

Hillsboro Independent School District

District Improvement Plan

2017-2018 Goals/Performance Objectives/Strategies



Hillsboro
INDEPENDENT SCHOOL DISTRICT

Mission Statement

Preparing Today's Students for Tomorrow's World

Vision

Hillsboro ISD - the Choice for Student Success

Belief Statements

We believe all students are eager and active participants in the learning process and are valued as the future leaders of the global community.

We believe all parents hold high expectations for their students' hopes and dreams and are integral participants in the educational process through involvement, communication, and partnership between school and home.

We believe all teachers build personal, compassionate relationships with students and parents and design engaging and challenging lessons that prepare their students for the future.

We believe all principals are visionary leaders who are visible, passionate about education, and foster a school community that creates a successful learning environment.

We believe the superintendent and central office define a clear vision for the district through leadership and visibility in the community and schools.

We believe the school board advocates for all students, voices the expectations of the community, and supports the mission, vision, and values of the district.

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Goals

Goal 1: HISD will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.

Performance Objective 1: ALL district students will meet or exceed the highest level of academic performance as determined by local an/ord state accountability measures.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

TEA Priorities: 2. Build a foundation of reading and math. 4. Improve low-performing schools.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p style="text-align: center;">Critical Success Factors CSF 1</p> <p>1) Provide professional development, resources and support for a TEKS aligned curriculum.</p>	4	Executive Director of Curriculum and Instruction, Principals	<p>Agendas from trainings, PLC's, walkthroughs, lesson plans, vertical alignment meetings, professional development, YAGS</p> <p>Better aligned curriculum should lead to increased academic achievement and mastery of TEKS.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p style="text-align: center;">System Safeguard Strategy Critical Success Factors CSF 1</p> <p>2) Focus on deepening writing instruction while supporting a complete literacy program across the district.</p>		Executive Director of C&I, Executive Director of Innovative Learning, ESL Coordinator, Special Education Director, Principals	<p>Agendas from trainings, PLC's, walkthroughs, lesson plans, vertical alignment meetings, empowering writers video viewing data, students writing pieces-random sample, MAP data, Neuhaus data</p> <p>Improved writing skills and achievement across all grade levels.</p>			
Funding Sources: Federal, State, Local - \$0.00						

<p>System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2</p> <p>3) Support data conferences with campus leadership and instructional team and ensure data is used to inform instruction and to monitor student performance growth.</p>	8	Executive Director of Curriculum and Instruction, Executive Director of Innovative Learning, ESL Coordinator, Special Education Director, Principals, Teachers	Schedule of meetings, copies of hand-outs and reports, data disaggregation reports, walk throughs, achievement reports, performance data analysis from state assessments, benchmarks, and CBAs, DMAC. Increased academic performance for all students on CBA's and STAAR tests.			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 1</p> <p>4) Promote design of meaningful and authentic learning experiences that are aligned to the specificity of the student expectations of the TEKS and include student choice, interest, technology integration, and real-world relevancy in order to transform students into creative thinkers.</p>		Superintendent, Executive Director of Curriculum and Instruction, Executive Director of Innovative Learning, ESL Coordinator, Special Education Director, Director of Instructional Technology, Principals, Teachers	Lesson plans, walkthroughs, observations, Eduphoria reports, Eagle Expo of Excellence Increased participation in Designing meaningful work which will lead to student growth and mastery of TEKS.			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 1</p> <p>5) Refine the RTI process to ensure understanding of all stakeholders roles and their impact on learning.</p>	9	Executive Director of Curriculum and Instruction, Executive Director of Innovative Learning, Special Education Director, Principals	RTI & SST meeting records, MAP data, roster of identified at-risk students, intervention program records, CBA data Better understanding of RTI Process and increased academic achievement. Improved use of RtI processes consistently across the district.			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 1 CSF 4</p> <p>6) Support programs to meet the needs of gifted/advanced students through differentiated instruction, pull-out programs, advanced course offerings, academic competitions and other extracurricular programs.</p>		Executive Director of Curriculum and Instruction, Executive Director of Innovative Learning, Director of Instructional Technology, Principals	Course lists and offerings, lesson plans, academic competition rosters, extra-curricular rosters, GT program activity report, achievement records of GT students Better meet the needs of gifted students.			
Funding Sources: Federal, State, Local - \$0.00						

