Dell City Independent School District

District Improvement Plan

2020-2021

Mission Statement

Our responsibility is to provide every student with an education that prepares them for the real life challenges of the 21st Century.

Vision

Dell City ISD will develop a community of learners who are college ready, supported by the community, parents, School Board, administrators, staff, teachers and students. These stakeholders will be empowered to be partners, celebrating growth and success, to build a learning community that Dell City is proud of.

Core Values

* Values each child as an individual in his/her own right.

* Encourage excellence in our students' academic, cultural, and athletic pursuits.

* Challenges our students, parents and the community to elimanate boundaries and focus on possibilities for learning success.

*Builds upon partnerships within the community to maintain our position as the center of educational, cultural and civic activities.

*Inspires leadership and creativity in our children and staff.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Approximately 20 years ago, Dell City was a district of 400 students in a thriving agricultural community. Since that time, the district has decreased in student population to 67 students. As a result, the community resources and opportunities have dwindled. The district employs 12 full time teachers, 50% of which have less than 3 years experience. Since the LEA is rural, with 71 students, all staff have to wear multiple hats, adding to the stress of being new teachers. Novice teachers are teaching many subjects, in multi-age classes and are not confident in their standards since there are so many they are required to teach. Because the district is so small, there is not a network of experienced teachers to provide support, mentoring, and collaboration. Additionally, the nearest neighborhood district is about 90 minutes away and is also facing the same problems. Along with teacher turnover is administrative turnover. In the past 6 years, there have been 6 principals (only 2 have finished a complete school year) and 2 superintendents and 1 interim. Additionally, the current school board has 1 new school board member and 6 veteran members. Over the last 5 years, Dell City ISD has met standard twice and been designated and Improvement Required campus 3 of those years. This school year the district has Met Standard with the letter of grade of "D".

Student Demographics:

Total Students: 71

Female: 30

Male: 41

Ethnicity:

White: 23

Hispanic: 47

Two-or-More Races: 1

School Population by Grade Level:

Pre-Kindergarten: 8

Kindergarten: 4

First Grade: 5

Second Grade: 5

Third Grade: 7

Fourth Grade: 4

Fifth Grade: 8

Sixth Grade: 6

Seventh Grade: 5

Eighth Grade: 4

Ninth Grade: 5

Tenth Grade: 4

Eleventh Grade: 4

Twelfth Grade: 2

Students Receiving Special Services:

Learning Disability: 6

Speech Impairment: 4

Emotional Disturbance: 1

Other Health Impairment: 2

Mainstream: 5

Resource Room: 1

Other Student Information:

At-Risk: 19

Economically Disadvantaged: 51

Limited English Proficient: 20

Migrant: 10

Section 504: 0

Homeless/Foster Care: 0

Military Connected: 0

Demographics Strengths

Dell City ISD students can take advantage of numerous educational offerings including extra curricular activities. The regular education program is supplemented by programs that cater to those with individual needs. In addition to the core academic program of instruction, Dell City ISD offers a wide range of enrichment programs for students in the district: Gifted and Talented (GT), Robotics, UIL Academics, STEM, and Dual Credit offerings through a partnership with El Paso Community College. Students are also provided with several summer enrichment camps.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Approximately one-fourth of the total student population is considered Migrant. **Root Cause:** Dell City is agriculture community. You will always have families come and go depending how much work is needed.

Problem Statement 2 (Prioritized): Approximately one-third of the total student population is categorized as Limited English Proficient (LEP). **Root Cause:** Most of the LEP students have moved directly from Mexico or have moved from district to district.

Problem Statement 3 (Prioritized): Approximately 27% of the total student population is categorized as at-risk for dropping out. **Root Cause:** These students meet the criteria for at-risk set by the Texas Education Agency.

Student Achievement

Student Achievement Summary

<u>**State Accountability 2018-2019**</u>

The 85th Texas Legislature passed House Bill (HB) 22, establishing three domains for measuring the academic performance of districts and campuses: Student Achievement, School Progress, and Closing the Gaps. Districts will receive a rating of A, B, C, D, or F for overall performance, as well as for performance in each domain, beginning in August 2018. Campuses will receive A-F ratings beginning in August 2019.

