

Terrell Independent School District
Terrell Alternative Education Center and DAEP
2024-2025 Improvement Plan

Accountability Rating: Not Rated



Board Approval Date: October 21, 2024
Public Presentation Date: October 21, 2024

Mission Statement

The mission of the Terrell Independent School District, a community rooted in connection, is to provide an exceptional learning experience in a safe, nurturing environment, empowering our students to achieve excellence and to be responsible and ethical members of an ever-changing society.

Vision

The vision of Terrell ISD is to cultivate an innovative learning community where students are prepared to adapt and excel in a complex and rapidly changing world.

Our vision at TAEC is to provide each student a structured learning environment, which fosters academic growth toward excellence while encouraging self-discipline, self-respect, and good citizenship.

Value Statement

Terrell ISD is a 5-A district located east of Dallas and has an approximate enrollment of 5,250 students served by nine campuses. Established in 1883, Terrell Independent School District has a proud history of community and providing a quality education to our students. It is our belief that the future of our community, state, and nation hinges on the student being educated by our school system.

Our Motto:

Expect more. Achieve more.

Our Values:

T - Treat people right

I - Inspire Tiger Pride

G - Get better every day

E - Every day, we show up and are productive

R - Reach toward our common goal as a team

S - Say what you mean; mean what you say; do what you say

For information about the comprehensive needs assessment executive summary as well as additional district achievements and the student demographics, please visit the district website at www.terrellisd.org or the TEA website at <https://tea.texas.gov>. The district improvement planning process is intended to serve as a collaborative planning tool by utilizing community and staff input to develop goals for the upcoming school year. The members of the team chose the strategic objectives which are completely aligned with each campus plan.

TERRELL ISD does not discriminate on the basis of race, color, national origin, sex, or disability in its programs or activities and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding the nondiscrimination policies: Derrell Coleman, General Counsel, 700 Catherine Street, Terrell, Texas 75160, (972) 563-7504.

TERRELL ISD no discrimina por motivos de raza, color, origen nacional, sexo, o discapacidad en sus programas o actividades y brinda igualdad de acceso a los Boy Scouts y otros grupos juveniles designados. La siguiente persona ha sido designada para manejar consultas sobre las políticas de no discriminación: Derrell Coleman, General Counsel, 700 Catherine Street, Terrell, Texas 75160, (972) 563-7504.

Table of Contents

Comprehensive Needs Assessment	5
Demographics	5
Student Learning	6
80	7
B	7
School Processes & Programs	8
Perceptions	9
Goals	10
Goal 1: STUDENT ACHIEVEMENT: Accelerate student learning to dramatically increase the number of students who perform on or above grade level.	10
Goal 2: SCHOOL CULTURE: Create safe and secure learning environments that focus on the social, emotional, and cultural needs of every student.	17
Goal 3: HUMAN CAPITAL AND RESOURCES: Develop the capacity of every teacher and staff members to deliver rigorous, enriching learning experiences to every student and ensure safety of all.	19
Goal 4: ORGANIZATIONAL EFFICIENCY: Develop a resource allocation plan and long-term facilities plan that supports and maintains the financial stability of the district, is aligned with identified priorities, addresses future growth and facility improvement needs, and represents being good stewards of taxpayer funds.	21
Goal 5: COMMUNITY ENGAGEMENT AND OUTREACH: Elevate district pride by strengthening partnerships with families, community, and the business community.	25

Comprehensive Needs Assessment

Demographics

Demographics Summary

Terrell Alternative Education Center (TAEC) is a campus coordinated through the Student Management Department of the Terrell Independent School District. TAEC seeks to work with parents, school personnel and community resources as needed in every aspect of serving the district's at-risk youth. TAEC is composed of two programs, Phoenix and Discipline Alternative Education Placement (DAEP). The Phoenix program currently consists of 86 students with the following student demographics: Female 50.00%, Male 50.00%, African American - 32.56%, Hispanic - 48.84%, White - 15.12%, American Indian/Alaskan Native 0.00%, Two or More - 3.49%. Student demographics for programs include: Emergent Bilingual - 17.44%, Special Education - 18.60%, Gifted and Talented - 1.16%, Section 504 - 8.14, and CTE - 54.65%. Other student demographics include: Economically Disadvantaged - 70.93%, At Risk - 100.00%. Student attendance is a focused area of concern as attendance has a direct impact of student achievement. The demographics and enrollment in TAEC change regularly as we proudly graduate students throughout the school year, and allow others to enroll.

