Scurry Rosser Independent School District District Improvement Plan 2017-2019 Goals/Performance Objectives/Strategies

Accountability Rating: Met Standard



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.

Table of Contents

Goals	4
Goal 1: Provide a safe and supportive educational environment for all students.	4
Goal 2: Strive to effectively close the achievement gap as compared to the state standards and/or the Every Student Succeeds Act 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.	6
Goal 3: Continue to enhance teacher instruction and student achievement through appropriate and research-based staff development 1	. 1
Goal 4: Maintain high attendance rate of 97.7% or better	2
Goal 5: Maintain collaborative communication with all stakeholders within the community	4
Goal 6: Maintain technology opportunities to enhance the quality of education for all teachers and students.	6
Goal 7: Meeting the standards of the Financial Integrity Rating System of Texas (FIRST).	8
Goal 8: Maintain board solidarity and positive working relationships	20
Goal 9: Expand facilities to support a growing and well-rounded vocational program	21
Goal 10: Continue to strive to lower district tax rate. 2	2
System Safeguard Strategies	23

Goals

Goal 1: Provide a safe and supportive educational environment for all students.

Performance Objective 1: Conduct Campus Safety Audits to address the homeland security and legislative recommendations.

Evaluation Data Source(s) 1: Reduction in violent incidents, Counselor time/task logs, teacher lesson plans, surveys, staff development sign-in sheets PEIMS 425

						Revie	ews	
Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Fo	rmat	ive	Summative	
				Nov	Jan	Mar	June	
1) Implement research-based violence prevention curricula (such as conflict resolution, physical/verbal aggression, sexual harassment, anger management, no-bullying and suicide prevention techniques) with appropriate training.		Teachers Counselors Principals	Reduction in violent incidents, Counselor time/task logs, teacher lesson plans, surveys, staff development sign-in sheets PEIMS 425					
 2) 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 		Counselors Principals	Reduction of substance abuse, surveys, counselor time/task logs, teacher lesson plans, staff development sign-in sheets 425 records					
3) 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.		Counselors Principals	Counselors log Survey Program Agenda					
4) Provide a DAEP for 6-12 grade students located in Mabank ISD.		Principals	Referral records PEIMS 425 report annual evaluation					
5) Review the District Crisis Management Handbook and Teacher Crisis Management Quick Reference Guide for content and design. Ensure response action protocols are current.		Director of Operations	Resource materials are current and utilized.					
6) Conduct frequent safety audits and drills for potential crisis situations. Trained Administrator		Director of Operations Principals	Drill reports Audit reports					

7) Implement Character Education into the curriculum PK- 12 using programs such as: Character Counts Driving Under the Influence Education Program	Counselors Teachers	PEIMS 425 Report Annual evaluation Report School Health Survey				
8) Implement campus discipline plans: Review discipline plan with stakeholders Computerize discipline referrals Support ISS assignments	Principals	PEIMS 425 report Annual evaluation Report School Health Survey				
9) Initiate district level substitute training on safety and discipline procedures (I:e., green & white, fire, evacuation, discipline referrals, etc.)	Human Resources, Principals	Sign in Sheets Certification				
10) Monitor cleanliness of all buildings and grounds.	Superintendent Maintenance Head Custodian Principal	Custodian reports				
11) Provide routine maintenance as needed to all facilities.	Assistant Superintendent	Spreadsheet				
12) Conduct outside consultant led Safety Audit in order to ensure the integrity of safety procedures and guidelines. Asbestos Report	Administrators	Resources to address areas of need identified by outside auditor				
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Goal 2: Strive to effectively close the achievement gap as compared to the state standards and/or the Every Student Succeeds Act 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.

Performance Objective 1: Meet or Masters Grade Level performance 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.

Evaluation Data Source(s) 1: State/Federal Accountability System Reports

Summative Evaluation 1:

TEA Priorities: 2. Build a foundation of reading and math.

