

**SCURRY-ROSSER INDEPENDENT SCHOOL
DISTRICT IMPROVEMENT PLAN
2016-17**

Mission Statement

Our purpose is to enable students to pursue excellence, to be competitive in the workplace and in institutions of higher learning, and to make sound, informed, ethical decisions both now and during their future lives.

DISTRICT DECISION-MAKING COMMITTEE

PROFESSIONAL STAFF

ADMINISTRATION

James Sanders
Chad Collins

ELEMENTARY SCHOOL

Vickie Griffith Gina Rooswinkel
Carla Betik Linda Stribling
Kay Cason

MIDDLE SCHOOL

Grant Miller Pam Gray
Candy Nelson Robin Reneau
Toni Bramall Missy Truly
Sarah Denney Rebecca Woodham

HIGH SCHOOL

Christian Reed Debbie Dominguez
Chandra Babovec Brian Pierce
Noel Calvin Cathie Stringer

PARENTS

Cynde Palmer
Tiffany Pugh
Joy Williams

BUSINESS/COMMUNITY

Patsy Adams Denise Kolestar
Steven Babovec Dr. Lisa Jones
Geneva Benton Tasha Peavy
J.D. Berryhill Bobby Reneau
Dalton Blazek Melanie UpChurch
Regina Whitsitt

Scurry-Rosser ISD Goal #1

Provide a safe and supportive educational environment for all students.

Safety & Security

GOAL: Continue to provide a safe and supportive educational environment for all students.			COORDINATORS: James Sanders, Superintendent Principals Director of Operations/Safety			
PERFORMANCE OBJECTIVE: Conduct Campus Safety Audits to address the homeland security and legislative recommendations.			APPROVED BY: Board: February 2017			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Implement research-based violence prevention curriculum (such as conflict resolution, physical/verbal aggression, sexual harassment, anger management, and no-bullying and suicide prevention techniques) with appropriate training.	HB 283	All students All teachers	Teachers Counselors Principals	2016-2017	Materials, curriculum and training cost Region 10	Reduction in violent incidents, Counselor time/task logs, teacher lesson plans, surveys, staff development sign-in sheets PEIMS 425
Select, provide training and implement a research-based drug abuse prevention curriculum such as: Drug/Tobacco awareness program Drug testing program for extracurricular Canine drug searches	425 reports	Counselors All students	Counselors Principals	2016-2017	Ongoing Local and State Funds	Reduction of substance abuse surveys, counselor time/task logs, teacher lesson plans, staff development sign-in sheets 425 records

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Complete Kaufman County Hazard Mitigation Plan	County Survey	Community	Administration Maintenance Director	Ongoing	Materials Grants	Approval of Plan
Develop, implement dating violence program to prevent the intentional use of physical, sexual, verbal or emotional abuse by a person to harm, threaten, intimidate or control another person in a dating relationship.	HB 121	Counselors 6 – 12 students	Counselors Principals	2016- 2017	Region 10 SDFS Curriculum materials Still Waters	Counselors' log survey Program Agenda
Provide a DAEP for 6-12 grade students located in Mabank ISD.	Students that do not follow the code of conduct	6-12 students	Principals	2016- 2017	Local funds:	Referral records PEIMS 425 report annual evaluation
Continue to review and revise, as needed, policies regarding crisis and safety procedures.	Handbook review	District employees All students	Superintendent School board Principals	2016 - 2017	Staff time	Updated policies
Review the District Crisis Management Handbook and Teacher Crisis Management Quick Reference Guide for content and design. Ensure response action protocols are current.	Handbook review	All students District employees	Principals	August 2016	Staff time Materials	Resource materials are current and utilized.
Conduct frequent safety audits and drills for potential crisis situations. Trained Administrator	Safety audits reports Observation of drills	PK – 12 Staff	Principals All staff	2016 – 2017	Staff Time	Drill reports Audit reports
Implement Character Education into the curriculum PK-12 using programs such as: Character Counts Driving Under the Influence Education Program	PEIMS report of zero violent incidents	All students	Counselors Teachers	Weekly	Local funds Region 10	PEIMS 425 Report Annual evaluation Report School Health Survey