<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 7</p> <p>7) Support culturally responsive teaching and pedagogy through professional development and awareness.</p>		<p>Superintendent, Executive Director Curriculum and Instruction, Executive Director Innovative Learning, Special Education Director, ESL Coordinator</p>	<p>Lesson plans, Eduphoria reports, walkthroughs, observations</p> <p>Close the achievement gap between student groups.</p>			
<p>Funding Sources: Federal, State, Local - \$0.00</p>						
<p>Critical Success Factors CSF 1</p> <p>8) All campuses will provide coordinated intervention programs for at-risk students that will focus on assessed individual needs of students.</p>	<p>2, 7, 9</p>	<p>Executive Director of Curriculum and Instruction, Executive Director of Innovative Learning, Principals</p>	<p>Reports from MAP data, principal reports, student achievement data</p> <p>Meet the needs of students in order to close achievement gaps and improve learning.</p>			
<p>Funding Sources: Federal, State, Local - \$0.00</p>						
<p>System Safeguard Strategy Critical Success Factors CSF 1 CSF 4</p> <p>9) Ensure intensive language instruction for ELLs in grades 3-8 who are at the beginning level of English proficiency.</p>	<p>1, 9</p>	<p>ELL Coordinator, Principals, Teachers</p>	<p>Class schedules, lesson plans, TELPAS scores, observations</p> <p>Improved student achievement of LEP students and an increase in successful exiting of language program.</p>			
<p>Funding Sources: Federal, State, Local - \$0.00</p>						
<p>System Safeguard Strategy Critical Success Factors CSF 1</p> <p>10) All campuses will provide support in analyzing ELL writing through the use of TELPAS proficiency level descriptors.</p>	<p>1, 9</p>	<p>ELL Coordinator, Principals, Teachers</p>	<p>Staff meeting agendas, PLC agendas, TELPAS writing scores, writing samples</p> <p>Improved student achievement of LEP students and an increase in successful exiting of language program.</p>			
<p>Funding Sources: Federal, State, Local - \$0.00</p>						
<p>Critical Success Factors CSF 1</p> <p>11) Provide instructional support through coaching, modeling, professional development and planning.</p>	<p>1, 3, 4</p>	<p>Executive Director of Curriculum and Instruction, Executive Director of Innovative Learning, Director of Instructional Technology, Literacy Consultant/Coach</p>	<p>Observation, C4D2 training, BRIDGE Walks, PLC agendas, BrightBrytes-Clarity survey</p> <p>Impact can be measured by improved performance in achievement.</p>			
<p>Funding Sources: Federal, State, Local - \$0.00</p>						

<p>System Safeguard Strategy Critical Success Factors CSF 1</p> <p>12) Provide services and programs for special education students. Conduct district level planning meetings to improve coordination of services and scheduling to enhance learning for students.</p>	1, 9	Superintendent, Special Education Director, Principals, Teachers	<p>Schedules for special education teachers, agendas/sign-in sheets from planning meeting, student schedules, service agreements</p> <p>Increased observation of aligned instruction in Special Education and Inclusion settings. Increase in Academic Achievement of Sped students.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 1</p> <p>13) Provide professional development opportunities for special education staff to collaborate with regular education staff and provide access to all curriculum resources and tools.</p>	3, 4	Superintendent, Special Education Director, Executive Director of Curriculum and Instruction, Principals, Teachers	<p>Agendas and notes from trainings, Eduphoria reports, PLC agendas, walkthroughs</p> <p>Impact may be measured by the training of Sped and regular ed staff and how this training is applied in the classroom.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 1 CSF 4</p> <p>14) Support the co-teaching model in inclusion classrooms.</p>	9, 10	Superintendent, Special Education Director, Principals, Teachers	<p>Campus schedules, training documents, lesson plans, PLC agendas, walkthroughs</p> <p>Impact can be measured by walk-through data demonstrating more aligned instruction.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 1 CSF 4</p> <p>15) Provide a full day Prekindergarten program for all students.</p>	2, 3, 7	Superintendent, Pre-K Coordinator, Director of HR, Director of Finance	<p>Enrollment and attendance records, PreK grant</p> <p>Increased numbers of students enrolling in PreK.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 1 CSF 2 CSF 5</p> <p>16) Provide ongoing support of the Texas School Ready online curriculum along with the CLI engage for the PreK campus and ensure all 10 components of the Prekindergarten guidelines are addressed.</p>	7	Superintendent, Director of Special Education, ESL Coordinator, Executive Director of Curriculum and Instruction, PreK Coordinator, Teachers	<p>Lesson plans, on-line program log-in records PLC meeting agendas, PreK grant compliance submissions</p> <p>Increased number of students ready to exit preK and enter kindergarten.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 1</p> <p>17) Identify students with dyslexia or other related disorders and provide appropriate interventions and instructional support and services.</p>	9	Superintendent, Executive Director of Innovative Learning, Special Education Director, Principals, Teachers	<p>SST data, screening data, meeting schedules, 504 data</p> <p>Increased progress in Written Expression and Reading Comprehension based on baseline assessment data and ongoing progress monitoring data.</p>			
<p style="text-align: center;">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 1: HISD will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.