TAEC has 10 staff members, 60% of which are Professional Staff. 100% of Professional Staff have more than 10 years of experience. Professional development offered to teachers and staff help bring multicultural awareness, bridge gaps, and build a culture of trust and respect.

TAEC utilizes Edgeunity as a diagnostic/progress monitoring instrument for all students. Get Better Faster (Waterfall), TLR, and the TISD Model of Instruction are currently being utilized to create a campus culture of coaching based on trust. Efficient classroom instruction is monitored by documented walk-through observations using Strive. Teacher evaluations utilize the NIET system. Ongoing professional development includes building capacity of teachers through the use of the NIET, TIL, effective teaching strategies, subject specific/content development, developing culture/climate and crisis/behavior management.

This campus also houses students from the district's Disciplinary Alternative Placement center. The number of students and demographics change regularly as students are entered and transitioned back to their home campus.

Demographics Strengths

- Diversity of student population
- Equitable teacher/student ratios
- Highly effective teachers
- Increasing student performance

Problem Statements Identifying Demographics Needs

Problem Statement 1: Teachers need ongoing support and opportunities for professional learning that address personalized student learning. **Root Cause:** We have a high rate of low student performance based on the lack of experiences and exposure to personalized instruction that meets students where they are.

Problem Statement 2: Students academic achievement will improve when learning experiences are intentional, consistently differentiated and personalized to meet each student's unique needs. **Root Cause:** Students diverse background knowledge, experiences, strengths, weaknesses, lack of educational exposure and behavior need to be routinely consider when personalizing student engaging classroom lessons.

Student Learning

Student Learning Summary

TAEC received a State accountability rating of "B" for 2023-2024 school year. STAAR scores include Approaches, Meets, and Did Not Meet Level Performance. The Approaches, Meets and Masters levels are considered passing. The Approaches category indicates that students are likely to succeed in the next grade or course with targeted academic interventions. The Meets category indicates that students have a high likelihood of success in the next grade or course but may still need some targeted academic intervention. The Masters category indicates that students are likely to succeed in the next grade level. TAEC needs to increase the number of students attaining Meets and Masters on state assessments.

The need to increase growth in all subjects and sub-populations, literacy, language acquisition, digital fluency, and college & career readiness are all identified areas of need. TAEC is committed to attaining the challenging HB3 goals established by the Board of Trustees.

TAEC implements curriculum that is aligned to the state standards and is accessible to all teachers. Common assessments across grade level disciplines are regularly monitored and multiple on-line tools for disaggregation of data are available. An instructional model is utilized by all educators. The Student Achievement Leadership Team sets campus goals and maintain instructional focus while Collaborative Teams utilize the PLC (Big Rock) to provide collaborative, job-embedded, and classroom-focused professional development.

TAEC places emphasis on supporting all student groups and addressing the needs of economically disadvantaged students, EL students, Special Education, and other special student populations. Teachers obtain ESL certification and GT certification as needed in order to address the needs of students and increase student achievement. Furthermore, efforts are made to provide parent support and training.

In need with consistent program monitoring for academics, behavior, and attendance, a systemic Multi-Tiered Systems of Support (MTSS) process will be implemented for all students. A district Director of Multi-Tiered Systems of Support has been added to further impact the individual needs of students. To provide targeted intervention, full-time and part-time interventionist are assigned at multiple grade levels.