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Implement campus discipline plans: Review discipline plan with stakeholders Computerize discipline referrals Support ISS assignments	PEIMS report of zero violent incidents	All students	Principals	daily	Teachers Student Code of Conduct	PEIMS 425 report Annual evaluation Report School Health Survey
Initiate district level substitute training on safety and discipline procedures (i.e., green & white, fire, evacuation, discipline referrals, etc.)	Safety audit report	Substitute Teachers	Principals	2016 - 2017	Sub Handbook Region 10	Sign in Sheets Certification
Monitor cleanliness of all buildings and grounds.	Custodial report Parent Involvement Survey EC Principal Report	Custodians	Superintendent Maintenance Head Custodian Principal	Weekly	Time Supplies	Custodian reports
Provide routine maintenance as needed to all facilities.	Maintenance Requests Parent Involvement Survey EC	Maintenance Department	Erik Scott Principal	2016 - 2017	Local Funds	Completed requests
Conduct outside consultant led "Safety Audit" in order to ensure the integrity of safety procedures and guidelines. Asbestos Report	Outside consultant hired by district to provide critical feedback on facilities and procedures	All students, staff, and administrators	Administrators	October 2016	Resources to address areas of need identified by outside auditor	Auditors report

Scurry-Rosser ISD Goal #2

Strive to effectively close the achievement gap as compared to the state standards and/or the Every Student Succeeds Act (ESSA) to ensure effective instruction at the student expectation level of the Texas Essential Knowledge and Skills (TEKS). Learning is measured in part by performance on state and local assessments, individualized education plans and other student achievements.

ACADEMICS

GOAL: Strive to effectively close the achievement gap as compared to the state standards and/or the Every Student Succeeds Act (ESSA) to ensure effective instruction at the student expectation level of the Texas Essential Knowledge and Skills (TEKS).				COORDINATORS: Principals Curriculum Director		
PERFORMANCE OBJECTIVE: Meet or exceed mastery of all students and STAAR Grades 3-11 and other components of the Texas Assessment Program in English Reading, Language Arts, Mathematics, Science, and Social Studies.				APPROVED BY: Board: February 2017		
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Complete, revise, expand, and align state and district curriculum to TEKS specifications. Tasks: Review state and national standards Determine curriculum improvement needs based on STAAR data, ACT/SAT data, reading inventories and teacher surveys Evaluate recommended sequence of objectives with timelines Continue to vertically align the curriculum. Benchmarks	STAAR Benchmarks	PK-12 Teachers Principals	Principals Teachers	2016-2017	TAPR, ACT and SAT scores, current curriculum guides, state and national standards ACED funds: Elem - \$1,500 TRS-1	District aligned curriculum guides to TAKS Sign in sheets TAPR report
Implement additional grade level advancement requirements.	Board Policy	Grade 3 – 8 Grade 9 - 11	Principals Teachers	2016 – 2017	Before/after school tutoring Summer School Intervention periods	Increased state performance on TAPR
Implement remediation options for students not meeting additional grade placement requirements	Board Policy	Grade 3 – 8 Grade 9 - 11	Principals Teachers	2016 – 2017	Before/after school tutoring Summer School Intervention periods Odyssey Ware	Increased state performance on TAPR

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
<p>MATH: Expand mathematical background of teachers using research-based methods to equip them to deliver problem-solving strategies in grades PK-12:</p> <ol style="list-style-type: none"> 1. Identify and select effective research-based methods for instruction that promote problem solving and provide professional development to staff members on those methods. 2. Align K-12 written, taught and tested curriculum to address all TEKS at an appropriate level of instruction and provide continuous flow of instruction. 3. Provide follow-up professional development and/or support based on the results of disaggregated data. 4. Instructional strategists to work with teachers. 5. Use computer labs to provide diagnostic and prescriptive lessons. 6. Mandatory use of TRS assessment every Nine weeks Grades 2-12. 	<p>STAAR Math 3-9, EOC requirement K-Math Diagnostic Inventory Benchmark assessments Instructional strategists job description</p> <p>Grade advance requirements</p> <p><i>Think Through the Math</i></p>	<p>PK-12 Teachers Principals</p>	<p>Principals Teachers Curriculum Director</p>	<p>2016-2017</p>	<p>Research-based data, training of staff, materials</p> <p>ACED funds: Supplies</p> <p>Lead 4ward Guidelines ESC 10 Training</p> <p>Training in use of TRS assessment</p>	<p>TAPR STAAR Benchmark results Staff development sign-in sheet Instructional strategists job description</p> <p>Sign in sheet (Certificate)</p>
<p>SCIENCE: Promote scientific thought and higher cognitive levels thinking through inquiry-based learning, PK-12:</p> <ol style="list-style-type: none"> 1. Provide opportunities for PK-12 teachers to build a background in science content knowledge and targeted skills. 2. Continue to implement a hands-on, inquiry-based science program. 3. Continue training on science equipment and technology and calculator usage for secondary teachers. 4. Integrate technology (calculator-based learning) into inquiry-based learning. 6. Use computer labs to provide diagnostic and prescriptive lessons. 	<p>Science 5 Science graduation requirement STAAR Science 5 – 8th</p> <p>Biology</p> <p>Benchmark</p> <p>USA Prep</p>	<p>PK-12 Teachers Principals</p>	<p>Principals Teachers Curriculum Director</p>	<p>2016-2017</p>	<p>Training of staff Materials</p> <p>Lead 4ward Guidelines</p> <p>TRS</p>	<p>Staff development sign-in sheets Benchmark results STAAR TAPR Instructional strategists job description</p> <p>Computer results of lessons</p>