<u>**A-F Accountability:**</u>

New Labels/Grades--

A = Exemplary Performance

B = Recognized Performance

C = Acceptable Performance

D = In Need of Improvement

F = Unacceptable Performance

2019 Accountability Rating: D

Improvements in several grade levels and subject areas were seen during the 2018-2019 school year.

STAAR Performance	Reading	Mathematics	Writing	Science	Social Studies
Approaches	**49%**	**50%**	**50%**	**69%**	**92%**
Meets	**20%**	**23%**	**30%**	**31%**	**33%**
Masters	**8%**	**13%**	**10%**	**6%**	**8%**

Student Achievement Strengths

Under the State Accountability Rating in Domain II - School Progress, Dell City ISD improved in Academic Growth by 8 points compared to last year.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1 (Prioritized): Dell City ISD has historically had a high teacher and administration turnover rate from year to year. **Root Cause:** Dell City is a rural community and isolated from many things that a city might offer. Working in a small rural community teachers and administrators face many challenges such as teaching multi - grade levels, having up to 6 different preps, doing additional duties and low salaries.

Problem Statement 2 (Prioritized): Approximately 27% of the total student population is categorized as at-risk for dropping out. **Root Cause:** These students meet the criteria for at-risk set by the Texas Education Agency.

Problem Statement 3 (Prioritized): Approximately one-fourth of the total student population is considered Migrant. **Root Cause:** Dell City is agriculture community. You will always have families come and go depending how much work is needed.

Problem Statement 4 (Prioritized): Approximately one-third of the total student population is categorized as Limited English Proficient (LEP). **Root Cause:** Most of the LEP students have moved directly from Mexico or have moved from district to district.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Dell City ISD's main emphasis is on RETAINING teachers instead of recruiting teachers. Research suggests that teachers do not leave because of the students, they leave because of the schools. Subpar working conditions, ineffective school leaders, and lack of peer support are also contributing factors. While low salaries are mentioned in some studies, the reasons that are more frequently mentioned for leaving are feelings of isolation, lack of support from the administration, and lack of empowerment over decisions. In order to address this, an instructional specialist was hired January 2019 to support and provide training for all teachers. PLCs were also implemented weekly to empower teachers to have a voice in the decision-making. School administration frequent conduct classroom walkthroughs to determine teachers' individual needs and provide the necessary support needed.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 2 (Prioritized): Dell City ISD has historically had a high teacher and administration turnover rate from year to year. **Root Cause:** Dell City is a rural community and isolated from many things that a city might offer. Working in a small rural community teachers and administrators face many challenges such as teaching multi - grade levels, having up to 6 different preps, doing additional duties and low salaries.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Our district's instruction is driven by the TEKS Resource System and its components. Training and updates are provided for faculty and administrators, and many are becoming more proficient with respect to its understanding.

The district employs one instructional specialist to support teachers in curriculum and instruction. The principal has assigned two mentors teachers one at the elmentary level and one at the high school level to mentor new teachers.

Instructional rounds are performed throughout the year. Teachers are also video taped to improve their craft.

PLCs are conducted throughout the week.

Textbooks and other instructional needs are taken care of through funds the Instructional Materials Allotment.

The only CTE program that Dell City ISD offers is the Agricultural Pathway.

Dell City ISD implements 3 Week Assessment, Benchmark testing and of course the STAAR & EOC Assessments. These assessments are imported into DMAC to help teacher indentify areas of weakness.

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1 (Prioritized): Approximately 27% of the total student population is categorized as at-risk for dropping out. **Root Cause:** These students meet the criteria for at-risk set by the Texas Education Agency.

Parent and Community Engagement

Parent and Community Engagement Summary

Dell City ISD take pride in involving parents and the community in the education of all students. The district strives to achieve family and community partnerships that positively impact the success of all students. Positive parental and community involvement experiences help to improve school climate and the campus educational mission. An increase in parental involvemnt and volunteerism additionally correlates to higher student academic achievement. Another important component of parental involvement is the opportunity for school staff to identify and provide our families with relevant services and resources that match their needs and effectively decrease educational barriers for our students.

Several ways the district is accomplishing this goal is by the following:

Employment of a part-time district-level Parental Liaison

Continue support for our Parent Teacher Organization (PTO)

Hosting school events such as Reading & Math Nights, Awards Assemblies, Coffee with the Principal, Movie Nights, Book Fairs, Christmas Program, ect.

Monthly Newsletters

Technology

Technology Summary

Dell City ISD strives to provide the students with the lastest technology available.