Teachers and staff facilitate student awareness of academic and behavioral expectations, including teaching students how to write goals throughout the year and monitor their own progress through the implementation of Individual Academic Plans. Students in special education continue to under perform in comparison to non-special education students and are commonly targeted for improvement.

TAEC is focused on increasing educational rigor and increasing student achievement by building the capacity of its employees including teachers, leaders, support staff, and ancillary staff. TAEC provides ongoing professional development for administrators, teachers and staff to build content and effective instruction strategies, bridge gaps, embrace diversity, and build a culture of trust and respect. TAEC provides job-embedded, data-driven, and classroom-focused professional development through Professional Learning Communities (PLC's) and collaborative team meetings. PLC's assist in the development of teachers as they learn TEKS based strategies, disaggregate student data, increase the rigor and depth of knowledge in the classroom, learn effective instructional strategies, and content knowledge. It is the instructional goal that ALL students 'grow' each year and that 'no students goes backwards'. Based on an analysis of data, students, and specific special populations, decisions are made to address the needs and supports necessary to master the challenging State academic standards. There is also a need for professional accountability to implement learning from professional development.

The Texas Academic Performance Report indicates an achievement gap between student populations. Based on an analysis of data, students and specific special populations are in need of supports to master the challenging State academic standards. Professional Development is necessary to equip personnel with the skills necessary to address equity for all, the social/emotional needs of students, provide engaging, grade-level appropriate, strong instruction which includes, in part, TEKS Analysis, differentiated instruction, scaffolding instruction, making content comprehensible, project based learning, drop-out prevention, and culturally responsive teaching.

Domain	Scaled Score	Better of School Progress Part A or Part B	Better of Student Achievement or School Progress	
Student Achievement	73		79	
School Progress, Part A	56	79		
School Progress, Part B	79			
Closing the Gaps	82			

Student Learning Strengths

- Improved state accountability ratings
- National Institute for Excellence In Teaching (NIET)
- Teacher Learning Rubric (TLR)
- Academic enrichment opportunities
- Professional development opportunities through PLC, Region 10, and other virtual platforms

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Increase number of students attaining CCMR upon graduation. **Root Cause:** Student trauma, lack of academic exposure and student behavior impact academic achievement.

School Processes & Programs

School Processes & Programs Summary

Terrell Alternative Education Center has a targeted focus on the high achievement of students which is addressed through quality leadership, effective teaching and engaged learning. A local administrator (TPEGS-Terrell Principal Evaluation and Growth System) and teacher evaluation system (NIET-Teacher Learning Rubric) are in place to ensure that teachers receive regular observations and appropriate feedback to implement effective teaching practices. The campus administrator and Terrell ISD provide annual trainings that include, but are not limited to, online curriculum, CPI, and Big Rock, for all teachers. Terrell ISD provides its employees with standard technology equipment including laptops, document cameras, and projectors. This campus is equipped with Computer-on-Wheel carts (COWs). TAEC provides for the continuation of digital programs including Edgenuity and other programs to support classroom instruction. Classlink serves as a single sign on for all teacher and student digital programs login.

The Terrell Alternative Education Center's Phoenix program supports students who are in imminent danger of dropping out of school, recovery of students that have dropped out of school, and those in need of pregnancy related services by offering half day, self-paced program called Phoenix. Students who are behind in credits, recover their credits using the computer program Edgenuity.

School Processes & Programs Strengths

- TPEGS and TLR
- Highly qualified teachers
- One-to-one technology
- Student and teacher progress monitoring

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: PLC meetings need to be more structured and purposeful to meet the needs of all learners. **Root Cause:** Utilize the PLC (Big Rock) processes with consistency.