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
<p>SOCIAL STUDIES Promote retention of knowledge and application of higher order thinking skills through research-based strategies in grades PK-12:</p> <ol style="list-style-type: none"> 1. Analyze STAAR results in grades 8 and 11. 2. Align PK-12 social studies course of study to provide continuity and reduce learning gaps. 3. Make revisions to current curriculum based on TEKS weaknesses identify and select effective research-based methods of social studies instruction and provide professional development for teachers on these methods. 	<p>STAAR 8th Grade and US History Results</p>	<p>All students Social Studies Teachers</p>	<p>Principals Teachers Curriculum Director</p>	<p>2016-2017</p>	<p>Training of staff Material guides ACED funds Supplies TRS</p>	<p>TAPR Benchmark results Staff development sign-in sheets</p>
<p>LANGUAGE ARTS: Provide scientifically research based literacy strategies to grades PK-12:</p> <ol style="list-style-type: none"> 1. Provide training in research-based best practices in reading PK-3. 2. Provide a PK program that will engage students in thinking, reasoning and communicating. 3. Use computer labs to provide diagnostic and prescriptive lessons. 4. Provide study skills for 6th grade at-risk students. 	<p>Local grade placement requirements STAAR 3 – 10 ESL iStation USA Test Prep</p>	<p>All students</p>	<p>Principals Teachers Curriculum Director</p>	<p>2016-2017</p>	<p>Training of staff Material guides ACED funds: Region 10 iStation TRS Lead4 ware</p>	<p>TAPR STAAR Benchmark results Staff development sign-in sheets</p>

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Update the G/T program through the following: Provide at least one G/T trained teacher in each grade level Use G/T curriculum and align activities that include differentiation with depth and complexity.	GT hour log	Teachers	Principals Region 10 Curriculum Director	Annually	Staff development Calendar ESC 10	PreAp/AP enrollment G/T guides TAPR report GT certifications Lesson Plans with designated GT activities
Ensure all Limited English Proficient students will become proficient in English.	Language Assessment	Dual language students	Principals ESC 10 ESL teacher	Fall Spring	Lesson plans Tests LPAC meetings	LPAC minutes OLPT STAAR TELPAS
Provide tutoring for at-risk students in the four core areas during the day and extend the day as needed.	Failure list	At-risk students	Principals Aide	Fall Spring	ACED funds: Elem 1 FTE \$14,830 Tutoring HS - \$3500 MS - \$2500 Elem - \$600	Grading period report STAAR results Progress Report
Implement RTI Model	Failure List Benchmarks Progress monitoring Dibels	Students Performing below grade level	Principals RTI Committee	Fall/Spring	Staff Development RTI Meetings	STAAR Scores Dibels scores

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Retrain all teachers using the five components of PBMAS and focus on identified area of need: LRE Related Services Initial evaluation and pre-evaluation Re-evaluation Transition Provide response to intervention training to reduce Sped referrals.	PBMAS/SPED 9, 10, 13	Teachers	Principals Special Programs Director	Sept. 2016	CAP Video Time PBMAS manual Special Programs Director	Sign in sheet SPED STAAR SPED annual data reports PBMAS
Provide credit recovery for courses Odyssey ware.	Transcripts	At risk 9-12 students	Counselor Principals	Weekly	Local funds	Completion rate Student credit accrual
Provide Dual Credit for students to obtain college credit through Trinity Valley College.	Course selection sheets	9-12 students	Principals	Semester	Student transcript Registration records	Student tuition and credit benefits
Provide instructional assistant for dyslexia students.	Dyslexia assessments Scottish-Rite	At risk Students	Principals Teacher Dyslexia Coordinator	Daily	ACED funds: Elem 2 FTE aide Middle 1 FTE aide	Contact log STAAR score 9 wks grades Dibels PM tool
Provide services for homeless children with Title I funds.	Registration packets	At-risk Students	Homeless Liaison	Sept. 2016	Registration packets Title I funds \$100	Enrollment date
Provide identification of students with Irene's Syndrome	Irene's screening	At risk Students	Principals Teachers Special Programs Director	Daily	ACED funds: Elem 1 FTE aide Middle 1 FTE aide	Contact log STAAR score 9 wks grades Dibels PM tool