On July 2018, the district purchased new Smart Boards for all classrooms.

On August 2019, the district hired a Technoloy teacher to provide technical support for teachers and staff members and teach technology courses.

For the 2019-2020 schoolyear, the district will provide each student with a Ipad or Laptop (One to One Inititative).

Priority Problem Statements

Problem Statement 1: Approximately one-fourth of the total student population is considered Migrant.

Root Cause 1: Dell City is agriculture community. You will always have families come and go depending how much work is needed.

Problem Statement 1 Areas: Demographics - Student Achievement

Problem Statement 2: Approximately one-third of the total student population is categorized as Limited English Proficient (LEP).

Root Cause 2: Most of the LEP students have moved directly from Mexico or have moved from district to district.

Problem Statement 2 Areas: Demographics - Student Achievement

Problem Statement 3: Approximately 27% of the total student population is categorized as at-risk for dropping out.

Root Cause 3: These students meet the criteria for at-risk set by the Texas Education Agency.

Problem Statement 3 Areas: Demographics - Student Achievement - Curriculum, Instruction, and Assessment

Problem Statement 4: Dell City ISD has historically had a high teacher and administration turnover rate from year to year.

Root Cause 4: Dell City is a rural community and isolated from many things that a city might offer. Working in a small rural community teachers and administrators face many challenges such as teaching multi - grade levels, having up to 6 different preps, doing additional duties and low salaries.

Problem Statement 4 Areas: Student Achievement - Staff Quality, Recruitment, and Retention

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Federal Report Card Data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- SAT and/or ACT assessment data
- Student Success Initiative (SSI) data for Grades 5 and 8
- Student failure and/or retention rates
- Local benchmark or common assessments data

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data

Student Data: Behavior and Other Indicators

- School safety data

Employee Data

- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-PESS data

Goals

Goal 1: Goal 1: To foster well-training human capital in order to support student success and achievement.

Performance Objective 1: 1: The district will provide high-quality, ongoing professional development for 100% of instructional personnel. Relevant staff development completion and implementation will be geared to identified areas of academic need.

Targeted or ESF High Priority

Evaluation Data Sources: Documentation of attendance at staff development offerings, evidence of professional development, STAAR/EOC Results, T-TESS Evaluations

Summative Evaluation: None

	Reviews			
Strategy 1: Provide opportunities for (outside of district) local and state professional conferences and/or training such as Fundamental 5, First Teach, Texas Resource System (TRS), EduHero, G/T training, Professional Learning Communities (PLC), Lesson Planning, Differentiated Instruction, Assessment and Data Analysis, ESL strategies, SIOP etc.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Provide advisory assistance and support to district and campus staff.	Jan	Mar	May	June
Staff Responsible for Monitoring: Teachers Principal Superintendent ESC 19 Personnel				
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **Equity Plan**				
Funding Sources: - General Funds - Basic				

	Reviews			
Strategy 2: Weekly conferences (PLCs) will be held to discuss data, lesson planning, and instruction in classrooms.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Disaggregation of data to improve instruction.				
Staff Responsible for Monitoring: Principal Superintendent	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				
Funding Sources: - General Funds - Basic				

	Reviews			
Strategy 3: Principal will provide ongoing feedback to teachers based on formal and informal walkthroughs.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Principal will communicate with teachers on their areas of strengths and weaknesses of the lesson. This will open a line of communication between the teachers and principal.	Jan	Mar	May	June
Staff Responsible for Monitoring: Principal				
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 1: Goal 1: To foster well-training human capital in order to support student success and achievement.

Performance Objective 2: The district will provide district and campus administrator high-quality, researched based professional development geared to identified areas of academic need at the district and campus level.

Targeted or ESF High Priority

Evaluation Data Sources: Documentation of Attendance at Staff Development Offerings, Evidence of Professional Development Implementation, STAAR/EOC Results, T-PESS Evaluations

Summative Evaluation: None

Strategy 1: Provide opportunities for administration and leadership team to attend professional development at ESC 19 and at state conferences.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Improved job performance for all stakeholders by providing necessary training. **Staff Responsible for Monitoring:** Leadership Team Principal Superintendent ESC Personnel **Title I Schoolwide Elements:** 2.4, 2.5, 2.6 - **Equity Plan** **Funding Sources:** - General Funds - Basic	**Jan**	**Mar**	**May**	**June**
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue				

Goal 1: Goal 1: To foster well-training human capital in order to support student success and achievement.

