

Smithville Independent School District

District Improvement Plan

2021-2022



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Comprehensive Needs Assessment

Needs Assessment Overview

Smithville ISD conducted a district needs assessment on September 29, 2021 to determine areas of need for the 2021-22 school year. Various data sources were used in the evaluation including the 2019-20 TAPR, 2021 STAAR Summary Reports (3-8), 2021 STAAR/EOC Summary Reports (9-11), and a 3-year overview of district STAAR results in comparison to the state. Several areas of strength were identified including the development of specific district goals with performance objectives, all EOC results compared to state results for 2021 (Algebra I, Biology, English I, English II, US History), 3rd, 4th, 5th and 8th grade math STAAR scores compared to state results for 2021, 3rd & 4th reading STAAR scores compared to state results for 2021, 5th and 8th grade science STAAR scores compared to state results. Areas of concern identified were 7th grade math STAAR scores, 8th grade history STAAR scores, 4th grade writing STAAR scores, counselor load at SES/BP and JH. increase in number of Special Education referrals, and the sharing of data at transition grade levels (particularly at the 5th to 6th grade).





Goals

Revised/Approved: November 15, 2021

Goal 1: The district will provide a safe and educationally effective environment for students and staff.

Performance Objective 1: 15% of all professional development opportunities will be related to an identified area of district need for improvement


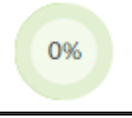
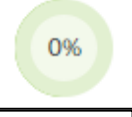
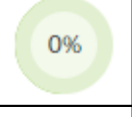




Evaluation Data Sources: Professional Development Records

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide teachers and administrators support for acquiring and maintaining educational related certifications to support job responsibilities.</p> <p>Strategy's Expected Result/Impact: District teachers and staff will hold appropriate certifications and licensures</p> <p>Staff Responsible for Monitoring: Superintendent; Campus Principals</p>	Formative		
	Dec	May	Aug
			0%
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide staff development district-wide to support instructional improvement for all students.</p> <p>Strategy's Expected Result/Impact: Support instruction and learning by improving staff job performance through training.</p> <p>Staff Responsible for Monitoring: Superintendent; Assistant Superintendent</p> <p>Funding Sources: Money for professional development training - 211 Title I, Part A - \$16,236</p>	Formative		
	Dec	May	Aug
			0%
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide training for CTE staff.</p> <p>Strategy's Expected Result/Impact: Improve CTE staff job performance</p> <p>Staff Responsible for Monitoring: High School campus principal; Director of State & Federal Programs</p> <p>Funding Sources: Training and professional development for CTE teachers - 244 Perkins Career & Technical Ed (CTE) - \$7,000</p>	Formative		
	Dec	May	Aug
			0%
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: The district will provide a safe and educationally effective environment for students and staff.

Performance Objective 2: Implement Social and Emotional Learning (SEL) and Character Education programs at each campus







Evaluation Data Sources: Trauma-informed board policy; SEL campus activities; Character Education campus activities

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: The district will provide programs to address student awareness of drugs, social courtship issues and alcohol issues. Strategy's Expected Result/Impact: Reduce student use of drugs and alcohol and incidents of student violence Staff Responsible for Monitoring: Campus Counselors; Campus Principals; Superintendent</p>	Formative		
	Dec	May	Aug
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Review and implement the CATCH or similar program to incorporate child nutrition, physical fitness, student health objectives (including trauma informed care) into the overall curriculum reviewed by the SHAC committee. Strategy's Expected Result/Impact: Improved physical and emotional health of students Staff Responsible for Monitoring: P.E. Teachers; Child Nutrition Director; Nurse Director; Campus Nurses; SHAC Members Title I Schoolwide Elements: 2.5</p>	Formative		
	Dec	May	Aug
			
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Participate with the Bastrop County Character Ed. Program as a School of Character. The program supports an ongoing emphasis of good character traits. Strategy's Expected Result/Impact: Support character development of SISD students. Staff Responsible for Monitoring: Campus Counselors</p>	Formative		
	Dec	May	Aug
			
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Develop trauma-informed practices for each campus. Strategy's Expected Result/Impact: Increase staff & parent awareness of trauma-informed care Staff Responsible for Monitoring: Campus Counselors; Campus Principals; Superintendent; contracted mental health support staff Title I Schoolwide Elements: 2.6</p>	Formative		
	Dec	May	Aug
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: The district will provide a safe and educationally effective environment for students and staff.