Performance Objective 2: Completion Rate will be 95% or higher with dropout rate being less than 2%.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

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

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
Critical Success Factors CSF 6 1) Review Cohort data to address students in danger of not graduating with cohort or dropping out of school.		Executive Director of Curriculum and Instruction, PEIMS Coordinator, HS administrative team	Agendas from cohort data review, graduation data reports, transcripts Increase number of students graduating with Cohort.			
	Funding Sources: Federal, State, Local - \$0.00					
2) Increase the number of students graduating with dual credit, articulated credit or AP credit hours through increased HS course offerings and partnership with Hill College		Superintendent, Executive Director of Curriculum and Instruction, Executive Director of Innovative Learning, HS Leadership Team	Enrollment records, course lists, schedules of meetings with Hill College personnel, course rosters, AP assessment results Higher number of students receiving college credits.			
	Funding Sources: Federal, State, Local - \$0.00					
Critical Success Factors CSF 1 3) Expand course offerings within career pathways of Career Technology Education.	3	Superintendent, HS leadership team, Executive Director of Curriculum and Instruction	CTE handbook, HS course guide, CTE audit info, master schedule, transcripts Impact will be seen when students that successfully graduate from CTE pathways are qualified to enter the workforce in high demand and high paying occupations.			
	Funding Sources: Federal, State, Local - \$0.00					
Critical Success Factors CSF 5 4) Contact parents when an individual student's attendance drops.	1, 6	Superintendent, Principals, Teachers	Communication logs, parent conference schedules Impact can be measured by the increase of student attendance			
	Funding Sources: Federal, State, Local - \$0.00					

<p align="center">Critical Success Factors CSF 1</p> <p>5) Daily reporting of attendance to central office staff and weekly attendance reporting to superintendent and board.</p>		<p>Superintendent, PEIMS Coordinator, Camps PEIMs person, Principals, Teachers</p>	<p>Emails, weekly reports, Board Reports</p> <p>Impact can be measured by the increase of student attendance</p>			
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						






Goal 2: HISD has high quality and effective personnel.

Performance Objective 1: HISD will meet ESSA requirements for all teachers and paraprofessionals.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

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






Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 7</p> <p>1) Maintain high quality teacher and paraprofessional staff.</p>	3	Superintendent, Human Resource Director, Financial Director, Principals	<p>Walk-throughs and observations, Professional Development records, student success</p> <p>Decrease in turnover of high performing staff members.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 7</p> <p>2) Focus recruiting efforts on seeking out the best and brightest professionals and paras not only aligned to district needs and priorities, but those that also have the same beliefs about teaching and learning as the district.</p>	3	Superintendent, Human Resource Director, Financial Director, Principals	<p>Hiring data report from HR Director, job fair sign-in sheets</p> <p>Increase in the number of qualified applicants.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 2: HISD has high quality and effective personnel.

Performance Objective 2: HISD will reduce the faculty turnover rate by 20% by providing competitive salaries, incentives and support.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 7</p> <p>1) Provide an effective teacher induction and mentoring program that provides on-going support to improve teaching and performance while promoting professional well-being.</p>	2, 3, 5, 10	Superintendent, Director of Human Resources, Executive Director of Curriculum and Instruction, Principals	<p>Training agendas and sign in sheets, mentor assignment rosters, cluster meeting feedback, results of new teachers surveys</p> <p>Impact can be measured by decrease of new teachers leaving the district after the first one to five years.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 7</p> <p>2) Revise and continue administration of HISD teacher applicant perception tool for hiring, recruitment, and retention.</p>	3, 5	Superintendent, Director of Human Resources	<p>Copy of perception tool, validity review to compare initial scoring to level of competency and alignment with district beliefs of hired applicants.</p> <p>Impact can be measured through number of quality applicants hired and reduction in turnover.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 7</p> <p>3) Continue providing an in-district day care center for children of HISD staff.</p>	5	Superintendent, Director of Human Resources, Director of Finance, PK/Daycare Coordinator	<p>Roster of children enrolled, minutes of Day Care Council meetings, staff surveys</p> <p>Impact can be measured by number of staff children that attend daycare.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 7</p> <p>4) Continue to review the compensation plan, subject to appropriation, to ensure that the district's salaries and benefits programs are competitive in their ability to attract and retain highly qualified staff.</p>	3, 5	Superintendent, Director of Finance, Director of Human Resources	<p>TASB salary and benefits surveys, HISD budget</p> <p>Increase in teacher salary and development of compensation plan.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p style="text-align: center;">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						


Goal 2: HISD has high quality and effective personnel.