Perceptions

Perceptions Summary

Our campus mission is to provide a safe and creative school climate by building positive relationships, resulting in high academic and social achievement for all students. We want to build capacity in our students and teachers to believe that they can do the work and be successful. As a campus, our priority is to ensure that everyone believes in the work and believes they can accomplish the work. We want our students to take ownership and want to be successful. We will develop our teachers through the PLC process, timely feedback, coaching and teacher observations. This process will allow us to impact the adults, who has the greatest impact to influence student achievement. We have a great campus and have seen some success, but we still have work to do. We must reach every student.

It is a priority at TAEC to be a safe campus where students and staff members feel secure. Monthly safety drills are completed and there are multiple security cameras in place at various locations around the campus. Teacher and staff surveys indicate that they feel safe and secure while on campus.

Perceptions Strengths

- Numerous parent and community events
- Safe schools
- Highly Effective Teachers
- Systems created for success of all stakeholders

Problem Statements Identifying Perceptions Needs

Problem Statement 1: All students are not demonstrating ownership of their actions and their learning. **Root Cause:** Students lack social-emotional skills and need explicit instruction to help build important learner qualities.

Goals

Goal 1: STUDENT ACHIEVEMENT: Accelerate student learning to dramatically increase the number of students who perform on or above grade level.





Performance Objective 1: Improve SUPPORTS to positively impact student learning to ensure a well-rounded education.

High Priority

Evaluation Data Sources: Teacher Walkthroughs and Evaluations, Professional Development sign-ins and agendas (including PLC).

Strategy 1 Details	Reviews		
<p>Strategy 1: Provide and monitor the effective use of instructional PROGRAMS and INTERVENTIONS to improve the academic performance of all students personalized learning/DIGITAL PROGRAMS, and provide SUPPLIES, MATERIALS, and RESOURCES to support and reinforce teaching and learning in ALL subject areas to ALL STUDENT GROUPS including neglected/delinquent youth, At-Risk ,GT, Special Ed, Homeless, English Learners, dyslexia, Sec.504, Migrant, etc.) to ensure a WELL-ROUNDED-EDUCATION.</p> <p>Strategy's Expected Result/Impact: Increase the percentage of all students scoring at the Meets' and Masters' level Close the achievement gaps for our AA student population Quarterly checks of usage and student performance data [STAAR, TELPAS, MAP, Achieve 3000, Reading Plus, ST Math, Growth, Gaps, CCMR, etc.]</p> <p>Staff Responsible for Monitoring: Campus Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: INTERVENTIONS & MULTI-TIERED SYSTEM OF SUPPORT Provide targeted interventions to students with academic and behavioral needs, including students who have experienced trauma or have explosive behaviors that interfere with learning.</p> <p>Strategy's Expected Result/Impact: Targeted instructional supports for students in need of assistance. Changes in student behavior to increase student learning.</p> <p>Staff Responsible for Monitoring: Campus Principal</p> <p>Results Driven Accountability</p>	Formative		Summative
	Nov	Feb	June

Strategy 3 Details	Reviews		
Strategy 3: CURRICULUM Maintain a viable curriculum aligned to state standards. Strategy's Expected Result/Impact: Alignment of the the written, taught, and tested curriculum Staff Responsible for Monitoring: Campus Principal	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: PROFESSIONAL DEVELOPMENT & COACHING Provide job-embedded coaching opportunities to campus leaders, teachers, coaches and support staff. Strategy's Expected Result/Impact: Increased teacher and student performance Staff Responsible for Monitoring: Campus Principal Results Driven Accountability	Formative		Summative
	Nov	Feb	June
Strategy 5 Details	Reviews		
Strategy 5: RESEARCH-BASED BEST PRACTICES Campus will ensure an effective educator in in every classroom and students are engaged in learning every day. Strategy's Expected Result/Impact: Targeted instruction and student learning Staff Responsible for Monitoring: Campus Principal Results Driven Accountability	Formative		Summative
	Nov	Feb	June
Strategy 6 Details	Reviews		
Strategy 6: Provide all students with access to a WELL-ROUNDED EDUCATION by ensuring exposure to FINE ARTS, and preparation for COLLEGE, CAREER, OR MILITARY POST-SECONDARY READINESS, ADVANCED ACADEMICS, ensuring academic ENRICHMENT and EXTRA-CURRICULAR support and COLLEGE EXPOSURE opportunities for students such as summer camps, out-of-school time programs, school clubs, sports, and at-home extension activities.. Strategy's Expected Result/Impact: Student involvement and enrichment Staff Responsible for Monitoring: Campus Principal	Formative		Summative
	Nov	Feb	June
Strategy 7 Details	Reviews		
Strategy 7: DROP OUT PREVENTION / DROP OUT RATE / AT-RISK RECOVERY or ALTERNATIVE EDUATION Analyze data and implement enhanced drop out prevention efforts (such as THS Graduation Team, TAEC), to decrease the student drop out rate AND/OR provide an alternative choice high schools to meet the needs of at-risk students. Strategy's Expected Result/Impact: Recover drop outs. Prevent potential dropouts. Staff Responsible for Monitoring: Campus Principal Results Driven Accountability	Formative		Summative
	Nov	Feb	June