Performance Objective 3: In two to five years, Dell City ISD will have all teachers certified and assigned in their appropriate teaching field.

Targeted or ESF High Priority

Evaluation Data Sources: Teaching Certificates and Teaching Assignments

Summative Evaluation: None

Strategy	Reviews			
Strategy 1: Dell City administrative staff will attend various regional teacher recruitment fairs throughout the year to attract and hire the most qualified candidates.	**Reviews**			
	Formative			**Summative**
Strategy's Expected Result/Impact: Percentage of open positions filled by quality applicants will increase.	**Jan**	**Mar**	**May**	**June**
Staff Responsible for Monitoring: Superintendent Principal HR Secretary				
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **Equity Plan**				
Funding Sources: - General Funds - Basic				
Strategy 2: Dell City ISD will consistently update job listings on the district website for public access, along with a user-friendly online system to expedite the application process.	**Reviews**			
	Formative			**Summative**
Strategy's Expected Result/Impact: Amount of submitted applications by applicants meeting qualifications for listed positions will increase.	**Jan**	**Mar**	**May**	**June**
Staff Responsible for Monitoring: District Communication Officer Superintendent Principal HR Secretary				
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **Equity Plan**				
Funding Sources: - General Funds - Basic				
Strategy 3: Superintendent will work DCISD School Board to implement bonuses and/or raises to retain and recruit new teachers.	**Reviews**			
	Formative			**Summative**
Strategy's Expected Result/Impact: The number of returning teachers will increase and any new teaching positions will be filled with qualified applicants.	**Jan**	**Mar**	**May**	**June**
Staff Responsible for Monitoring: Superintendent School Board Members				
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **Equity Plan**				
Funding Sources: - General Funds - Basic				

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 2: Goal 2: To build, maintain, and improve student academic performance through a collaborative partnership between home, school, and community.

Performance Objective 1: All students will increase performance on
STAAR ELA/ Reading Exams:

2019 - 2020 Approaches 70%
2018 - 2019 Approaches 49%

2019 - 2020 Meets - 30%
2018 - 2019 Meets - 20%

2019 - 2020 Masters - 10%
2018 - 2019 Masters -   8%

   Targeted or ESF High Priority

   Evaluation Data Sources: 2018-2019 STAAR Reading Results for Grades 3-8/EOC English I & II

   Summative Evaluation: None

Strategy 1: Implement Phonics Program "Fundations" for Grades PreK-3rd.				Reviews			
Strategy's Expected Result/Impact: Students will be able decode words, increase fluency and increase comprehension.				**Formative**			**Summative**
Staff Responsible for Monitoring: Teachers Principal				**Jan**	**Mar**	**May**	**June**
Title I Schoolwide Elements: 2.4, 2.5, 2.6							
Funding Sources: - General Funds - Basic							
Strategy 2: Utilize the LAS Link assessment for ESL students to determine language proficiency.				Reviews			
Strategy's Expected Result/Impact: Students will placed in an appropriate program so that the students' needs would be met.				**Formative**			**Summative**
Staff Responsible for Monitoring: ESL teacher Principal				**Jan**	**Mar**	**May**	**June**
Title I Schoolwide Elements: 2.4, 2.5, 2.6							
Funding Sources: - General Funds - Basic							

Strategy 3: Continue to provide ESL "Pullout" services for ESL students	Reviews			
Strategy's Expected Result/Impact: Students will be given the academic support needed to succeed in a general education setting.	Formative			Summative
Staff Responsible for Monitoring: ESL teacher Principal	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

Strategy 4: Continue to provide Special Education services through inclusion and work collaboratively with general education teachers.	Reviews			
Strategy's Expected Result/Impact: Students will be given the academic support needed to succeed in a general education setting.	Formative			Summative
Staff Responsible for Monitoring: Special Education Teacher General Education Teachers Principal	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

Strategy 5: Continue working with ESC 19 personnel to provide services for Migrant students.	Reviews			
Strategy's Expected Result/Impact: Students will be given the academic support needed to succeed in a general education setting.	Formative			Summative
Staff Responsible for Monitoring: ESC 19 Personnel Migrant Liasion Principal	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

