complete**, 5 in progress
- Growth/Facilities – **1 complete**, 6 in progress
- Communications – **9 complete**, 10 in progress

Completed – 27 of 67 = 40% @ End of Year 1

RED OAK ISD GRADUATE PROFILE

4 TALONS OF THE HAWK



EXHIBITS ACADEMIC READINESS

1% Better Daily
Loving Tough

SEEKS OPPORTUNITIES AND CHALLENGES OF LEARNING

Growth
Resilience
Integrity
Tenacity

DEMONSTRATES FAIR, RESPECTFUL, & WELL-ROUNDED CHARACTERISTICS

Respect
Encourage
Appreciate
Communicate
Honor

LEAVES A LEGACY THROUGH SERVICE

"We Before Me"

EXHIBITS ACADEMIC READINESS



**1% Better Daily
Loving Tough**

Texas Academic Performance Report (TAPR)

- **2018-19 District Accountability Rating – B (score of 88)**
- 12 Campus Distinctions
- Increased or equal in 12 of 15 cells for all subjects based on Preliminary Accountability Tables.
 - ELA/Reading, Math, Science, Social Studies, Writing
 - 4 of 5 increases/equal to 2018 TAPR for Approaches, Meets and Masters level scores across All Students
- Attendance, graduation rate, and dropout rates
 - all better than state rates

Texas Academic Performance Report (TAPR)

Student Demographics

	<u>ROISD</u>	<u>STATE</u>
• White	38.0%	27.8%
• Hispanic	35.9%	52.4%
• African American	22.4%	12.6%
• Asian, American Indian, Pacific Islander	1.5%	4.9%
• Two or More Races	2.3%	2.3%
• Economically Disadvantaged	44.4%	58.8%

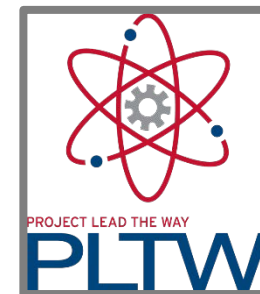


Growth
Resilience
Integrity
Tenacity

SEEKS
OPPORTUNITIES
AND
CHALLENGES
OF LEARNING

OPPORTUNITIES FOR STUDENTS

- Hawk Scholars Academy - Associate's Degree Program
- Dual Credit and AP courses
- CTE Certifications
- TSTC Career Pathways
- Naval JROTC Program
- Project Lead the Way Engineering
- Dozens of clubs, activities





Outstanding Student Groups:

Yearbook

TalonTV

Athletic Trainers

**National Honor
Society**

**National Technical
Honor Society**

Student Council

FFA

**Career Technical
groups**

FCCLA

IMPACT

Robotics

Theater

Band

Color Guard

Choir

Dance

Visual Arts

Hawkettes

Cheerleaders

Baseball

Basketball

Cross Country

Football

Golf

Powerlifting

Soccer

Softball

Swimming

Tennis

Track

Volleyball





**DEMONSTRATES
FAIR, RESPECTFUL,
& WELL-ROUNDED
CHARACTERISTICS**



Respect
Encourage
Appreciate
Communicate
Honor

CHARACTER

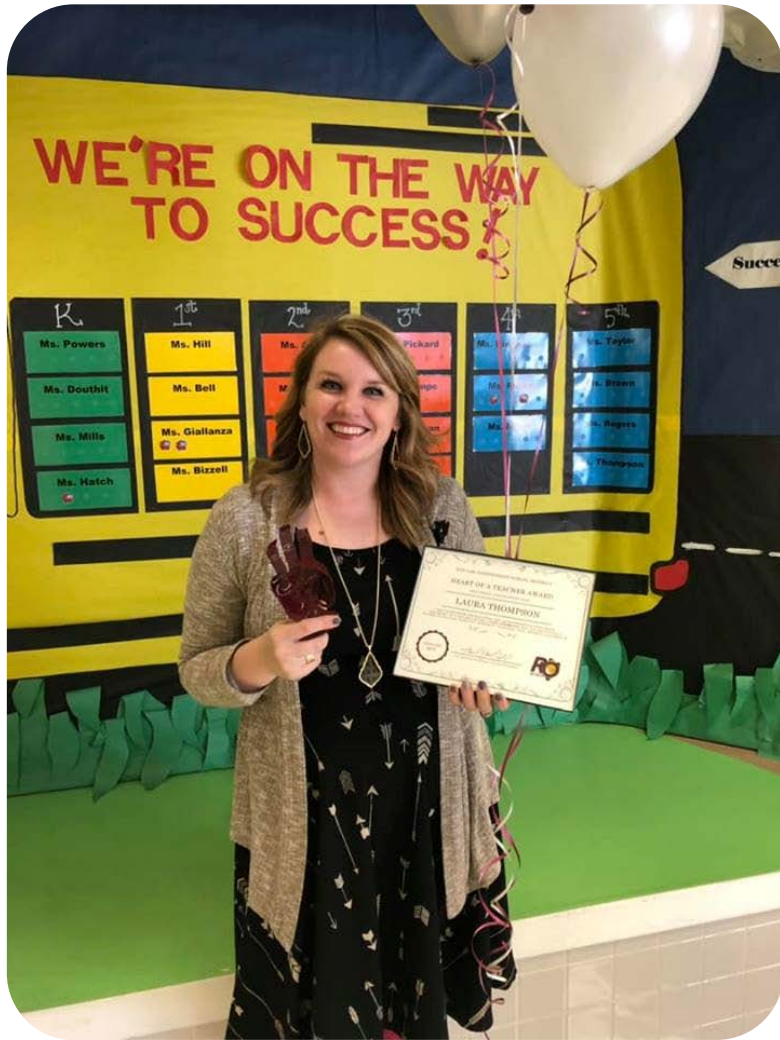


- Attendance Incentives – iCount Program
- Positive Office Referrals & Honor Roll
- *Heart of a Teacher* awards with Education Foundation
- 4 Talons of the Hawk – Awards
- Birthday Cards for staff
- Board Appreciation, Teacher/Educator Appreciation Days
- TASB Business Recognition and TEA Media Honor Roll

Student character awards at every campus and selected for Board Meetings!



Heart of a Teacher and character awards for employees at every campus.





"We Before Me"

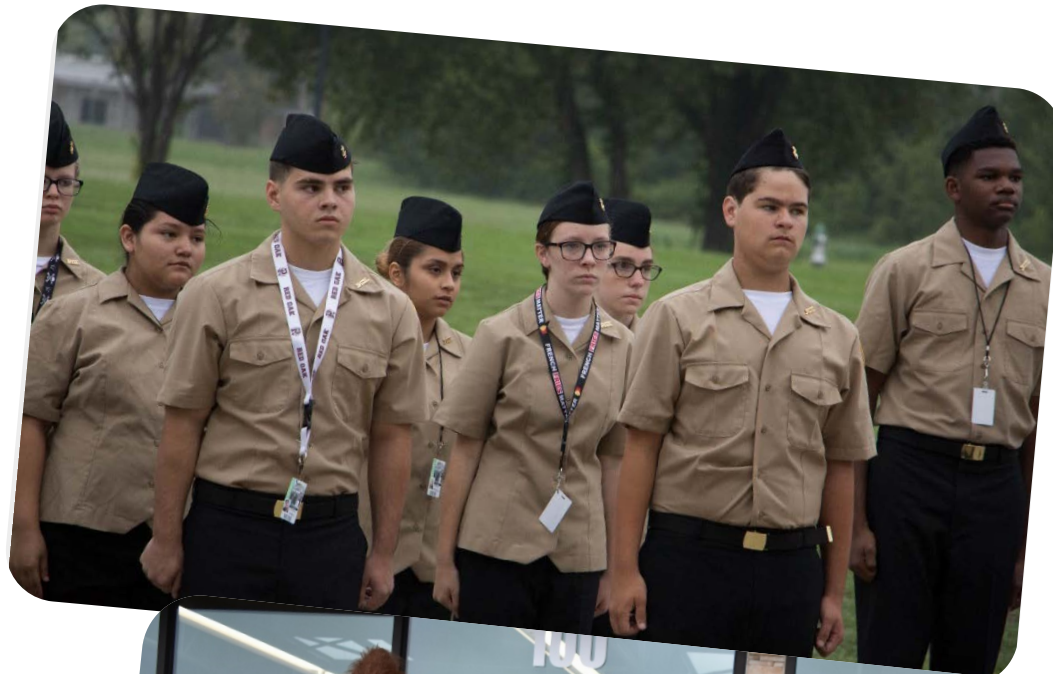
**LEAVES A
LEGACY
THROUGH
SERVICE**

SERVICE



- **Blood, canned food, toy, coat, etc. drives**
- Volunteer for disaster clean up
- **Donations to area charities**
- Service at Senior Citizen Luncheons
- **Football greets elementary students as they arrive at school**
- Fine arts performances at nursing homes
- **Donated welding projects for fund raisers**
- Performances at area parades and events
- **Go Gold, Pink Out, Colors for Caring**





ROISD FINANCES 101

- ROISD Tax Rate – M&O \$1.06, I&S \$.37 = \$1.438/\$100 tax rate **(Reduced \$.10 this year!)**
- Balanced General Operating Budget - \$74.5M
- Healthy Fund Balance – unaudited \$14.3M
 - at state recommended 25% of expenditures
- FIRST Rating – Above Standard
- Financial Transparency TX Comptroller – Star Rating
- Financially Secure - AA- Rating

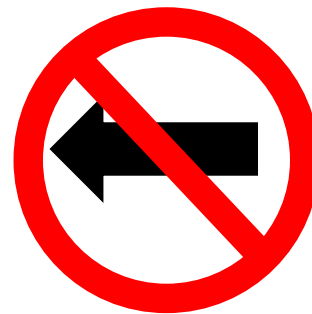
ROISD TWO TAX RATES

Maintenance & Operation (M&O)

Day-to-Day Operations

Teacher Salaries
Classroom Supplies
Utilities, Insurance
Transportation

\$1.06



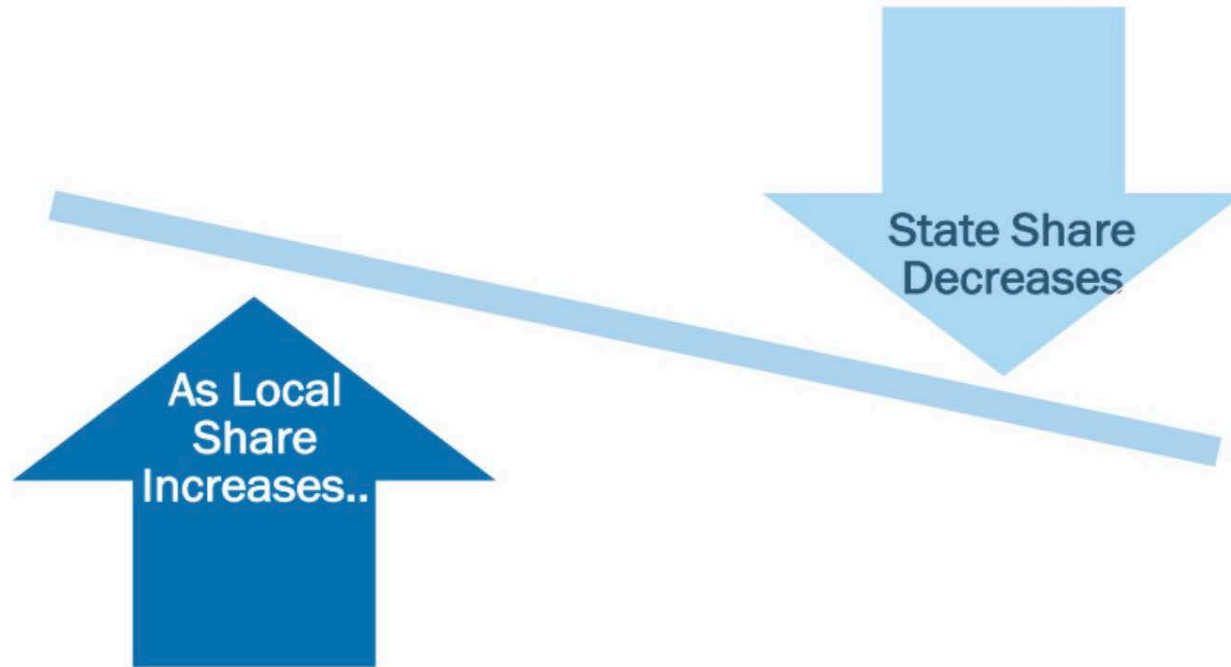
Interest & Sinking (I&S)

Debt Service

Capital Expenditures
Bldg. Construction/Renovations
Technology Infrastructure
Land, Schools, Buses

\$.37

A balancing act: State Share vs. Local Share



- Increases in local property taxes does not benefit local schools.
- State uses increased revenues to reduce the their share of education funding.

Considerations for 2020-21

- Teachers salaries – goal to be at or above area market
- Program evaluations for staffing, resources, space
- Staffing ratios for campuses
- Creation of Master Facility Plan - track growth, traffic, housing
- Consider Pre-K options full- or half-day, location
- Continue the Flight Plan 2023

BRAGGING POINTS

- ROISD ranked Top 3% of all ISD's in the nation (K12niche.com)!
- Named a *Top Place to Teach in Texas* and *Top ISD Ellis County*
- HEB State District Semi-Finalist for Excellence in Education Awards
- Class of 2019 earned over \$13M in scholarships offers
- Named a Best Community for Music Education – 7 times
- Students excelling in athletics, fine arts, and UIL academics
- Amazing Education Foundation support
- Community engagement and relations with parents, businesses, city



RO
RED OAK ISD

The logo consists of the letters 'RO' in a large, bold, maroon serif font with a white outline. Below the 'RO' is the text 'RED OAK ISD' in a smaller, bold, maroon sans-serif font with a white outline. The entire logo is centered on a white background with maroon borders at the top and bottom.