Strategy 8 Details	Reviews		
Strategy 8: TARGETED IMPROVEMENT PLANS Monitor and support all Targeted Improvement Plans to ensure frameworks for effective schools and high student outcomes. Strategy's Expected Result/Impact: Close achievement gaps Staff Responsible for Monitoring: Campus Principal Results Driven Accountability	Formative		Summative
	Nov	Feb	June
Strategy 9 Details	Reviews		
Strategy 9: MIGRANT: Establish Migrant Priority for Service (PFS) Action Plan in cooperation with Educational Service Center, Region 10. Strategy's Expected Result/Impact: Targeted focus on highly at risk population Staff Responsible for Monitoring: Campus Principal	Formative		Summative
	Nov	Feb	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: STUDENT ACHIEVEMENT: Accelerate student learning to dramatically increase the number of students who perform on or above grade level.

Performance Objective 2: Ensure SPECIAL EDUCATION services are effectively provided to each student needed and ensure all processes and procedures are effectively monitored.

High Priority

Evaluation Data Sources: Results Driven Accountability Data
IEPs
Student Performance including behaviors

Strategy 1 Details	Reviews		
<p>Strategy 1: To ensure students in Special Education are receiving adequate and proper services, performance routine audits to ensure Child Find processes are effective and student folders are accurate and in compliance.</p> <p>Strategy's Expected Result/Impact: Continuity of services for students.</p> <p>Staff Responsible for Monitoring: Campus Principal</p> <p>Results Driven Accountability</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: SPECIAL EDUCATION: Ensure continuum of services to address student needs including the treatment of dyslexia. and maintain compliance with federal, State, and local regulations.</p> <p>Staff Responsible for Monitoring: Campus Principal</p>	Formative		Summative
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			





Goal 1: STUDENT ACHIEVEMENT: Accelerate student learning to dramatically increase the number of students who perform on or above grade level.

Performance Objective 3: EMERGENT BILINGUAL -

EB students will increase their proficiency levels in the TELPAS domains of listening, speaking, reading and writing.

High Priority





Evaluation Data Sources: TELPAS, OLPT, EL Progress Measures

Strategy 1 Details	Reviews		
<p>Strategy 1: Students will achieve ENGLISH LANGUAGE PROFICIENCY through meaningful learning experiences, language rich instruction, and interventions to improve academic performance and close achievement gaps.</p> <p>Strategy's Expected Result/Impact: English Language Acquisition</p> <p>Staff Responsible for Monitoring: Campus Principal</p> <p>Results Driven Accountability</p>	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 1: STUDENT ACHIEVEMENT: Accelerate student learning to dramatically increase the number of students who perform on or above grade level.

Performance Objective 4: Readily and strategically infuse TECHNOLOGY in teaching and learning to improve outcomes for all students.

Evaluation Data Sources: COW's and Phoenix take home computers.