Strategy 6: All students will be tested for the Gifted and Talented program.	Reviews			
Strategy's Expected Result/Impact: Identification and placement for students that qualify for the program.	Formative			Summative
Staff Responsible for Monitoring: G/T Coordinator Principal	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

Strategy 7: All teachers will be require to obtain the initial 30 hours for G/T certification.	Reviews			
Strategy's Expected Result/Impact: Teachers will be able to meet the needs of G/T students.	Formative			Summative
Staff Responsible for Monitoring: All teachers Principal Superintendents	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

Strategy 8: Provide remediation for struggling students during school time, after school, Saturday school, and summer school.	Reviews			
Strategy's Expected Result/Impact: Provide targeted instruction to improve student achievement.	Formative			Summative
Staff Responsible for Monitoring: Teachers Principal Superintendent	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

Strategy 9: Implement 3 week assessments (check points) and 2 benchmark assessments throughout the school year.	Reviews			
Strategy's Expected Result/Impact: The assessments and benchmarks will provide the teachers and administration with current student data to make adjustments in the teaching.	Formative			Summative
Staff Responsible for Monitoring: Teachers Principal Superintendent	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

Strategy 10: Continue to ensure RTI model is being implemented.	Reviews			
Strategy's Expected Result/Impact: Provide remediation for struggling students.	Formative			Summative
Staff Responsible for Monitoring: Teachers Principal Superintendent	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

Strategy 11: Create a Data Room for progress monitoring.	Reviews			
Strategy's Expected Result/Impact: A more strategic method for identifying student weaknesses.	Formative			Summative
Staff Responsible for Monitoring: Teachers Principal Superintendent	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 2: Goal 2: To build, maintain, and improve student academic performance through a collaborative partnership between home, school, and community.

Performance Objective 2: All students will increase performance on STAAR Writing Exams:

2019 - 2020 Approaches 70%
2018 - 2019 Approaches 50%

2019 - 2020 Meets - 40%
2018 - 2019 Meets - 30%

2019 - 2020 Masters - 20%
2018 - 2019 Masters - 10%

    Targeted or ESF High Priority

    Evaluation Data Sources: 2018-2019 STAAR Grades 4 & 7 Writing Results

    Summative Evaluation: None

Strategy 1: Teach writing across the curriculum at all grade levels.	Reviews			
Strategy's Expected Result/Impact: Students' writing skills will improve by getting more writing practice.	**Formative**			**Summative**
Staff Responsible for Monitoring: Teachers Principal	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

Strategy 2: Teachers will implement "Thinking Maps" to help students organize their thoughts before writing.	Reviews			
Strategy's Expected Result/Impact: Student will be able to write in an organize and thoughtful manner.	**Formative**			**Summative**
Staff Responsible for Monitoring: Teachers Principal Superintendent	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

Strategy 3: Students will participate in "Writing Circles" with teachers.	Reviews			
Strategy's Expected Result/Impact: Students will have the opportunity to meet with several teachers to get input in how to improve their writing skills.	**Formative**			**Summative**
Staff Responsible for Monitoring: Teachers Principal Superintendent	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 2: Goal 2: To build, maintain, and improve student academic performance through a collaborative partnership between home, school, and community.

Performance Objective 3: All students will increase performance on STAAR Mathematics Exams:

2019 - 2020 Approaches 70%
2018 - 2019 Approaches 50%

2019 - 2020 Meets - 30%
2018 - 2019 Meets - 23%

2019 - 2020 Masters - 20%
2018 - 2019 Masters - 13%

> **Targeted or ESF High Priority**
>
> **Evaluation Data Sources:** 2018-2019 STAAR Mathematics Results for Grades 3-8 and EOC Algebra I
>
> **Summative Evaluation:** None

Strategy 1: Students will use computer-based programs such as I-Station and Think thru Math to enhance their math skills.	Reviews			
Strategy's Expected Result/Impact: Improve math skills through practice.	Formative			Summative
Staff Responsible for Monitoring: Teachers Principal Superintendent	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

Strategy 2: Purchasing math manipulatives will allow for hands-on activities.	Reviews			
Strategy's Expected Result/Impact: Improve student engagement through hands-on activities.	Formative			Summative
Staff Responsible for Monitoring: Teachers Principal Superintendent	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

Strategy 3: Purchase of technology such as smart boards, laptops and I-Pads will be use to enhance the learning.	Reviews			
Strategy's Expected Result/Impact: Improve student engagement.	Formative			Summative
Staff Responsible for Monitoring: Teachers Principal Superintendent	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

Goal 2: Goal 2: To build, maintain, and improve student academic performance through a collaborative partnership between home, school, and community.