						Revie	ews
Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Fo	rmat	ive	Summative
				Nov	Jan	Mar	June
System Safeguard Strategy	.,	Director of TLC	Common Assessments, State Test				
PBMAS		Principals					
 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. 		Teachers					
2) Implement remediation options for students not meeting additional grade placement requirements such as Before/After school tutoring, Summer School, Intervention periods within the school day.		Principals Teachers	Increased state performance on TAPR				

System Safeguard Strategy PBMAS3) MATH: Expand mathematical background of teachers using research-based methods to equip them to deliver problem- solving strategies in grades PK-12: 1. Identify and select effective research-based methods for instruction which 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 Leaders 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.	2, 3, 4, 9	Principal	TAPR STAAR Benchmark results Staff development sign-in sheet Sign in sheet (Certificate		
 4) SCIENCE: Promote scientific thought and higher cognitive levels thinking through inquiry-based learning, PK-12: 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. 		Principals Teachers TLC Director	Staff development sign-in sheets Benchmark results STAAR TAPR		

System Safeguard Strategy		Principals	TAPR]
5) SOCIAL STUDIES		Teachers	Benchmark results		
Promote retention of knowledge and application of higher order thinking skills through research-based strategies in		Director TLC	Staff development sign-in sheets		
grades PK-12:					
 Analyze STAAR results in grades 8 and 11. 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.					
PBMAS		Principals	Increased scores on TAPR, STAAR, and Benchmark results		
6) LANGUAGE ARTS:	7, 8, 9	Teachers Director TLC	Increased Staff Development attendance for instructional workshops		
Provide scientifically research based literacy strategies to grades PK-12:			workshops		
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 class period for ELAR EOC remediation					
7) Update the G/T program through the following:	5, 10	Director of TLC	TAPR		
Provide at least one G/T trained teacher in each grade	-,		GT certifications		
level.			Lesson Plans with designated GT activities		
Use G/T activities that include differentiation with depth					
and complexity.					
8) Ensure all Limited English Proficient students will		Special Programs	LPAC minutes		
become proficient in English.		Director	OLPT STAAR		
			TELPAS		
System Safeguard Strategy		Principals	Grading period report		
PBMAS			STAAR results		
9) Provide tutoring for at-risk students in the four core			Progress Report		
areas during the day and extend the day as needed.					
10) Provide credit recovery courses		HS Principal	Completion rate		
11) Provide Dual Credit for students to obtain college		HS Counselor, Principal	Student transcript Registration records		
credit through Trinity Valley College.		_			
12) Provide services for homeless children with Title I		Federal Programs Director, TLC	Title 1 Report		
funds					

13) Provide PK classes for identified students.	6, 7, 10	Elementary Principal	Enrollment							
14) 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.	3, 5, 8	Director TLC	TAPR, Usage Reports from Aware, TEKS Resource System							
PBMAS		CTE Coordinator	Enrollment in CTE Courses, Course Selection Sheets							
15) Encourage female students to explore all CTE course offerings										
16) Increase success of Special Education Students	1, 5, 9, 10	Director of SPED and Director of TLC	PBMAS, STAAR							
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Goal 2: Strive to effectively close the achievement gap as compared to the state standards and/or the Every Student Succeeds Act 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.

Performance Objective 2: Increase the percentage of students in advanced academic courses to 25%.

Evaluation Data Source(s) 2: Transcripts

Summative Evaluation 2:

TEA Priorities: 3. Connect high school to career and college.

Strategy Description		Monitor				Revie	ews				
	Title I		Strategy's Expected Result/Impact	Fo	ormat	ive	Summative				
				Nov	Jan	Mar	June				
1) Communicate the importance and advantages of completing advanced courses (college admissions, grade points, Advanced Placement, etc).		Counselors Principals	Class Meeting Agendas, PGP's								
2) S-RISD will increase the rate of student scores of 1110 on the SAT and 24 on the ACT for all students S-RISD will also have all first time tested graduates meeting or mastering grade level of STAAR.		HS Principal	ACT/SAT/STAAR results								
\checkmark = Accomplished \rightarrow = C											

Goal 3: Continue to enhance teacher instruction and student achievement through appropriate and research-based staff development.

Performance Objective 1: Increase student achievement through appropriate staff development.

Evaluation Data Source(s) 1: Accountability Reports

Summative Evaluation 1:

TEA Priorities: 1. Recruit, support, retain teachers and principals.

		I Monitor				Revie	ews
Strategy Description	Title I		Strategy's Expected Result/Impact	Fo	rmat	ive	Summative
				Nov	Jan	Mar	June
1) Offer TELPAS Training		Principals ESL Teacher Special Programs Director	All ESL teachers with TELPAS training				
System Safeguard Strategy	2, 3, 4, 8,	Principals	80% of students receiving met standard on state assessment.				
PBMAS	10	10 Teachers DIRECTOR TLC					
Equity Plan Strategy							
2) Provide staff development on targeting individual student weakness identified through data and support based on the results of disaggregated data							
3) Provide 6-hour update and 30 hour Gifted and Talented training.		TLC Director	All teachers GT certified. At least one teacher GT certified Trainer.				
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Goal 4: Maintain high attendance rate of 97.7% or better.