Strategy 1 Details	Reviews		
Strategy 1: NETWORK SAFETY: Technology staff will evaluate and ensure safeguards are in place to prevent and detect threats to the system. Strategy's Expected Result/Impact: Cybersecurity Awareness and Prevention Staff Responsible for Monitoring: Campus Principal	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: CLASSROOM TECHNOLOGY: Ensure classroom computers and other technology instructional needs are operational. Strategy's Expected Result/Impact: Instructional technology use in classrooms. Staff Responsible for Monitoring: Campus Principal	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 1: STUDENT ACHIEVEMENT: Accelerate student learning to dramatically increase the number of students who perform on or above grade level.

Performance Objective 5: COLLEGE, CAREER COLLEGE, CAREER & MILITARY READY (CCMR)





By May 2025, the percent of Phoenix students designated COLLEGE, CAREER & MILITARY READY (CCMR) will exceed 80%.

High Priority

HB3 Goal





Evaluation Data Sources: TAPR 2026
CCMR Tracker

Strategy 1 Details	Reviews		
<p>Strategy 1: COLLEGE, CAREER & MILITARY READY: Students that have not attained CCMR designation status by their Senior year will complete the Texas College Bridge curriculum in English & Math for College Prep credit, as needed OR successfully complete a dual credit course in English or Math.</p> <p>Strategy's Expected Result/Impact: The self-paced, targeted course will better prepare students for college and result in more students passing the TSI. Percent of students designated COLLEGE & CAREER READY will increase .</p> <p>Staff Responsible for Monitoring: Dr. Tracie Washington, Deputy Superintendent Leading & Learning Julie Fisher, Executive Director of CCMR & Federal Programs</p>	Formative		Summative
	Nov	Feb	June
	N/A		

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Goal 2: SCHOOL CULTURE: Create safe and secure learning environments that focus on the social, emotional, and cultural needs of every student.





Performance Objective 1: Increase student attendance and decrease student referrals and student behaviors warranting suspension or alternate settings .

Strategy 1 Details	Reviews		
Strategy 1: Monitor and provide resources to address DISCIPLINE & BEHAVIOR, STUDENT PLACEMENTS, ATTENDANCE, and conduct HOME-VISITS. Staff Responsible for Monitoring: Campus principal	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 2: SCHOOL CULTURE: Create safe and secure learning environments that focus on the social, emotional, and cultural needs of every student.

Performance Objective 2: Increase social-emotional supports

Evaluation Data Sources: Teacher Retention Rate, Discipline Rates, Attendance Rates

Strategy 1 Details	Reviews		
<p>Strategy 1: Provide TARGETED SUPPORT and support COUNSELING , SOCIAL SERVICES, GUIDANCE LESSONS, and TRAININGS to support students' social, emotional and academic well-being of student and implement a comprehensive school counseling program to address student SEL needs.</p> <p>This may include targeted supports and personnel (psychologist, behavior specialists, mental health provider/programs, specialized instructional support services, etc.) to meet student/staff needs and trainings in a) social/emotional learning (b) trauma informed care policies, (c) crisis intervention, (d) drug education, (e) dating violence, (f) sexual abuse, (g) sex trafficking, (h) other maltreatment of children, (i) cultural proficiency, (j) healthy student relationships (k) cybersecurity (l) suicide prevention including parental or guardian notification procedures; (m) conflict resolution programs. (n) violence prevention programs, (o) dyslexia treatment programs; (p) accelerated instruction (q) drop out reduction, (r) homeless services</p> <p>Strategy's Expected Result/Impact: Awareness of student needs and knowledge of how to respond Teacher capacity to assist student needs increases Decreased disciplinary referrals; Increased student attendance</p> <p>Staff Responsible for Monitoring: Campus Principal</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Provide COORDINATED SCHOOL HEALTH SERVICES, activities, and evaluations including required PHYSICAL ACTIVITIES [TEC 11.253(d)(10)] and provide a universal FEEDING PROGRAM in partnership with the SHAC.</p> <p>Strategy's Expected Result/Impact: Addressing needs of whole child: social, emotional, physical</p> <p>Staff Responsible for Monitoring: Campus Principal</p>	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			


Goal 3: HUMAN CAPITAL AND RESOURCES: Develop the capacity of every teacher and staff members to deliver rigorous, enriching learning experiences to every student and ensure safety of all.