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Communicate to parents and community members during K round up that the Prekindergarten program that serves four-year-old and students with disabilities is available. Provide PK classes for identified students.	Survey number of PK students	4 yrs olds	Principals	Spring 2017	Newsletters Posters ACED funds: FTE Aide-	District PK program Personnel records
Increase use of a curriculum management system that provides support for the teachers in making data-driven decisions. Tasks: Each principal will use TAPR data in instructional decisions. Use a student tracking system to monitor progress of individual students. Aware	STAAR scores Benchmarks	PK-12 Teachers	Principals Counselor Curriculum Director	2016-2017	TAPR, data management system, TEKS, Region 10 Aware (Reg 10) Lead 4ward	Established data management system and student tracking system designed and implemented for use on all campuses. Aware
Continue use of a elementary, middle and high school special education aide to move students into a least restrictive environment.	Number of special education students LRE count PBMAS/Sp Ed –10, 13	Grades K-12	Superintendent Special Program Director	2016-2017	Special education funds	Teachers on contract Number of special education students
Research options in math and science curriculum to address graduation requirements.	State Mandate	Graduating Class	H.S. Principal Superintendent Curriculum Director	2016-2017	Region 10 Time	Courses Selection Sheets
To encourage CTE students to complete the recommended or distinguish graduation plan.	PBMAS	8-12 students	Principal Counselor	On-going	4 year plan and Achieve Texas Career Night	Graduation rate PBMAS
Encourage female students to explore all CTE course offerings.	PBMAS	8-12 students	Principal Counselor	On-going	4 year plan and Achieve Texas Career night	Graduation rate PBMAS
Increase success of Special Education Students	PBMAS	PK-12	Special Education Director	2016-2017	Full-time Diag. Inclusion monitor	Benchmark 9 weeks reporting

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Improve Special Ed program	PBMAS	PK-12	Superintendent Special Programs Director	2016-2017	Full-time Special Programs Director Diagnostician Local and Federal Funds	PBMAS

Advanced Courses:

(AP, Recommended & DAP Diplomas, SAT, ACT, etc.)

GOAL: Strengthen all core academic and elective curricula for all students, as well as extra-curricular and co-curricular activities.			COORDINATORS: Christian Reed/Chandra Babovec/Debbie Dominguez			
PERFORMANCE OBJECTIVE: Increase the percentage of students in advanced academic courses to 25%.			APPROVED BY: Board: February 2017			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Communicate the importance and advantages of completing advanced courses (college admissions, grade points, Advanced Placement, etc).	TAPR data	7-12 students Parents Staff	Counselors Principals	2016 - 2017	District web, course description book, staff time, poster campaign, student tuition	Increase in percentages Counselor logs Test Results
Select teachers who have the academic preparation for the content to encourage all students to enroll and complete advanced courses.	TAPR data	Principals Teachers	Principals	2016 - 2017	Staff time	Class counts increase in numbers/ percentages

GOAL: Strengthen all core academic and elective curricula for all students, as well as extra-curricular and co-curricular activities.			COORDINATORS: Christian Reed/Chandra Babovec/Debbie Dominguez			
PERFORMANCE OBJECTIVE: S-RISD will increase the participation rate with an increase of students scoring at the criterion scores of 1110 on the SAT and 24 on the ACT for all students and student subgroups. S-RISD will also have all first time-tested graduates meeting or exceeding the STAAR.			APPROVED BY Board: February 2017			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
The importance of the SAT, ACT will be emphasized through parent information workshops, newspaper articles and the website.	SAT and ACT scores	7-12 Students Parents	Principals Counselors Teachers	2016 - 2017	Staff time, Time/space in local and district media, District website ACED funds: HS-\$175 MS-\$100	Samples of promotional materials TAPR results
SAT/ACT preparation course for local elective credit.	ACT/SAT scores	7-12 Students	Counselor Teacher	2016 - 2017	Staff time Textbooks Odyssey ware USA Prep	Data collections TAPR results ACT/SAT
Host junior and senior parent meetings. Host Open House for grades 8 -12. Host Financial Aid Night and Texas Grant/Teach for Texas.	SAT/ACT data College enrollment data	8-12 Students	Counselor	2016 - 2017	Newspaper notices to parents	SAT/ACT results
Provide PSAT testing at the middle school and high school and Quick TSI testing on high school campus.	Informal Survey	9-12	Counselor	2016 - 2017	Time/space in district Notices to parents/students TVCC testing administrator	PSAT Quick TSI enrollment