Performance Objective 3: HISD will increase minority teaching staff to better align with district demographics.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

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

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Cooperate with partner universities and alternative certification programs to encourage minority teachers to apply in all programs with an emphasis on critical needs areas.	3	Superintendent, Human Resource Director, Principals	Rosters and reports for participating universities, hiring reports			
			Increase in the number of minority teachers applying and being hired.			
Funding Sources: Federal, State, Local - \$0.00						
						

Goal 3: HISD has efficient and effective operation of facilities and grounds that are conducive to a safe and positive teaching and learning environment.

Performance Objective 1: HISD will provide quality facilities and learning environments that meet or exceed state guidelines.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

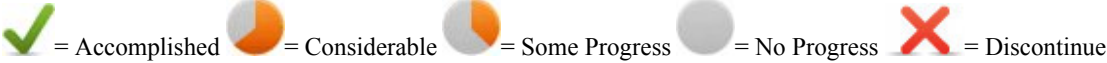
Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Continue to assess facility needs and develop/update maintenance plans of the district; report to the Board on needs of each facility and problematic areas including recommendations for improvement and future structures.		Superintendent, Director of Maintenance & Operations, Finance Director, Principals	Facility Reports, Reports to the Board Continued practice of providing the safe and well maintained learning spaces.			
				Funding Sources: Federal, State, Local - \$0.00		

Goal 3: HISD has efficient and effective operation of facilities and grounds that are conducive to a safe and positive teaching and learning environment.

Performance Objective 2: HISD will provide efficient operation and a high level of quality in all support service operations.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Assess support service operations and find areas to improve efficiency.	1	Superintendent, Director of Operations, Finance Director	Support service contracts, reports to Board			
			Increase number of students eating in cafeteria.			
Funding Sources: Federal, State, Local - \$0.00						
2) Continue to provide food service program that meets the needs of the district and child nutrition guidelines that provides quality food options for students and teachers.	10	Superintendent, Director of Finance, Chartwells	Cafeteria reports, menus			
			Compliance of USDA guidelines; improved quality of food options.			
Funding Sources: Federal, State, Local - \$0.00						
3) Support the School Health Advisory Committee.	1	Superintendent, Executive Director of Curriculum and Instruction	Meeting Agendas, recommendations to Board			
			Increased membership of SHAC committee.			
Funding Sources: Federal, State, Local - \$0.00						
						

Goal 3: HISD has efficient and effective operation of facilities and grounds that are conducive to a safe and positive teaching and learning environment.






Performance Objective 3: HISD will foster safe learning environments that allows for student success and safety.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) HISD will continue to evaluate and revise the Emergency Operations and Crisis Plans with assistance from District Resource Officer.	1	Superintendent, Resource Officer, Campus leadership teams	Crisis plans, meeting agendas and documentation, documentation of practice drills and schedules Continue to provide safe and effective schools for all students and staff.			
2) HISD will continue to provide district ID badges and encourage usage at all times.	1	Superintendent, Central Office Directors, Principals	Evidence of expectation and usage for all district employees Increase number of staff wearing ID badges.			
<p align="center">Critical Success Factors CSF 6</p> 3) HISD will review discipline data trends and training needs to identify areas of support for campus discipline and behavior support programs in order to maintain acceptable ISS and DAEP placements.	1	Superintendent, Special Education Director, Principals, Assistant Principals, PEIMS Coordinator	Reports to Superintendent, Board and Public, Restorative Discipline documentation. other discipline data Impact can be measured by collaborative discussions and meetings between campus and district administrators regarding the growth or reduction of certain offenses at intervals throughout the year.			
<p align="center">Critical Success Factors CSF 6</p> 4) Promote a paradigm shift fro use of traditional punitive discipline practices to restorative discipline practices.		Superintendent, ELL Coordinator, Campus Leadership, Teachers	Discipline records, Restorative Discipline training and planning meeting agendas, classroom observations Impact can be measured by a reduction of ISS and placements of students in behavior programs across the district from previous years to the current.			
<p align="center">Critical Success Factors CSF 6</p> 5) HISD employs SRO that supports training and works with campuses regarding drug prevention. Red Ribbon week is celebrated throughout the district in October.		Superintendent, Principals, Counselors, Teachers, SRO	Discipline records, training documentation, Red Ribbon week plans			