Performance Objective 3: Develop a campus Positive Behavioral Intervention and Supports (PBIS) team and regularly review campus discipline, PBIS strategies and quarterly data








Evaluation Data Sources: PBIS team rosters and meeting notes

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Each campus will create a PBIS team which will meet quarterly to review campus discipline data. Strategy's Expected Result/Impact: Improve campus climate through improved behavior of students Staff Responsible for Monitoring: Campus Principals; Campus PBIS teams</p>	Formative		
	Dec	May	Aug
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide ongoing training and support to all staff on the use of TBSI strategies. Strategy's Expected Result/Impact: Increased preparedness for critical situations with students. Staff Responsible for Monitoring: CRSSA; Special Programs Coordinator</p>	Formative		
	Dec	May	Aug
			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: The district will provide a safe and educationally effective environment for students and staff.

Performance Objective 4: 100% of the new SISD teachers (0-2 years) will participate in the New Teacher Academy





Evaluation Data Sources: New Teacher Academy Rosters

Strategy 1 Details	Formative Reviews		
Strategy 1: Identified teachers will participate in induction program prior to the beginning of the 2021-22 school year. Strategy's Expected Result/Impact: Prepare new teachers for all aspects of teaching role Staff Responsible for Monitoring: Assistant Superintendent	Formative		
	Dec	May	Aug
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Conduct quarterly classroom visits with feedback provided to teachers. Strategy's Expected Result/Impact: Improve new teacher performance Staff Responsible for Monitoring: Assistant Superintendent	Formative		
	Dec	May	Aug
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Coordinate with campus on beginning instructional staff and goals. Strategy's Expected Result/Impact: Coordinate new campus teachers professional development needs with campus PD plans Staff Responsible for Monitoring: Assistant Superintendent; Campus Principals	Formative		
	Dec	May	Aug
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: The district will provide a safe and educationally effective environment for students and staff.

Performance Objective 5: 100% of all staff will be trained on/in cybersecurity, safety, security, and health related topics at both locally adopted and stated-mandated levels by September 1st








Evaluation Data Sources: Safe Schools Training Certificates

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: The district will provide instructional tools and training to teachers to support the delivery of quality instruction through the use of current technologies.</p> <p>Strategy's Expected Result/Impact: Appropriate use of instructional technology by teachers</p> <p>Staff Responsible for Monitoring: Campus Principals; Assistant Superintendent</p>	Formative		
	Dec	May	Aug
			0%
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: The district will institute health and safety measures to protect students and staff during the COVID-19 pandemic.</p> <p>Strategy's Expected Result/Impact: Reduce impact of COVID-19 pandemic on school function</p> <p>Staff Responsible for Monitoring: Director of State & Federal Programs</p>	Formative		
	Dec	May	Aug
			0%
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Continue to review, train and implement emergency operation procedures, specifically the Standard Response Protocol, with all staff members to ensure that staff knows proper procedures to follow during emergency situations including the use of the REMIND system for emergency communications.</p> <p>Strategy's Expected Result/Impact: School staff and students know how to respond to emergency situations.</p> <p>Staff Responsible for Monitoring: Director of State & Federal Programs; Campus Principals</p>	Formative		
	Dec	May	Aug
			0%
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Provide online professional development opportunities, including the required safety trainings. (SafeSchools)</p> <p>Strategy's Expected Result/Impact: Meet all state requirements for standard safety training</p> <p>Staff Responsible for Monitoring: Director of State & Federal Programs</p>	Formative		
	Dec	May	Aug
			0%
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 2: The district will meet and exceed state and federal accountability standards.