Performance Objective 4: All students will increase performance on STAAR Science Exams:

2019 - 2020 Approaches 70%
2018 - 2019 Approaches 69%

2019 - 2020 Meets - 40%
2018 - 2019 Meets - 31%

2019 - 2020 Masters - 10%
2018 - 2019 Masters - 6%

Evaluation Data Sources: 2018-2019 STAAR Science Results for Grades 5 & 8 and EOC Biology

Summative Evaluation: None

		Reviews			
Strategy 1: Students will participate in STEM activities such as Robotics, STEM Kits and STEM Expo.					
Strategy's Expected Result/Impact: Students will experience a hands on approach to Science, Technology, Engineering and Mathematics (STEM).		**Formative**			**Summative**
Staff Responsible for Monitoring: Teachers	Jan	Mar	May	June	
Principal					
Superintendent					
Title I Schoolwide Elements: 2.4, 2.5, 2.6					

		Reviews			
Strategy 2: Continue to provide hands on science activities for all grades levels.					
Strategy's Expected Result/Impact: Engaging students in the lesson.		**Formative**			**Summative**
Staff Responsible for Monitoring: Teachers	Jan	Mar	May	June	
Principal					
Title I Schoolwide Elements: 2.4, 2.5, 2.6					

		Reviews			
Strategy 3: All grades levels will assess students every 3 week.					
Strategy's Expected Result/Impact: Teacher will be able to identify struggling students and provide remediation.		**Formative**			**Summative**
Staff Responsible for Monitoring: Teachers	Jan	Mar	May	June	
Principal					
Title I Schoolwide Elements: 2.4, 2.5, 2.6					

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 2: Goal 2: To build, maintain, and improve student academic performance through a collaborative partnership between home, school, and community.

Performance Objective 5: All students will increase performance on STAAR Social Studies Exams:

2019 - 2020 Approaches 95%
2018 - 2019 Approaches 92%

2019 - 2020 Meets - 40%
2018 - 2019 Meets - 33%

2019 - 2020 Masters - 10%
2018 - 2019 Masters -   8%

Evaluation Data Sources: 2018-2019 STAAR Social Studies Results for Grade 8 and EOC U.S. History.

Summative Evaluation: None

		Reviews			
Strategy 1: All grade levels will assess students every 3 weeks.					
Strategy's Expected Result/Impact: Teacher will be able to identify struggling students and provide remediation.		**Formative**			**Summative**
Staff Responsible for Monitoring: Teachers Principal		**Jan**	**Mar**	**May**	**June**
Title I Schoolwide Elements: 2.4, 2.5, 2.6					
Strategy 2: Teachers will input students assessments into DMAC.		Reviews			
Strategy's Expected Result/Impact: Teachers will be able to disaggregate student data through DMAC and make the necessary changes to improve student outcome.		**Formative**			**Summative**
Staff Responsible for Monitoring: Teachers Principal ESC 19 Personnel		**Jan**	**Mar**	**May**	**June**
Title I Schoolwide Elements: 2.4, 2.5, 2.6					

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 2: Goal 2: To build, maintain, and improve student academic performance through a collaborative partnership between home, school, and community.

Performance Objective 6: To encourage and continue to establish parental and community involvement in district and campus activities by 30%

Targeted or ESF High Priority

Evaluation Data Sources: Documentation of parental participation in all available opportunities for involvement.

Summative Evaluation: None

Strategy 1: Establish a Parent Teacher Organization (PTO)		Reviews		
Strategy's Expected Result/Impact: Parental Involvement will increase.		**Formative**		**Summative**
Staff Responsible for Monitoring: Parents Teachers Principal Superintendent		**Jan** **Mar** **May**		**June**
Title I Schoolwide Elements: 3.1, 3.2				

Strategy 2: Establish a bi-monthly communication letter to parents regarding school activities.		Reviews		
Strategy's Expected Result/Impact: Parents will be informed and have the opportunity to participate in the school functions.		**Formative**		**Summative**
Staff Responsible for Monitoring: Communication Officer Principal Superintendent		**Jan** **Mar** **May**		**June**
Title I Schoolwide Elements: 3.1, 3.2				

Strategy 3: Provide opportunities for parents to attend local conferences, trainings, workshops and seminars.		Reviews		
Strategy's Expected Result/Impact: Building a strong parental base.		**Formative**		**Summative**
Staff Responsible for Monitoring: ESC 19 Parents Principal Superintendent		**Jan** **Mar** **May**		**June**
Title I Schoolwide Elements: 3.1, 3.2				

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 3: Goal 3: To prepare our students to connect with the necessary skill sets that will enable them to purse their postsecondary goals.

