

# Hitchcock Independent School District

## BOARD OF TRUSTEES

**Meeting Date:** November 17, 2025

**Presented by:** Dr. Darryl J. Henson, Interim Superintendent of Schools

**Subject:** Targeted Improvement Plans

### Action Item

#### **BACKGROUND INFORMATION:**

The Texas Education Agency implements the Targeted Improvement Plan as a mandatory, strategic reform effort for public school campuses identified as needing significant academic support. A campus is typically required to develop a TIP if it receives a first-time unacceptable state rating ('F'), has earned three D ratings consecutively, or is identified for federal Comprehensive Support and Improvement due to consistently failing to meet targets in the Closing the Gaps domain.

The process begins with an intensive Effective Schools Framework Diagnostic and a root cause analysis to understand the specific, underlying reasons for low performance. The resulting TIP must outline a targeted, research-based improvement strategy detailing how the school will align resources, instruction, and professional development to address the identified root causes. This plan requires extensive input from parents and the community, must be approved by the local Board of Trustees, and is then submitted to the TEA for approval and ongoing monitoring, with the ultimate goal of achieving sustained student success and academic turnaround. This intensive process is currently mandated for four out of our five campuses— Kids First Head Start, Hitchcock Primary, Stewart Elementary, and Crosby Middle—due to their performance during the 2023, 2024, and 2025 accountability years, requiring them to implement TEA-approved strategies to address their identified academic challenges.

#### **BOARD ACTION REQUIRED:**

I move that the Board approve the Targeted Improvement Plans as presented.

#### **POLICY AUTHORIZATION:**

N/A

**CONTACT PERSON:**

Dr. Keri Launius, Executive Director of Academics

**FUNDING SOURCE:**

N/A

**ENCLOSURES:**

Targeted Improvement Plans Workbook

Intervention and Guidance Document for Paired Campuses