Performance Objective 1: Improve student attendance to 97.7% district-wide

Evaluation Data Source(s) 1: 9 weeks end of year report Perfect attendance report

		Monitor				Revie	ews				
Strategy Description	Title I		Strategy's Expected Result/Impact	Fo	ormat	ive	Summative				
				Nov	Jan	Mar	June				
1) Continue to recognize students with perfect attendance using certificates and material rewards. Attendance competitions.	6	Principal Counselor	Continue to recognize students with perfect attendance using certificates and material rewards. Attendance competitions.								
2) Continue to provide instructional programs to address needs of all students. ie. Career and Technology, Special Education, tutoring and waiver days.		Principal Special Program Director CTE Director	Continue to provide instructional programs to address needs of all students. ie. Career and Technology, Special Education, tutoring and waiver days								
3) Prmote parent aweareness of the importance of maintaining daily attendance using letters phone calls, parent meetings and newsletters.		Principals	Prmote parent aweareness of the importance of maintaining daily attendance using letters phone calls, parent meetings and newsletters.								
4) Provide services for school-age parents such as counseling, credit by exam, correspondence courses. Odyssey andother available services.		Counselor	Provide services for school-age parents such as counseling, credit by exam, correspondence courses. Odyssey andother available services.								
5) Track truancy of students. File truancy charges in the appropriate court when needed.		Principals PEIMS	Track truancy of students. File truancy charges in the appropriate court when needed.								
6) Hold annual attendance committee meetings to address truancy with students/parents.		Attendance Committee	Hold annual attendance committee meetings to address truancy with students/parents.								
\checkmark = Accomplished \rightarrow = C											

Goal 4: Maintain high attendance rate of 97.7% or better.

Performance Objective 2: Maintain an annual dropout rate of less than 1% for 7th and 8th grade students. Increase the completion rate to 98% for grades 9-12.

Evaluation Data Source(s) 2: Training Monitoring Increased completion rates

		Monitor				Revie	ews								
Strategy Description	Title I		Strategy's Expected Result/Impact	Fo	rmat	ive	Summative								
				Nov	Jan	Mar	June								
1) Review and implement current changes in dropout calculation to be used by TEA.		Superintendent PEIMS Principals	Review and implement current changes in dropout calculation to be used by TEA.												
2) Review the duties of attendance clerks with campus administrators to ensure adequate time is provided to follow-up on escessive absences that lead to dropouts.		Superintendent PEIMS Principals	Review the duties of attendance clerks with campus administrators to ensure adequate time is provided to follow-up on escessive absences that lead to dropouts.												
3) Offer high school students a chance to recover credits in Odyessy.		Principals	Offer high school students a chance to recover credits in Odyessy.												
4) Continue to provide instructional Programs to address needs of at-risk students (i.e. Career and Technology, Special Educatio, Tutoring and waiver day).		Counselor Principal	Continue to provide instructional Programs to address needs of at-risk students (i.e. Career and Technology, Special Educatio, Tutoring and waiver day).												
5) Develop0 and implement a plan tomeasure and monitor the high school completion rate.		Principal	Develop0 and implement a plan tomeasure and monitor the high school completion rate.												
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Goal 5: Maintain collaborative communication with all stakeholders within the community.

Performance Objective 1: Establish a baseline for PK-12 parents participating in school or district activities which focus onimproving their child"s academi performance.

Evaluation Data Source(s) 1: Attendance rosters Monitoring of compliance on all campuses