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENTS	TARGET GROUP	STAFF/OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Starting with 8 th grade students, provide information about the top 10% of the graduating class receiving automatic admission to state colleges/universities.	Class ranking data	11-12 Students	Counselor	Spring 2017	Time	Sign-in sheet
Prepare students and provide staff development for teachers for the changes on the PSAT and SAT tests.	New PSAT and SAT samples tests. Information is www.collegeboard.com	All students and teachers	Counselors Principals	Spring 2017	Staff time Funds	PSAT and SAT monitored for performance on new test sections
Include SAT/ACT instructional content and question format within the math and language arts curricula and assessments. Teachers will emphasize the use of advanced vocabulary by students in classroom assignments and presentations.	ACT/SAT data	6-12 students	Principals Counselors	2016 - 2017	District funds	SAT/ACT will continue to be monitored annually

GOAL: Strengthen all core academic and elective curricula for all students, as well as extra-curricular and co-curricular activities.			COORDINATORS: Christian Reed			
PERFORMANCE OBJECTIVE: Increase enrollment and successful completion of one or more Advanced Placement (AP) dual credit courses by at least 5% of the total population.			APPROVED BY: Board: February 2017			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Compile Pre-AP and AP enrollment data annually.	AP Participation %	6-12 students	PEIMS	2016 - 2017	Staff time	Increase in students taking one or more AP tests by sub-grouping
Educate all professional staff PreK-12 on the value and merits of the AP program.	AP Participation %	PK-12 teachers	Counselors Principals	2016 - 2017	College Board resources	Sign-in sheets Staff meetings
Aggressively educate and promote Dual Credit program among parents and students. Actively recruit and enroll students in dual courses and work toward enrollment representation for all subgroups consistent with the campus population.	AP/dual credit	6-12 parents Students	Principals Counselors	2016 - 2017	Staff time Printing costs Online Program	Counselor logs Pre-registration data
Develop campus and district support for teachers to address student completion of Pre-AP, AP, and Dual Credit courses.	Informal survey of students and staff	6-12 Students Teachers	Principals Counselors Teachers	2016 - 2017	Staff time	Enrollment in Pre-AP/AP class in August vs. May

Scurry-Rosser ISD Goal #3

Continue to enhance teacher instruction and student achievement through appropriate and research-based staff development.

GOAL: Continue to enhance teacher instruction and student achievement through appropriate and research-based staff development.			COORDINATORS: James Sanders, Superintendent Gail Crow, Curriculum Director			
PERFORMANCE OBJECTIVE: Increase student achievement through appropriate staff development.			APPROVED BY: Board: February 2017			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Offer TELPAS training.	LEP Population	Dual Language Students	Principals ESC 10 ESL Teacher Special Programs Director	Fall Spring	ESC 10	CPE Certificates
Continue STAAR benchmark assessments for mastery Provide staff development for teachers on targeting individual student weakness identified through data Provide follow-up professional development and/or support based on the results of disaggregated data.	PBMAS reports ICR reports	PK-12 Teachers Principals	Supt. ESC 10 Principals Special Programs Director	2016 - 2017	Current Funds Lead 4ward Aware	District aligned curriculum guides to TEKS Sign in sheets TAPR report
Data Workshop based on Lead 4ward.	STAAR TAPR	Math/ Science Teachers	Principals Curriculum Director	2016 – 2017	Campus funds	Sign in Sheets
Provide differentiated Instruction workshop	Informal Survey	PK-12 Teachers	Curriculum Director Region 10	August 2016 - 2017	Region 10 Inservice time	Sign-in Sheets
Provide 6-hour update and 30 hour Gifted and Talented training.	Gifted and Talented Population	Teachers	Principals ESC 10 Curriculum Director	August - May	ESC Book Study GT Video Internet	GT Certificates
Provide opportunities to attend AP workshops.	7-12 AP & GT population	Teachers	Principals ESC 10 Curriculum Director	August – 2016 August 2017	ESC 10 AP Institute AP Funds	AP Certificates

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Provide staff development to all teachers on instructional strategies that promote critical thinking skills by students.	Benchmark results	6-12 students Teachers	Principals Counselors Curriculum Director	2016 - 2017	Staff time	Initiation of instructional practices and procedures
Encourage middle school faculty, counselors and administrators to attend Pre-AP and AP conferences/workshops and utilize research-based practices including innovative methods and strategies.	Informal survey of students and staff	6-8 Teachers	Principals	2016 - 2017	Campus and district funding	Certificates of attendance or other records of participation

Scurry-Rosser ISD Goal #4

Maintain high attendance rate of 97.7% or better.