Critical Success Factors CSF 6 6) Continue to support HISD anti-bullying policies and guidelines designed to reduce bullying.		Superintendent, Principals, Counselors, Teachers, SRO	Guidance lesson plans, documentation of programs with SRO, lesson plans, Board policy Reduction in the number of bullying incidents on each campus.			
	Funding Sources: Federal, State, Local - \$0.00					
Critical Success Factors CSF 6 7) Students will participate in awareness and prevention measures for bullying and cyber-bullying.		Superintendent, Principals, Counselors, Teachers, SRO, Director of Instructional Technology	Guidance lesson plans, documentation of programs with SRO, lesson plans, CIPA data collection Reduction in the number of bullying incidents on each campus.			
	Funding Sources: Federal, State, Local - \$0.00					
Critical Success Factors CSF 6 8) HISD staff will follow the HISD child abuse reporting protocol.		Superintendent, Principals, Counselors, Teachers, SRO	Counselor, SRO documentation, web training documentation Increased awareness of signs of abuse and an increase of timely reporting to proper authorities.			
	Funding Sources: Federal, State, Local - \$0.00					
Critical Success Factors CSF 5 9) The SHAC will meet a minimum of 4 times per year. and communicate SHAC updates to Board and stakeholders.		Superintendent, Executive Director of Curriculum and Instruction, SHAC	Sign-in sheets, agendas, meeting notes Increased awareness of mental, physical. and social issues facing families in our community.			
	Funding Sources: Federal, State, Local - \$0.00					
Critical Success Factors CSF 6 10) Elementary, Intermediate, and JH counselors will conduct guidance lessons on conflict resolution to promote healthy relationships.		Superintendent, Principals, Counselors, Teachers	Lesson plans, discipline records, Improved relationships among students and strong positive culture on campuses.			
	Funding Sources: Federal, State, Local - \$0.00					
Critical Success Factors CSF 6 11) Provide professional learning opportunities to support positive campus behaviors (Restorative Practice).		Superintendent, ELL Coordinator, Principals, Counselors, Teachers	Training documentation, discipline records. Impact can be measure by improved behavior and academic performance.			
	Funding Sources: Federal, State, Local - \$0.00					
Critical Success Factors CSF 6 12) All HISD staff members will be aware of suicide prevention protocols and participate in suicide prevention training.		Superintendent, Executive Director of Curriclum and Instruction, Principals, Counselors, Teachers	Agendas, training documentation, board policy Increased understanding of suicide prevention strategies.			
	Funding Sources: Federal, State, Local - \$0.00					
13) Ensure PRS students are provided with resources, education and support to care for their children and themselves. Communicate support services to guardians of PRS students.		Superintendent, Principal, Counselor, PRS teacher	PRS documentation, lesson plans, transportation logs, hospital visit logs, notes from homebound instructor Improved and greater support for students facing pregnancy.			
	Funding Sources: Federal, State, Local - \$0.00					


 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue

Goal 4: HISD has effective communication pathways establishing a collaborative respectful relationship between all levels of district stakeholders.

Performance Objective 1: HISD will provide parent and community involvement opportunities.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) HISD will continue with the implementation of the community mentoring program throughout the district.</p>		Parent Liaison, Principals	Mentoring agendas, sign-in sheets from campuses Improved student achievement.			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 5</p> <p>2) HISD's School Health Advisory Council will implement a back to school health fair (Good to Go from Head to Toe) for all families of HISD.</p>		Superintendent, Executive Director, Curriculum and Instruction, SHAC	Planning agendas, sign-in sheets, event publicity, and attendance count Increase number of families served at event.			
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>3) Campuses will host Parent Conferences, provide opportunities for parents to volunteer, PTA and Booster Club opportunities, and opportunities to serve on the District or Campus Advisory committee.</p>	6	All staff	Agendas, sign-in sheets, communication logs, event publicity, club membership rosters Increase External and Internal; communication capacity			
						

Goal 4: HISD has effective communication pathways establishing a collaborative respectful relationship between all levels of district stakeholders.

Performance Objective 2: HISD will provide opportunities for stakeholders (parents, community, business, and school personnel) to participate in planning.

Evaluation Data Source(s) 2:

Summative Evaluation 2:




Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
Critical Success Factors CSF 5 1) HISD will continue to solicit input from all stakeholders (teachers, staff, students, parents, and community) to plan and make recommendations for district improvements.	1, 6	Superintendent, Administrative Team	DEIC agendas, DEIC committee members, Agendas/records from collaborative meetings with groups from district and community			
			Increase communication effectiveness and input from community.			
Funding Sources: Federal, State, Local - \$0.00						
2) HISD will utilize the local accountability "scorecard" to provide meaningful feedback as determined the community stakeholders.	1, 6	Superintendent, Administrative Team	Report to Board and community			
			Increase communication effectiveness with community.			
Funding Sources: Federal, State, Local - \$0.00						
						

Goal 4: HISD has effective communication pathways establishing a collaborative respectful relationship between all levels of district stakeholders.