						Revie	ews	
Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Fo	rmat	ive	Summative	
				Nov	Jan	Mar	June	
1) Provide training for office and suport staff in communication and estomer service with parents and community members.		Chief Financial Officer	Provide training for office and suport staff in communication and cstomer service with parents and community members.					
2) 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 comtacts.		Curriculum Director Principals	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 comtacts.					
3) Develop and distribute information in student handbooks that describes programs and services available at each campus and/or district. Post on web.		Principals	Develop and distribute information in student handbooks that describes programs and services available at each campus and/or district. Post on web.					
4) Involve parents and community members through programs such as: District Improvement Plan, Technology, Health Advisory Committee, District Newsletters, Active PTOs, Board Notes.		Curriculum Director Principals	Involve parents and community members through programs such as: District Improvement Plan, Technology, Health Advisory Committee, District Newsletters, Active PTOs, Board Notes.					
5) Complete parent contract surveys for Title 1 campus. Complete a needs assessment for Title 1 parents.		Principals Superintendent	Complete parent contract surveys for Title 1 campus. Complete a needs assessment for Title 1 parents.					
6) Promote/advertise Scurry-Rosser ISD		Principals Superintendent	Promote/advertise Scurry-Rosser ISD					
7) Postings on school website		Technology Director	Postings on school website.					
8) Quarterly Newsletters.		Superintendent	Quarterly Newsletters.					
9) Agriculture Newsletter.		Ag Teachers Superintendent	Agriculture Newsletter.					
10) Campus Assemblies		Principals Counselors	Campus Assemblies					
11) Award medals to students achieving advanced status on state assessments.		Principals	Award medals to students achieving advanced status on state assessments.					

12) Provide information promotting individuala nd school successes to local newspaper.	*	Provide information promotting individuala nd school successes to local newspaper.		
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Goal 6: Maintain technology opportunities to enhance the quality of education for all teachers and students.

Performance Objective 1: Integrate technology into teaching and learning experiences.

Evaluation Data Source(s) 1: Strategies for the school year are accomplished.

						Revie	ews
Strategy Description		Monitor	Strategy's Expected Result/Impact		rmat	Summative	
				Nov	Jan	Mar	June
1) Implement the strategies for the District Long Range Plan for Technology.		Principals Teachers Technology Director	Implement the strategies for the District Long Range Plan for Technology.				
2) Develop assessment items for use in online tools such as Webcat, Aware, or gradebook.		Teachers Principals	Develop assessment items for use in online tools such as Webcat, Aware, or gradebook.				
3) Model and monitor acceptable use of technology.		Teachers Principals Parents	Model and monitor acceptable use of technology.				
4) Design scope and sequence that integrate technology into core content curriculum.		Technology Director Teachers	Design scope and sequence that integrate technology into core content curriculum.				
5) Provide extended learning experiences with video conferencing and web-based learning that bring the real world into the classroom.		Technology Director	Provide extended learning experiences with video conferencing and web-based learning that bring the real world into the classroom.				
6) Increase one-on-one capacity by providing Chrome Book carts.		Curriculum Director Technology Director	Increase one-on-one capacity by providing Chrome Book carts.				
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Goal 6: Maintain technology opportunities to enhance the quality of education for all teachers and students.

Performance Objective 2: Provide professional development for teachers to improve the quality of learning for all students.

Evaluation Data Source(s) 2: Design of training sessions, evaluation forms from training sessions.

						Revie	iews	
Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative			Summative	
				Nov	Jan	Mar	June	
1) Model technology use in staff development sessions.		All Staff and Trainers	Model technology use in staff development sessions.					
2) Provide training to new teachers to bring them up to district expectations for technology.			Provide training to new teachers to bring them up to district expectations for technology.					
3) Provide staff development in use of PowerPoint, Photo Story, Webcatt, Forethought and grade book, and Project Share, Chrome Book and Google.		Curriculum Director	Provide staff development in use of PowerPoint, Photo Story, Webcatt, Forethought and grade book, and Project Share, Chrome Book and Google.					
4) Ensure a stable and robust infrastructure for technology use throughout the district.		Technology Director	Ensure a stable and robust infrastructure for technology use throughout the district.					
5) Make available computer use for community at the High School.			Make available computer use for community at the High School.					
6) Integraste technology into PK-12 instruction with the use of smartboaqrds, Chrome books, and ipads.		Principals Curriculum Director	Integraste technology into PK-12 instruction with the use of smartboaqrds, Chrome books, and ipads.					
\checkmark = Accomplished \rightarrow = Continue/Modify \checkmark = Considerable \checkmark = Some Progress \checkmark = No Progress \checkmark = Discontinue								

Goal 7: Meeting the standards of the Financial Integrity Rating System of Texas (FIRST).

Performance Objective 1: To achieve quality performance in the management of the school district financial resources.