Attendance & Dropout Plan

GOAL: Maintain high attendance rates at 97.7% or better.			COORDINATORS: James Sanders, Superintendent, Principals			
PERFORMANCE OBJECTIVE: Improve student attendance to 97.7% district-wide.			APPROVED BY: Board: February 2017			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Continue to recognize students with perfect attendance using certificates and material rewards. Attendance Competitions.	Review incentives used by campuses Attendance data	PK-12 students	Principal Counselor	Each 9 weeks	Campus activity funds Donations ACED funds Elem-\$250	9 Weeks End of year report Perfect attendance report
Continue to provide instructional programs to address needs of all students, i.e. Career and Technology, Special Education, tutoring and waiver days.	Review various programs available to at-risk Career & Technology students	Career & Technology At-Risk students	Principal Special Program Director CTE Director	2016 - 2017	Staff time	Increase in enrollment
Promote parent awareness of the importance of maintaining daily attendance using letters, phone calls, parent meetings and newsletters.	Attendance Records	PK – 12 students	Principals	2016 - 2017	Staff time	Improved attendance rates
Provide services for school-age parents such as counseling, credit by exam, correspondence courses, Odyssey and other available services.	Parents/student survey Transcripts	6-12 students	Counselor	2016 - 2017	PEIMS	Improved attendance rates
Track truancy of students. File truancy charges in the appropriate court when needed.	Attendance records	6-12 students	PEIMS Principals	2016 - 2017	PEIMS Clerk	Improved attendance rates

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Hold annual attendance committee meetings to address truancy with students/parents.	Attendance Records	6-12 students	Attendance committee	2016 - 2017	Staff Time	Improved attendance credit recap when appropriate

GOAL: Maintain an annual dropout rate of less than 1%.			COORDINATORS: James Sanders, Superintendent, Principals			
PERFORMANCE OBJECTIVE: Maintain an annual dropout rate of less than 1% for 7 th & 8 th grade students. Increase the completion rate to 98% for grades 9-12.			APPROVED BY: Board: February 2017			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Review and implement current changes in dropout calculation to be used by TEA.	TAPR PBMAS	All staff	Superintendent PEIMS Principals	Summer and fall	Staff time and increase in completion rate	Training Monitoring Increased completion rate
Review the duties of attendance clerks with campus administrators to ensure adequate time is provided to follow-up on excessive absences that lead to dropouts.	Review of duties of campus attendance clerks	All students	Superintendent PEIMS Principals	Summer 2017	Staff time and increase in completion rate	Counselor log telephone/letters Increased completion rate
Offer high school students a chance to recover credits in the Odyssey.	At-risk list	At-risk students	Principals	2016-2017	ACED funds: HS-\$4000 MS \$4000	Completion rate
Continue to provide instructional programs to address needs of at -risk students, (i.e., Career & Technology, Special Education, tutoring and waiver day).	Program review Achievement data	Special Education, Career & Technology At-risk	Counselor Principal	2016-2017	Staff time, special education funds, Title I CTE funds	Improved subgroup achievement
Develop and implement a plan to measure and monitor the high school completion rate.	TAPR	All students	Principal	2016-2017	Staff time	Printed plan TAPR

Scurry-Rosser ISD Goal #5

Maintain collaborative communication with all stakeholders within the community.

Parent Involvement

GOAL: Maintain collaborative communications with all stakeholders within the community.				COORDINATORS: James Sanders, Superintendent		
PERFORMANCE OBJECTIVE: Establish a baseline for PK-12 parents participating in school or district activities which focus on improving their child's academic performance.				APPROVED BY: Board: February 2017		
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Provide training for office and support staff in communication and customer service with parents and community members.	Anecdotal Records	Support staff	Business Mgr.	2016 - 2017	Staff time	Attendance rosters
Support campuses in parental involvement/choice provisions of the Every Student Succeeds Act (ESSA) including communication with all parents about teacher certification and home-school compacts.	Regulations from Every Student Succeeds Act (ESSA)	All PK-12 campuses	Curriculum Director Principals	2016 - 2017	Staff time Title I	Monitoring of compliance on all campuses
Develop and distribute information in student handbooks that describes programs and services available at each campus and/or district. Post on web.	Handbook review	Parents	Principals	2016 - 2017	Time Printing costs Local funds Notify Me	Distributed at start of school
Involve parents and community members through programs such as: District Improvement Plan Technology Health Advisory Committee District Newsletters Community Library opened at night Active PTOs Board Notes	Program reviews	Parents Community	Principals Curriculum Director	Monthly	DEIC committee Time	Campus/district plan Sign-in sheets