Performance Objective 3: HISD will partner with local businesses and organizations to enhance learning for students.

Evaluation Data Source(s) 3:

Summative Evaluation 3:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 1 CSF 6 CSF 7</p> <p>1) HISD will continue to build the district Education Foundation to enhance and enrich educational programs for students.</p>		Superintendent, Director of Foundation, Foundation Board	<p>Reports from presentations to Board and staffs, foundation brochures and letters, agendas from planning meetings</p> <p>Improved educational experiences for students.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 5</p> <p>2) HISD will continue to partner with the City of Hillsboro and the Chamber of Commerce to carry on the reciprocal relationships with existing businesses and community organizations.</p>		Superintendent, Administrative team	<p>Sesame Senior Citizens Thanksgiving Dinner, membership in local clubs and organizations. TASA business partners, local business partnerships</p> <p>Increase knowledge to the public of education issues across the State and happenings in HISD.</p>			
Funding Sources: Federal, State, Local - \$0.00						
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 4: HISD has effective communication pathways establishing a collaborative respectful relationship between all levels of district stakeholders.

Performance Objective 4: HISD will increase community awareness of school related issues and activities.

Evaluation Data Source(s) 4:

Summative Evaluation 4:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Communicate results of the local accountability "scorecard" to provide meaningful feedback as determined by the community stakeholders.</p>		Superintendent, Administrative Team	Report to Board and community Increased external communication capacity			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 5</p> <p>2) HISD will continue to provide "Connections" newsletter to the public (distributed through local newspaper) quarterly.</p>	1, 6	Superintendent, Executive Director of Innovative Learning, Executive Assistants	Copies of Newsletters Increased external and internal communication capacity			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 5</p> <p>3) HISD will continue to partner with The Reporter Newspaper and KHBR Radio to provide school information through newspaper articles/pictures and through radio programs and announcements.</p>	1, 6	Superintendent, Administrative Team	Eagle Radio, news articles, pictures Increased external and internal communication capacity			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 5</p> <p>4) HISD will provide presentations to local clubs and organizations about the activities of the district.</p>		Superintendent, Central Office Directors, Principals	Schedules of presentations Increased external communication capacity			
Funding Sources: Federal, State, Local - \$0.00						
<p>Critical Success Factors CSF 5</p> <p>5) Continue with updates on the district website and social media to enhance communication efforts- HISD app, Blackboard Connect.</p>	6	Superintendent, Central Office Directors, Director of Instructional Technology, Principals	website, observation and review of apps and communication, social media Continuous website and social media updates.			
Funding Sources: Federal, State, Local - \$0.00						
						


Goal 5: HISD has outstanding campuses working towards superior levels.

Performance Objective 1: HISD will provide students and parents with information related to post -secondary learning opportunities and information.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

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

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) All students (junior high and high school levels) and their parents will be provided information about higher education admissions, financial aid opportunities, and the need for students to make informed curriculum choices.	6	Superintendent, Principals, Counselors	Meeting sign in sheets, agendas from parent meetings and presentations			
			Increased awareness of higher education opportunities and how HS courses impact college and career readiness decisions.			
Funding Sources: Federal, State, Local - \$0.00						
2) Students on all campuses will participate in career education and awareness activities.		Principals, Counselors	Guidance lesson plans, reports on career activities			
			Increased awareness of careers.			
Funding Sources: Federal, State, Local - \$0.00						
3) Campuses will create a culture of college and redefine post secondary education in order to best serve all students.		Principals, Assistant Principals, Counselors	Guidance lesson plans and related activities, graduation data			
			Increased awareness of post secondary education.			
Funding Sources: Federal, State, Local - \$0.00						
						

Goal 5: HISD has outstanding campuses working towards superior levels.

Performance Objective 2: HISD will transform systems to more effectively prepare students with future-ready skills and empower students and staff to be productive 21st Century Members.


Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Provide differentiated professional development on integrating 21st Century technology skills into instruction management while increasing teacher's expertise of technology integration into teaching and learning.	4	Superintendent, Finance Director, Executive Director of Innovative Learning, Director of Instructional Technology, Principals	Agendas of meetings, copies of training document, lesson plans, walkthrough and observation reports, monthly schedule of Instr. Technology Coordinator, BrightBytes surveys All teachers will leverage technology appropriately into the standards-based approach of teaching and learning.			
Funding Sources: Federal, State, Local - \$0.00						
System Safeguard Strategy 2) Utilize district and campus design teams to build capacity for profound learning and foster a shared understanding for transformation.	4	Superintendent, Executive Director of Curriculum and Instruction, Executive Director of Innovative Learning, Director of Instructional Technology, Principals, Teachers	Agendas of meetings, belief statements, observation and review and district and campus culture Increased culture and understanding that schools are learning organizations for all.			
Funding Sources: Federal, State, Local - \$0.00						