Performance Objective 1: Faculty and staff will increase the use of technology applications to support student instruction. Students will demonstrate an increase in technology application proficiency in all content areas.

    Evaluation Data Sources: Teacher Lesson Plans, Record of Computer Usage and Evidence of Implementation through Walkthroughs

    Summative Evaluation: None

Strategy 1: Teachers will incorporate technology in their lesson plans.	Reviews			
Strategy's Expected Result/Impact: Increase of technology usage for both teachers and students.	**Formative**			**Summative**
Staff Responsible for Monitoring: Teachers Principal Superintendent	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				
Strategy 2: Provide training for teachers on the SMAR Model.	Reviews			
Strategy's Expected Result/Impact: Build teacher capacity in the usage and understanding on the different levels of technology.	**Formative**			**Summative**
Staff Responsible for Monitoring: Principal Superintendent ESC 19 Personnel	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				
0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue	

Goal 3: Goal 3: To prepare our students to connect with the necessary skill sets that will enable them to purse their postsecondary goals.

Performance Objective 2: Implement research-based instructional technology tools to be used for formative evaluations and progress monitoring of curriculum objectives.

Evaluation Data Sources: Utilization Reports and Progress Monitoring Reports

Summative Evaluation: None

Strategy 1: Provide teachers training on DMAC input and gather data to drive instruction such as assessment results, teacher walkthroughs, T-TESS documentation, etc.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: To house data in one platform and have immediate access to reports as data is used to plan and drive instructional needs.	**Jan**	**Mar**	**May**	**June**
Staff Responsible for Monitoring: Teachers Principal Superintendent ESC 19 Personnel				
Title I Schoolwide Elements: 2.4, 2.5, 2.6				
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Goal 3: Goal 3: To prepare our students to connect with the necessary skill sets that will enable them to purse their postsecondary goals.

Performance Objective 3: Maintain 100% compliance with all state and local mandates relating to Instructional Technology.

Evaluation Data Sources: Compliance Reports and Purchase Orders

Summative Evaluation: None

Strategy 1: All district computers with internet access will meet all Children's Internet Protection (CIPA) guidelines.	Reviews			
Strategy's Expected Result/Impact: Filter all internet activity based on CIPA compliance policies.	Formative			Summative
Staff Responsible for Monitoring: Technology Coordinator Principal Superintendent	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				
Strategy 2: All district computers will be provided with up to date antivirus subscriptions.	Reviews			
Strategy's Expected Result/Impact: Provide current and new district's PC's and laptops with appropriate Anti-Virus protection.	Formative			Summative
Staff Responsible for Monitoring: Technology Coordinator Synetra Company Principal Superintendent	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4, 2.5, 2.6				
0% No Progress 100% Accomplished Continue/Modify ✗ Discontinue				

Goal 3: Goal 3: To prepare our students to connect with the necessary skill sets that will enable them to purse their postsecondary goals.

Performance Objective 4: Facilitate student services to support and enhance student success by having 100% of students graduate on time, improving attendance rate and reducing discipline incidents.

    Evaluation Data Sources: Graduation Rate, Dropout Rate, Discipline Reports, Attendance Reports and Academic Performance

    Summative Evaluation: None

Strategy 1: Coordinate with various public agencies that provide various forms of assistance for students, teachers, and families to establish an appropriate referral process.	Reviews			
Strategy's Expected Result/Impact: To educate parents and students on the process of social/emotional referrals and available assistance.	**Formative**			**Summative**
Staff Responsible for Monitoring: Teachers Principal Superintendent	**Jan**	**Mar**	**May**	**June**
Title I Schoolwide Elements: 2.6				