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Complete parent contract surveys for Title 1 campus. Complete a needs assessment for Title are parents.	Surveys	Parents Community	Principals Superintendent	Annual	Principal	Improved parent involvement Sign-in sheets Calendar
Promote/advertise Scurry-Rosser ISD	District Goal	Community Parents	Principals Superintendent	2016 - 2017	Time Local Funds	Written Correspondences Quarterly Newsletter Report Card
Continue to build homecoming tradition.	Observations	Community Students	Superintendent Athletic Director Principals	2016 - 2017	Local Funds Time	Participants Logs
Postings on school website.	Community feedback	Parents Community	Technology Director	Aug.- June	Time Internet Notify Me	Website
Quarterly Newsletter	Community feedback	Parents Community	Superintendent	Aug.- June	Time	Newsletter Publication
Agriculture Newsletter	Community feedback	Parents Community	Ag Teacher Superintendent	Aug.- June	Time	Publication
Campus Assemblies	Community feedback	PK-12 grades Parents Students	Principals Counselors	Aug. - June	Time	Campus Calendar
Award medals to students achieving advanced status on state assessments	Community feedback	10 – 12 grade students Spring 3 – 9 Fall	Principals	2016 - 2017	Funds	Test Results
Provide information promoting individual and school successes to local newspaper	Community feedback	PK-12	Principals	2016 - 2017	Newspaper Contact	Newspaper Publishing

Scurry-Rosser ISD Goal #6

Maintain technology opportunities to enhance the quality of education for all teachers and students.

Technology Integration

GOAL: Maintain technology opportunities to enhance the quality of education for all teachers and students.					COORDINATORS: Mark Sampson, Terri Rowan	
PERFORMANCE OBJECTIVE: Integrate technology into teaching and learning experiences.					APPROVED BY: Board: February 2017	
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Implement the strategies from the District Long Range Plan for Technology.	Survey on teachers knowledge of technology	Teachers	Principals Teachers Technology Coordinator	2016 - 2017	Textbook Allotment Campus budgets	Strategies for the school year are accomplished
Develop assessment items for use in online tools such as Webcat, Aware, or gradebook.	STAAR data	Teachers Students	Teachers Principals	Ongoing	Time to develop	All assessments developed
Model and monitor acceptable use of technology.	PEIMS 425	Students	Teachers Parents Principals	Ongoing	Develop rules and consequences	Students following policies and rules 425 records
Design scope and sequence that integrate technology into core content curriculum.	Review of curriculum guides indicate limited correlation to technology application TEKS	Students	Technology Coordinator Teachers	2016 - 2017	Time allotment	Lesson plans
Provide extended learning experiences with video conferencing and web-based learning that bring the real world into the classroom.	Number of video conferences from last year	Students	Technology Coordinator	As scheduled	Region 10 offerings Schedule room	Conferences scheduled and evaluation of sessions
Increase one-on-one capacity by providing Chrome Book carts.	Survey	Students Teachers	Technology Curriculum Director	Aug-Sept	Grants Local Funds	Classroom Observation Sign-out log

GOAL: Maintain technology opportunities to enhance the quality of education for all teachers and students.			COORDINATORS: Mark Sampson, Terri Rowan			
PERFORMANCE OBJECTIVE: Provide professional development for teachers to improve the quality of learning for all students.			APPROVED BY: Board: February 2017			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Model technology use in staff development sessions.	Observations of training	Teachers Principal	All staff and trainers	Ongoing	Trainers' knowledge of technology	Design of training sessions; evaluation forms from training sessions
Provide training to new teachers to bring them up to district expectations for technology.	Teachers' needs assessment	Teachers	Technology Coordinator	2016 -2017	Training sessions New teacher orientation	Training sessions; Evaluation forms
Provide staff development in use of PowerPoint, Photo Story, Webcatt, Forethought and grade book, and Project Share, Chrome Book and Google	Star Chart Survey	K-12 Teachers	ESC 10 Curriculum Director Technology Coordinator	2016 -2017	ESC 10 Computer Lab	Evaluation forms from training sessions
Ensure a stable and robust infrastructure for technology use throughout the district.	Budget review	Students Teachers Staff	Technology Coordinator	Ongoing	Updated equipment; adequate bandwidth 411 funds	Network resources are operational
Make available computer use for community at High School.	Usage log	Community	Technology Coordinator	2016 -2017	Computer lab Teachers Advertisement	Sign-in sheets
Integrate technology into PK-12 instruction with the use of smartboards, Chrome book and ipads	Survey	Teachers All Students	Principal Curriculum Director	2016 -2017	Local Funds Grants	Lesson Plans Walk thru

Scurry-Rosser ISD Goal #7

Meeting the standards of the Financial Integrity Rating System of Texas (FIRST).