<p align="center">System Safeguard Strategy</p> <p>3) All campus principals will ensure that learning opportunities demand that students perform at the level of rigor indicated by the verbs in the TEKS.</p>		<p>Superintendent, Executive Director of Curriculum and Instruction, Executive Director of Innovative Learning, ESL Coordinator, Special Education Director, Director of Instructional Technology, Campus Leadership Teams, Teachers</p>	<p>Agendas from trainings, PLC's, walkthroughs, lesson plans, vertical alignment meetings, DMAC reports</p> <p>Increased student growth and mastery of TEKS.</p>			
<p align="center">Funding Sources: Federal, State, Local - \$0.00</p>						
<p>4) All campus principals will monitor teacher effectiveness through frequent classroom walk-throughs and observations and take actions as determined by the observation.</p>	<p align="center">3</p>	<p>Superintendent, Executive Director of Curriculum and Instruction, Executive Director of Innovative Learning, Executive Director of HR, Principals</p>	<p>TTESS reports, classroom visits</p> <p>Impact may be measured by the training for Administrators to assist in monitoring teacher needs/performance (including TTESS look-fors and curriculum-specific professional development opportunities).</p>			
<p align="center">Funding Sources: Federal, State, Local - \$0.00</p>						
<p align="center">Critical Success Factors CSF 1 CSF 3 CSF 6 CSF 7</p> <p>5) Continue to implement a comprehensive staff development plan that addresses the assessed needs of administrators, teachers and para professionals, through the district's professional learning, that will improve the level of classroom instruction.</p>	<p align="center">4</p>	<p>Superintendent, Executive Director of Curriculum and Instruction, Executive Director of Innovative Learning, ESL Coordinator, Special Education Director, Director of Instructional Technology, Principals</p>	<p>Professional learning planning notes and guide, Copies of district survey, Professional learning roster, agendas, requests for Eagle Wings Badges, certificates of completion</p> <p>Alignment of PD to strengthen staff at all levels.</p>			
<p align="center">Funding Sources: Federal, State, Local - \$0.00</p>						
<p align="center">Critical Success Factors CSF 6</p> <p>6) Support and promote the development and demonstration of positive character traits.</p>		<p>Superintendent, Principals, Counselors, Teachers, SRO</p>	<p>Guidance lesson plans, documentation of programs with SRO, lesson plans</p> <p>Impact will be positive behaviors, less discipline issues.</p>			
<p align="center">Funding Sources: Federal, State, Local - \$0.00</p>						

7) HISD will promote campus education of digital citizenship.	1	Superintendent, Executive Director of Innovative Learning, Instructional Technologist, Principals, Teachers	BrightBytes Data, Lesson plans, classroom walk throughs Increased number of students and staff actively and safely using digital applications for learning and instruction.			
Funding Sources: Federal, State, Local - \$0.00						
8) Continue with the implementation of individual technology plans for teachers.	1, 3, 4	Superintendent, Executive Director of Innovative Learning, Instructional Technologist, Principals, Teachers	Meeting agendas and notes, sign-in sheets Increased number of students and staff actively using digital applications for learning and instruction.			
9) Implement single sign-on programs for the district.		Superintendent, Executive Director Curriculum and Instruction, Executive Director of Innovative Learning, Instructional Technologist, Technology Director	Meeting agendas and notes, sign-in sheets Decrease the time technology staff spends trouble shooting and uploading classes, students and teachers into all technology programs.			
Funding Sources: Federal, State, Local - \$0.00						
<p align="center">Critical Success Factors CSF 1 CSF 4</p> 10) Encourage and support the use of Google Apps for Education across the district.	1	Superintendent, Executive Director of Innovative Learning, Instructional Technologist, Principals, Teachers	Meeting agendas and notes, sign-in sheets, lesson plans, walk-through data Increased number of students and staff actively using digital applications for learning and instruction.			
Funding Sources: Federal, State, Local - \$0.00						
<p align="center">Critical Success Factors CSF 1 CSF 6</p> 11) Support and encourage the design of learning opportunities that align with HISD's Portrait of a Learner.	1	Superintendent, Central Office Staff, Campus Leadership, Teachers	Lesson plans, walk-through data, student projects, PLC agendas Increased awareness of the Portrait attributes; increased student achievement; hard and soft skills.			
Funding Sources: Federal, State, Local - \$0.00						
<p align="center">Critical Success Factors CSF 7</p> 12) Provide learning on demand for school staff through Eagle W.I.N.G.S. badges/credentialing program.	4	Superintendent, Instructional Technologist, Principals, Teachers	Eduphoria records, Data form Instructional technologists, badges earned Improved skills of teachers in regards to technology.			
Funding Sources: Federal, State, Local - \$0.00						


13) Begin planning discussions to implement a district wide technology conference summer of 2018.	Superintendent, Executive Director of Innovative Learning, Executive Director Curriiculum and Instruction, Instructional Technologist, Principals, Teachers	Meeting agendas and notes, sign-in sheets Improved alignment of PD with learner needs; increased understanding of how to leverage technology to improve learning.			
Funding Sources: Federal, State, Local - \$0.00					
					

Goal 6: HISD has a variety of successful extracurricular opportunities.