Evaluation Data Source(s) 1: FIRST Report

									Revie	ews
Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Fo	ormat	ive	Summative			
				Nov	Jan	Mar	June			
1) Maintain at least the above standard achievement		District Chief	Maintain at least the above standard achievement financial							
financial rating.		Financial Officer	rating.							
		Superintendent								
2) Hold a public meeting to discuss the FIRST rating in		District Chief	Hold a public meeting to discuss the FIRST rating in							
conjunction with a regular board meeting.		Financial Officer	conjunction with a regular board meeting.							
		Superintendent								
3) Assure the maximum allocation possible for direct		District Chief	Assure the maximum allocation possible for direct							
instructional purposes.		Financial Officer	instructional purposes.							
		Superintendent								
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Goal 7: Meeting the standards of the Financial Integrity Rating System of Texas (FIRST).

Performance Objective 2: 100% of all professional and paraprofessional personnel will meet the definition of "highly qualified" according to the Every Student Succeeds Act (ESSA) each year.

Evaluation Data Source(s) 2: Certification data New teacher surveys

			Strategy's Expected Result/Impact			Revie	iews	
Strategy Description	Title I	Monitor			rmat	ive	Summative	
				Nov	Jan	Mar	June	
1) Train district and campus administrators on definition of high quality/highly qualified.		Curriculum director	Train district and campus administrators on definition of high quality/highly qualified.					
2) Hiring of new teachers and paraprofessionals that meet definition of highly qualified. Provide paraprofessionals with staff development to reach highly qualified status.		Curriculum director	Hiring of new teachers and paraprofessionals that meet definition of highly qualified. Provide paraprofessionals with staff development to reach highly qualified status.					
3) Encourage teachers and staff in meeting highly qualified standards.		Campus Principals	Encourage teachers and staff in meeting highly qualified standards.					
4) Compensate teachers with a master's degree and extra \$1000.		Business Office	Compensate teachers with a master's degree and extra \$1000.					
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Goal 8: Maintain board solidarity and positive working relationships.

Performance Objective 1: To enhance the solidarity and positive working relationships.

Evaluation Data Source(s) 1: Sign-in Sheets

			Reviews			ews		
Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Fo	ormat	ive	Summative	
				Nov	Jan	Mar	June	
1) Annually particpate in a team building session by a register provider.		Superintendent	Annually particpate in a team building session by a register provider.					
2) Training for newly elected board members.		Superintendent	Training for newly elected board members.					
3) Continue open communication with board members and superintendent through: Board packets, phone calls, periodic mail-outs, Board meetings.		Board Members Superintendent	Continue open communication with board members and superintendent through: Board packets, phone calls, periodic mail-outs, Board meetings.					
4) Encourage board member training with conference and continuing education.		Superintendent	Encourage board member training with conference and continuing education.					
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Goal 9: Expand facilities to support a growing and well-rounded vocational program.

Performance Objective 1: Provide opportunity for students topursue voactional careers.

Evaluation Data Source(s) 1: Buildings Study Group Reports Web Posting

			Strategy's Expected Result/Impact		Reviews				
Strategy Description	Title I	Monitor			ormat	Summative			
				Nov	Jan	Mar	June		
1) Maintain faclity for animal care and maintenance.		Principal	Maintain faclity for animal care and maintenance.						
2) Investigate alternative energy technology Reduce electricity usage by 5% for the next 6 years.			nvestigate alternative energy technology Reduce electricity usage by 5% for the next 6 years.						
\checkmark = Accomplished \rightarrow = Continue/Modify \checkmark = Considerable \checkmark = Some Progress \checkmark = No Progress \checkmark = Discontinue									

Goal 10: Continue to strive to lower district tax rate.

Performance Objective 1: Lower tax rate when possible while maintaining academic and extracurricular success.

Evaluation Data Source(s) 1: Tax Rate Resolution

					Reviews					
Strategy Description		Monitor	Strategy's Expected Result/Impact		rmat	ive	Summative			
				Nov	Jan	Mar	June			
1) Strive to adopt a reasonable and appropriate tax rate annually.		Superintendent Board of Trustees	Strive to adopt a reasonable and appropriate tax rate annually.							
$\checkmark = Accomplished \rightarrow = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue$										

System Safeguard Strategies

Goal	Objective	Strategy	Description
2	1	1	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.
2	1	3	MATH: Expand mathematical background of teachers using research-based methods to equip them to deliver problem-solving strategies in grades PK-12: 1. Identify and select effective research-based methods for instruction which 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 Leaders 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.
2	1		SOCIAL STUDIES Promote retention of knowledge and application of higher order thinking skills through research-based strategies in grades PK-12: 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.
2	1	9	Provide tutoring for at-risk students in the four core areas during the day and extend the day as needed.
3	1	2	Provide staff development on targeting individual student weakness identified through data and support based on the results of disaggregated data