Performance Objective 1: RECRUIT and RETAIN sufficient PERSONNEL to provide effective leadership, teaching, custodial, maintenance, nutrition, special services and other positions instrumental to the effective operation of the district.

Evaluation Data Sources: Employee Roster
Turnover Rate

Strategy 1 Details	Reviews		
<p>Strategy 1: Attend and host RECRUITING EVENTS such as JOB FAIRS, and implement supports to RECRUIT, SUPPORT, AND RETAIN and DEVELOP excellent and Fully Certified and Highly Qualified Principals, Teachers, and Staff (food service, custodial, bus drivers, paraprofessionals, etc.) and Significantly increase SOCIAL MEDIA BRANDING and recruitment strategies and redirect budgets toward this end.</p> <p>Strategy's Expected Result/Impact: Increase teacher quality and recruit diverse staff</p> <p>Staff Responsible for Monitoring: Campus Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: ONBOARDING PROGRAM: Provide meaningful orientation and specialized supports and resources for new employees.</p> <p>Staff Responsible for Monitoring: Campus Principal</p>	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<p>Strategy 3: Increase RETENTION RATE of employees and decrease TEACHER TURNOVER rate reflect state average.</p> <p>Strategy's Expected Result/Impact: Stability of teaching staff and decreased expense of training</p> <p>Staff Responsible for Monitoring: Campus Principal</p>	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<p>Strategy 4: Maintain district status as a DISTRICT OF INNOVATION with the Texas Education Agency.</p> <p>Strategy's Expected Result/Impact: Local Board control over district calendar and other Board approved topics</p> <p>Staff Responsible for Monitoring: Campus Principal</p>	Formative		Summative
	Nov	Feb	June

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Goal 4: ORGANIZATIONAL EFFICIENCY: Develop a resource allocation plan and long-term facilities plan that supports and maintains the financial stability of the district, is aligned with identified priorities, addresses future growth and facility improvement needs, and represents being good stewards of taxpayer funds.

Performance Objective 1: FINANCIAL STABILITY





Propose a budget that promotes fiscal responsibility and supports instructional growth.

Strategy 1 Details	Reviews		
Strategy 1: PEIMS: Report and maintain accurate PEIMS data through training and follow-up supports for support staff on appropriate coding procedures. Staff Responsible for Monitoring: Campus Principal	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 4: ORGANIZATIONAL EFFICIENCY: Develop a resource allocation plan and long-term facilities plan that supports and maintains the financial stability of the district, is aligned with identified priorities, addresses future growth and facility improvement needs, and represents being good stewards of taxpayer funds.

Performance Objective 2: CAPITAL IMPROVEMENTS





Develop a long-term facilities plan to address future growth and facility improvement needs.

Strategy 1 Details	Reviews		
Strategy 1: BUILDING & PROPERTY MAINTENANCE: Prioritize items at critical failure and utilize alternate resources to address most critical needs identified in the facility assessment. Staff Responsible for Monitoring: Campus Principal	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 4: ORGANIZATIONAL EFFICIENCY: Develop a resource allocation plan and long-term facilities plan that supports and maintains the financial stability of the district, is aligned with identified priorities, addresses future growth and facility improvement needs, and represents being good stewards of taxpayer funds.

Performance Objective 3: SAFETY & SECURITY





Training and emergency management preparation will be provided to assure the safety and security of every student and staff member in the District, and of all stakeholders on District premises.