Performance Objective 1: HISD will continue to provide quality extracurricular organizations and programs available to students in academic, vocational, athletic and fine arts areas.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
Critical Success Factors CSF 6 1) Hire and retain quality personnel for all extracurricular activities.	3	Superintendent, Director of Human Resources, Principals	Staff records, performance records			
			Impact will be improved extracurricular activities and increased membership in activities.			
Funding Sources: Federal, State, Local - \$0.00						
Critical Success Factors CSF 6 2) Cultivate and support student organizations on all campuses.		Superintendent, Central Office Directors, Campus Leadership	Campus reports			
			Improved student organizations.			
Funding Sources: Federal, State, Local - \$0.00						
Critical Success Factors CSF 6 3) Support campuses in providing opportunities for students at all grade levels to participate in fine arts, agriculture, and academic competitions.		Superintendent, Central Office Directors, Campus Leadership	Copies of communication about events, practice schedules. student participation numbers			
			Increased number of students participating in all areas of competition across the district.			
Funding Sources: Federal, State, Local - \$0.00						
Critical Success Factors CSF 6 4) Promote good sportsmanship, healthy competition and good character through extracurricular programs.		Superintendent, Central Office Directors, Campus Leadership, Athletic Director and Coordinators, Teaching and Coaching Staff, Extra-curricular sponsors	Participation records, discipline data			
			Improved positive behaviors and good character of students.			
Funding Sources: Local - \$0.00						
						

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	2	Focus on deepening writing instruction while supporting a complete literacy program across the district.
1	1	3	Support data conferences with campus leadership and instructional team and ensure data is used to inform instruction and to monitor student performance growth.
1	1	7	Support culturally responsive teaching and pedagogy through professional development and awareness.
1	1	9	Ensure intensive language instruction for ELLs in grades 3-8 who are at the beginning level of English proficiency.
1	1	10	All campuses will provide support in analyzing ELL writing through the use of TELPAS proficiency level descriptors.
1	1	12	Provide services and programs for special education students. Conduct district level planning meetings to improve coordination of services and scheduling to enhance learning for students.
5	2	2	Utilize district and campus design teams to build capacity for profound learning and foster a shared understanding for transformation.
5	2	3	All campus principals will ensure that learning opportunities demand that students perform at the level of rigor indicated by the verbs in the TEKS.

District Educational Improvement Committee

Committee Role	Name	Position	Signature
Chair	Vicki Adams	Superintendent	
District-level Professional	Angela Boyd		
ex-officio member	Sheila Bowman		
ex-officio member	Paula Cox		
Parent	Ana Fuentes		
ex-officio member	Cathryn Patterson		
Parent	Amelia White		
Community Representative	Claribel Fuentes		
Non-classroom Professional	Colby Blackwell		
Classroom Teacher	Crystal Buxkemper		
Classroom Teacher	Dana Marshall		
Parent	Dorothea Mozon		
Parent	Edith Monroy		
Business Representative	Haley Carmona		
Classroom Teacher	Jenna Chambers		
Classroom Teacher	Jeremy Sweeney		
Classroom Teacher	Kandy Faris		
Non-classroom Professional	Keith Hannah		
Classroom Teacher	Kimberly Bogue		
Classroom Teacher	Laura Moulder		
Non-classroom Professional	Lauren Spigener		
Non-classroom Professional	Lesleigh Smith		
Parent	Linda Cain		
Community Representative	Lizza Trenkle		
Classroom Teacher	Maria Patino		

Parent	Melinda Innis		
Parent	Misael Alvarado		
Business Representative	Natalie Meeks		
Community Representative	Octavia Bush		
Business Representative	Rhett Reddell		
ex-officio member	Robin Ralston		
Parent	Roseann Cox		
Parent	Shannon Herrell		
ex-officio member	Stephanie Tucker		
Business Representative	Stewart Murray		
Business Representative	Tamra Weeden		
Classroom Teacher	Terra Jones		
Non-classroom Professional	Tiffanye Oliver		
Community Representative	Darell Beggs		