Performance Objective 1: Obtain an accountability rating of C or better at the district level and at each campus





Evaluation Data Sources: Accountability Ratings

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Campuses will analyze and disaggregate state and local accountability data in Math, Eng. Lang. Arts, Science, Social Studies to develop a plan for instructional needs.</p> <p>Strategy's Expected Result/Impact: Allows for targeted planning to address areas of low performance</p> <p>Staff Responsible for Monitoring: Campus Principals</p>	Formative		
	Dec	May	Aug
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: The campus RtI Committees will address the needs of at-risk students and determine specific interventions needed prior to consideration of special education referral.</p> <p>Strategy's Expected Result/Impact: Identify students who are struggling academically and provide needed support</p> <p>Staff Responsible for Monitoring: Campus Principals; Campus Counselors; Campus Teachers; Special Programs Coordinator</p>	Formative		
	Dec	May	Aug
			
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: The district will employ a 504 facilitator to coordinate 504 activities in the district and to decrease 504 workload/responsibilities on campus counseling staff.</p> <p>Strategy's Expected Result/Impact: Improved delivery of 504 services for students and a reduction in campus counselor time spent on non-counselor duties.</p> <p>Staff Responsible for Monitoring: Special Programs Coordinator</p>	Formative		
	Dec	May	Aug
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: The district will meet and exceed state and federal accountability standards.

Performance Objective 2: Ensure 85% or more of students attain the approaches level on STAAR/EOC math and reading assessments





Evaluation Data Sources: STAAR/EOC results

Strategy 1 Details	Formative Reviews		
Strategy 1: Employ reading and math interventionists to provide individualized instruction for students in identified areas of need. Strategy's Expected Result/Impact: Improve student performance through individualized and small group intervention Staff Responsible for Monitoring: Campus Principals Funding Sources: Salary for reading and math interventionists - 211 Title I, Part A - \$83,290	Formative		
	Dec	May	Aug
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Goal 2: The district will meet and exceed state and federal accountability standards.

Performance Objective 3: Increase the percentage of students who attain the meets level on STAAR/EOC math and reading assessments by 10% points.


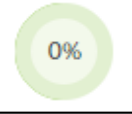
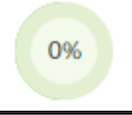
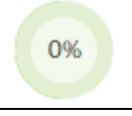
Evaluation Data Sources: STAAR/EOC results

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Maintain technology and updated software for elementary and secondary students to individualize instruction aligned to individual needs and promote on-time graduation.</p> <p>Strategy's Expected Result/Impact: Allow for individualized instruction for students in targeted areas</p> <p>Staff Responsible for Monitoring: Campus Principals</p> <p>Funding Sources: Instructional software - 211 Title I, Part A - \$29,140</p>	Formative		
	Dec	May	Aug
<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: The district will meet and exceed state and federal accountability standards.

Performance Objective 4: Close achievement gaps to no greater than 10% points for all subpopulations in comparison to the all students group

Evaluation Data Sources: STAAR/EOC results

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Campuses will evaluate the effectiveness of their benchmark testing as it aligns with the TEKS, STAAR results and compare the results of each demographic group specifically special education students.</p> <p>Strategy's Expected Result/Impact: Provide clear awareness of where performance gaps exist</p> <p>Staff Responsible for Monitoring: Campus Principals</p>	Formative		
	Dec	May	Aug
			
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: To ensure that at-risk students are served and given an early intervention, the district has a MOU with a local ECI "PRIDE" to evaluate and identify students by their 3rd birthday. (Child Find)</p> <p>Strategy's Expected Result/Impact: Provide early intervention to at-risk students</p> <p>Staff Responsible for Monitoring: Special Programs Coordinator; Brown Primary Campus Principal</p>	Formative		
	Dec	May	Aug
			
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide and support after school program.</p> <p>Strategy's Expected Result/Impact: Provide academic intervention to at-risk elementary students</p> <p>Staff Responsible for Monitoring: After School Coordinator</p> <p>Funding Sources: Salaries, supplies - 265 Title IV, Part A - \$150,163</p>	Formative		
	Dec	May	Aug
			
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Campus LPACs will review results of STAAR, benchmark testing across four subject areas, and TELPAS, and make recommendations for classroom interventions.</p> <p>Strategy's Expected Result/Impact: Improve academic performance for English Language Learners</p> <p>Staff Responsible for Monitoring: Campus Principals; ESL certified teachers; Assistant Superintendent</p>	Formative		
	Dec	May	Aug
			