GOAL: Meet the standards of the Financial Integrity Rating System of Texas (FIRST).				COORDINATORS: James Sanders, Superintendent		
PERFORMANCE OBJECTIVE: To achieve quality performance in the management of the school district financial resources				APPROVED BY: Board: February 2017		
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Maintain at least the above standard achievement financial rating.	2015-2016	Board Community	Business Mgr. Superintendent	2016 - 2017	Annual financial audits' PEIMS Board minutes	FIRST report
Hold a public meeting to discuss the FIRST rating in conjunction with a regular board meeting	2015-2016	Board Community	Business Mgr. Superintendent	2016 - 2017	Annual financial audits PEIMS Board minutes	FIRST report
Assure the maximum allocation possible for direct instructional purposes.	2015-2016	Board Community	Business Mgr. Superintendent	2016 - 2017	Annual financial audits PEIMS Board minutes	FIRST report

Recruitment and Retainment

GOAL: Provide salary, benefits, training, working conditions and staff development conducive to recruiting and retaining high quality, highly qualified professional and paraprofessional staff.			COORDINATORS: James Sanders, Superintendent			
PERFORMANCE OBJECTIVE: 100% of all professional and paraprofessional personnel will meet the definition of “highly qualified” according to the Every Student Succeeds Act (ESSA) each year.			APPROVED BY: Board: February 2017			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Train district and campus administrators on definition of high quality/highly qualified.	Certification data	Principals	Curriculum Director	Fall 2016	Staff time	Certification data New teacher surveys
Hiring of new teachers and paraprofessionals that meet definition of highly qualified. Provide Paraprofessional with staff development to reach highly qualified status.	New teacher surveys Employment data	New Teachers, Para-professional Staff	Curriculum Director	Fall 2016	Staff time District budget Region 10 Title I	New staff surveys Employment data
Encourage teachers and staff in meeting highly qualified standards.	Staff turnover	Teachers Para-professional Staff	Campus Principals	2016 - 2017	Region 10 Local funds	Certificate
Compensate teachers with a master’s degree an extra \$1000.	Staff turnover	Teachers	Business Office	2016 - 2017	State and local funds	College Diploma

Scurry-Rosser ISD Goal #8

Maintain board solidarity and positive working relationships.

GOAL: Maintain board solidarity and positive working relationships.				COORDINATORS: James Sanders, Superintendent Jeremy Hatcher, Board President		
PERFORMANCE OBJECTIVE: To enhance the effectiveness of the team of eight and to assess the continuing education needs of that team.				APPROVED BY: Board: February 2017		
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Annually participate in a team building session by a register provider.	School Board required training	Board members Superintendent	Superintendent	Sept. 2016 - 2017 3 Hours	Region 10	Sign-in sheets
Training for newly elected board members.	Required 3 hours	New Board members Superintendent	Superintendent	3 Hours	Time Region 10 TASB	Sign-in sheets
Continue open communication with board members and superintendent through: Board packets Phone calls Periodic mail-outs Board meetings	Monthly packets delivered prior to meetings	Board members Superintendent	Superintendent	Monthly	Local	Phone calls Board minutes
Encourage board member training with conference and continuing education.	School Board	Board Members	Superintendent	Monthly	Local TASB Conference	Certificates

Scurry-Rosser ISD Goal #9

Expand facilities to support a growing and well-rounded vocational program.

GOAL: Expand facility to promote a well-rounded vocational program.				COORDINATORS: Principal/Ag Teacher CTE		
PERFORMANCE OBJECTIVE: Provide opportunity for students to pursue vocational careers.				APPROVED BY: Board: February 2017		
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Maintain facility for animal care and maintenance.	Observations	6-12 Grades	Ag Teacher Principal	2016 - 2017	Local Funds FFA Handbook	Building completion
Investigate alternative energy technology. Reduce electricity usage by 5% for the next 6 years.	State Mandate	All	Maintenance Supervisor Superintendent	2016 - 2017	Time Local Funds	Study Group Reports Web Posting

Scurry-Rosser ISD Goal #10

Continue to strive to lower district tax rates when possible.

GOAL: Continue to strive to lower district tax rate.			COORDINATORS: James Sanders/School Board			
PERFORMANCE OBJECTIVE: Lower tax rate when possible while maintaining academic and extracurricular success.			APPROVED BY: Board: February 2017			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Strive to adopt a reasonable and appropriate tax rate annually.	Adopted Tax Rate	Tax payers	Board Superintendent	2016 - 2017	Local Funds	Tax Rate Resolution