Strategy 1 Details	Reviews		
<p>Strategy 1: TRAINING & EMERGENCY RESPONSE PLANS Improve safety and security training for campus personnel related to intruders, active shooters, and other pertinent areas impacting student/staff safety. This will include training campus administrators to handle their unique campus emergency response plans, account for student mental health and emotional issues , and use anti-bullying training and protocols. Staff Responsible for Monitoring: Campus Principal</p>	Formative		Summative
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 4: ORGANIZATIONAL EFFICIENCY: Develop a resource allocation plan and long-term facilities plan that supports and maintains the financial stability of the district, is aligned with identified priorities, addresses future growth and facility improvement needs, and represents being good stewards of taxpayer funds.

Performance Objective 4: COMPLIANCE





District will maintain compliance with all state and federal guidelines.

Strategy 1 Details	Reviews		
Strategy 1: Monitor state, federal and special programs to ensure compliance. Staff Responsible for Monitoring: Campus Principal	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 5: COMMUNITY ENGAGEMENT AND OUTREACH: Elevate district pride by strengthening partnerships with families, community, and the business community.

Performance Objective 1: COMMUNICATION MEDIUMS :





TAEC will utilize multiple mediums to ensure effective communication to all stakeholders.

Strategy 1 Details	Reviews		
<p>Strategy 1: COMMUNICATION MEDIUMS: TAEC will use websites, website applications, social media, e-newsletters, REMIND messages, parent portal, target mailers, billboards and other outlets to keep parents informed.</p> <p>Strategy's Expected Result/Impact: Parents will be better informed, feel a stronger connection to the school and better able to support their child's education.</p> <p>Staff Responsible for Monitoring: Campus Principal</p>	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 5: COMMUNITY ENGAGEMENT AND OUTREACH: Elevate district pride by strengthening partnerships with families, community, and the business community.

Performance Objective 2: COMMUNITY & FAMILY ENGAGEMENT

Strategy 1 Details	Reviews		
<p>Strategy 1: OUTREACH: Provide district-wide outreach program for parents to help build connections and capacity</p> <p>Strategy's Expected Result/Impact: EOY parental survey will show that parents feel more welcome, informed, and valued; and possess new knowledge and resources allowing them to better support their child's education.</p> <p>Staff Responsible for Monitoring: Campus Principal</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: ACCESS: District will provide opportunities for parents to access campuses for events including volunteer training and special event programs (Veteran's Day, Cultural Days, Hall of Fame, Dudes at the Door, etc.) .</p> <p>Strategy's Expected Result/Impact: Parents will be better informed, feel a stronger connection to the school and better able to support their child's education.</p> <p>Staff Responsible for Monitoring: Campus Principal</p>	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<p>Strategy 3: PARENT & FAMILY ENGAGEMENT POLICY: The district will jointly develop with, and distribute to, parents and family members of participating children a written Parent and Family Engagement Policy. Parents shall be notified of the policy in an understandable and uniform format and, to the extent practicable, provided in a language the parents can understand. The policy shall be made available to the local community and updated periodically to meet the changing needs of the parents and the school.</p> <p>Strategy's Expected Result/Impact: Parents will be more engaged in the educational process leading to higher levels of student achievement and efficacy.</p> <p>Staff Responsible for Monitoring: Campus Principal</p>	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<p>Strategy 4: VOLUNTEERS & PARTNERSHIPS: TISD will increase the number of volunteers and community partnerships .</p> <p>Staff Responsible for Monitoring: Campus Principal</p>	Formative		Summative
	Nov	Feb	June

Strategy 5 Details	Reviews		
<p>Strategy 5: EDUCATE PARENTS and students (middle school and high school) of the following: (a) Higher education opportunities and information about admissions, financial aid, TEXAS grants, Teach for Texas, and making informed choices in high school; (b) Foundation Graduation Plan including endorsements and distinguished achievement options, (c) Career and college readiness standards.</p> <p>Staff Responsible for Monitoring: Campus Principal</p>	Formative		Summative
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			