Strategy 2: Identify students that are in danger of not graduating on time or dropping out and provide the necessary assistance needed to be successful such as credit recovery, remediation, counseling, etc.	Reviews			
Strategy's Expected Result/Impact: Support and assist struggling students with resources to remove all barriers.	**Formative**			**Summative**
Staff Responsible for Monitoring: Teachers Principal Superintendent	**Jan**	**Mar**	**May**	**June**
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

Strategy 3: Continue graduation preparation programs to all students populations (job fairs, career fairs, college days, etc.)	Reviews			
Strategy's Expected Result/Impact: To increase interest and awareness in post-secondary, technical institutions and military.	**Formative**			**Summative**
Staff Responsible for Monitoring: Teachers Principal Superintendent	**Jan**	**Mar**	**May**	**June**
Title I Schoolwide Elements: 2.5, 2.6				

Strategy 4: Provide information to students and parents on the benefits of Career and Technology Education (CTE).	Reviews			
Strategy's Expected Result/Impact: Increase participation in CTE program.	**Formative**			**Summative**
Staff Responsible for Monitoring: CTE Teacher Principal Superintendent	**Jan**	**Mar**	**May**	**June**
Title I Schoolwide Elements: 2.4, 2.5, 2.6				

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 4: Goal 4: To continue our standard of excellence by ensuring every student is progressing academically, socially, and emotionally.

Performance Objective 1: To provide a safe and positive environment that is free from alcohol, drugs, weapons and bullying.

Evaluation Data Sources: Discipline Report

Summative Evaluation: None

Strategy 1: Review and disseminate yearly Student Code of Conduct and Student Handbook.	Reviews			
Strategy's Expected Result/Impact: Inform students, parents and staff of the state and district's expectations.	**Formative**			**Summative**
Staff Responsible for Monitoring: Leadership Team Principal Superintendent	Jan	Mar	May	June
Title I Schoolwide Elements: 2.4				

Strategy 2: Monitor and update the Emergency Operation Plan and Procedures as necessary.	Reviews			
Strategy's Expected Result/Impact: To provide a safe environment for all students and staff.	**Formative**			**Summative**
Staff Responsible for Monitoring: Leadership Team Principal Superintendent	Jan	Mar	May	June
Title I Schoolwide Elements: 2.6				

Strategy 3: Join the Regional Health Advisory Council meetings in El Paso and continue with the Student Health Advisory Council (SHAC).	Reviews			
Strategy's Expected Result/Impact: To collaborate with health agencies and districts in order to provide resources to our students and their families.	**Formative**			**Summative**
Staff Responsible for Monitoring: Counselor Child Nutrition Director Athletics Director Principal Superintendent	Jan	Mar	May	June
Title I Schoolwide Elements: 2.6				
Funding Sources: - General Funds - Basic				

Strategy 4: Continue to implement legal requirements of "David's Law" at school, to include anonymous reporting for students, reports to law enforcement, and cyber bullying.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Reduction in bullying incidents, to include cyber bullying.	**Jan**	**Mar**	**May**	**June**
Staff Responsible for Monitoring: Counselor Principal Superintendent				
Title I Schoolwide Elements: 2.4, 2.6				
Funding Sources: - General Funds - Basic				

Strategy 5: Install security cameras, secure door access, train staff on CPR, Active Shooter, bus evacuation procedures, Stop the Bleed, and AED.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Provide a safe environment.	**Jan**	**Mar**	**May**	**June**
Staff Responsible for Monitoring: Leadership Team Principal Superintendent Emergency Team				
Title I Schoolwide Elements: 2.6				

Strategy 6: Provide mandatory online training to all staff members on mental health awareness, child abuse awareness, and suicide awareness and prevention.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Increase awareness of ways to help students struggling with these issues.	**Jan**	**Mar**	**May**	**June**
Staff Responsible for Monitoring: Central Office - Human Resources Department				
Title I Schoolwide Elements: 2.6				
Funding Sources: - General Funds - Basic				

Strategy 7: Continue with the Guardian Plan by providing annual training to staff members.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: To defend and protect students in the event of an Active Shooter(s).	**Jan**	**Mar**	**May**	**June**
Staff Responsible for Monitoring: Superintendent Principal Law Enforcement				
Title I Schoolwide Elements: 2.6				
Funding Sources: - Title IV, Part A, Subpart 1 - Safe Supportive Lear				

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue