



Hereford Independent School District Board of Trustees
Vision Statement

The vision of the Hereford ISD Board of Trustees is to provide the resources necessary for the district to pursue its educational vision:

The Vision for Hereford ISD is to see that ALL students will:

- C** Communicate effectively
- H** Have positive relationships
- I** Incorporate critical thinking skills
- L** Learn to respect differences
- D** Develop into responsible, productive citizens

ALL means ALL



Hereford Independent School District Board of Trustees 2013-14-15 Board Goals

I. State Assessment Performance Goals

Student Proficiency in Reading / Writing / Mathematics / Science / Social Studies Targets

1. Hereford ISD and all campuses will meet or exceed the “Met Standard” for Indices 1,2,3, and 4 in the Texas Accountability System.
2. Hereford ISD and all campuses will meet 100% of the System Safeguards for student performance on the STAAR and STAAR EOC.
3. All Hereford ISD campuses will attain the three Distinction Designations afforded in the Texas Accountability System.

College and Career Readiness

1. Hereford ISD will promote flexibility in course offerings and highlight the benefits of a robust Endorsement program for the newly adopted graduation plans (HB5).

Career Education Proficiency in Industry/Professional Skills/Workplace Communication Skills/General Workplace Skills Targets

1. Increase the number of certification attempts in:

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| a. Automotive Service Excellence (ASE) Certification | h. American Welding Society SENSE Certification |
| b. Cosmetology License | i. CPR Instructor Certification for students age 18 |
| c. Certified Nursing Assistant (CNA) | j. FCS Pre-Professional and Assessment Certification (Pre-PAC) |
| d. ServSafe Certification | k. Educational Aide Certification |
| e. Security Services – Security Guard non-weapon | l. CDL Driver’s License |
| f. Security Services - jailer | |
| g. MOS Computer Certification | |

2. Expand course offerings to meet enrollment demand.
3. Maintain an aggressive and productive partnership with Amarillo College to articulate CTE classes for Dual Credit.

Advanced Academics (Advanced Placement (AP) Pre-AP, Dual Credit, Gifted and Talented

1. Expand course offerings to meet enrollment demand.
2. Pursue additional opportunities to differentiate instruction for grades 6-8 in STEM Pre-AP courses.

II. 2013-2014-2015 Hereford ISD BOARD STANDARDS

The Hereford ISD Board of Trustees advocates for a school system that changes lives through educational excellence and that ensures a lasting reputation of pride for Hereford ISD and the Hereford community. Decisions of the Hereford ISD Board of Trustees will purposefully reflect the education and interest of all children.

Improved Student Achievement

Evidence of Attainment:

- periodic review of student achievement and participation in activities
- including but not limited to state assessments classroom/course grades, extracurricular successes

Positive & Safe School Environment

Evidence of Attainment:

- safe, orderly and supportive classroom atmosphere
- warm and welcoming environment for guests
- established proactive behavior expectations and support systems
- tour/visit campuses to support reflective discussions regarding 21st Century skill acquisition, clean and orderly facilities, promotion of good-will and positive relationships

Financial Accountability And Conservatism

Evidence of Attainment:

- balanced budget
- positive audit feedback
- efficient use of facilities and resources

Quality Personnel

Evidence of Attainment:

- high retention rates
- 100% Highly Qualified staff report
- purposeful professional development that engages and informs a quality staff
- opportunities to recognize the passion and commitment displayed by dedicated staff members

Sound Policy Development & Oversight

Evidence of Attainment:

- adherence to policy that results in fair interpretation, and clear and concise implementation
- effective communication practices among the board, staff, parents, students and community members

III. 2013-2014-2015 Hereford ISD Trustee Expectations

1. Regularly attend and participate in Board meetings. Prepare for these meetings by reviewing material and bringing materials to the meetings. Participate in discussion and ask strategic questions.
2. Advocate on behalf of the school district. Be a positive energy for constituents. Encourage participation in school activities.
3. Maintain confidentiality of information and discussion conducted in executive session.
4. Once the vote has been taken, support board decisions.
5. Act only as a member of the board and do not assume any individual authority when the board is not in session, unless otherwise directed by the board.
6. Keep informed about the school and current issues, rely on school policies when making board decisions while acting in a deliberative and thoughtful manner.
7. Seek legal counsel, when required, for full and informed board consideration of issues requiring legal expertise.
8. Meet the board training compliance standard of 5 hours/experienced trustee or 10 hours/first year trustee.
9. Participate in the performance review of the Superintendent.
10. Believe in and be an active advocate regarding decisions and direction based on the five BOARD STANDARDS:
 - Improved Student Achievement
 - Positive & Safe School Environment
 - Financial Accountability And Conservatism
 - Quality Personnel
 - Sound Policy Development & Oversight