Strategy 5 Details	Formative Reviews		
<p>Strategy 5: English Language Learners (ELL) will receive language/reading and writing instruction from certified ESL teachers, "sheltered instruction" trained core teachers and other trained professionals.</p> <p>Strategy's Expected Result/Impact: Improved academic performance for English Language Learners</p> <p>Staff Responsible for Monitoring: Campus Principals; Assistant Superintendent</p>	Formative		
	Dec	May	Aug
			0%
Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Migrant students academic progress is reported to ESC Region XIII migrant coordinator and Priority For Service plans are developed as required.</p> <p>Strategy's Expected Result/Impact: Provide academic and material support for migrant students and families</p> <p>Staff Responsible for Monitoring: Director of State & Federal Programs; Region 13 Migrant Program staff</p>	Formative		
	Dec	May	Aug
			0%
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: The Migrant Recruiter/Coordinator will assist migrant students and parents with academics, school supplies, medical and dental appointment arrangements, etc.</p> <p>Strategy's Expected Result/Impact: Provide academic and material support for migrant students and families</p> <p>Staff Responsible for Monitoring: Director of State & Federal Programs; Region 13 Migrant Program staff</p>	Formative		
	Dec	May	Aug
			0%
Strategy 8 Details	Formative Reviews		
<p>Strategy 8: Homeless coordinator will help with identification of students and needed services.</p> <p>Strategy's Expected Result/Impact: Support Homeless students</p> <p>Staff Responsible for Monitoring: Director of State & Federal Programs</p> <p>Title I Schoolwide Elements: 2.6</p> <p>Funding Sources: Supplies & Transportation - 211 Title I, Part A - \$3,248</p>	Formative		
	Dec	May	Aug
			0%
Strategy 9 Details	Formative Reviews		
<p>Strategy 9: Gifted and Talented students will be challenged in all academic areas and expected to earn advanced level performance on the STAAR test in areas of their strength.</p> <p>Strategy's Expected Result/Impact: Provide enriching educational opportunities for Gifted & Talented students</p> <p>Staff Responsible for Monitoring: GT Teachers; Campus Principals; Assistant Superintendent</p>	Formative		
	Dec	May	Aug
			0%





Strategy 10 Details	Formative Reviews		
<p>Strategy 10: Decrease class size to lower student to teacher ratio at elementary level.</p> <p>Strategy's Expected Result/Impact: Lower student to teacher ratio will provide more opportunity for learning.</p> <p>Staff Responsible for Monitoring: Elementary campus principal</p> <p>Title I Schoolwide Elements: 2.4</p> <p>Funding Sources: Salary for classroom reduction teacher - 255 Title II, Part A, TPTR - \$70,660</p>	Formative		
	Dec	May	Aug
			
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Goal 2: The district will meet and exceed state and federal accountability standards.

Performance Objective 5: Increase the percentage of SHS students who achieve College, Career, & Military Readiness (CCMR) by 5% points.

Evaluation Data Sources: CCMR data





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Student guidance staff will develop personal (4 year) graduation plans and post-secondary goals for each student in accordance with state graduation requirements</p> <p>Strategy's Expected Result/Impact: Coordinated plan to achieve post-secondary goals</p> <p>Staff Responsible for Monitoring: Campus Counselors</p>	Formative		
	Dec	May	Aug
			0%
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Notify students in 6th-12th grade of the admission and financial aid opportunities for attending higher education.</p> <p>Strategy's Expected Result/Impact: Awareness of financial aid opportunities to support post-secondary goals</p> <p>Staff Responsible for Monitoring: Campus Counselors</p>	Formative		
	Dec	May	Aug
			0%
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Inform students (6-12th) of the opportunity and notify actual top 10% /6% graduates of automatic admission to a four-year state university and The University of Texas, respectively.</p> <p>Strategy's Expected Result/Impact: Awareness of automatic admission program for state universities and program standards</p> <p>Staff Responsible for Monitoring: Campus Counselors</p>	Formative		
	Dec	May	Aug
			0%
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Conduct Career focus events to increase the communication, career planning and parent involvement in Career and Technology across campuses.</p> <p>Strategy's Expected Result/Impact: Improve student awareness of post-secondary career opportunities</p> <p>Staff Responsible for Monitoring: Director of State & Federal Programs; High School Campus Principal</p>	Formative		
	Dec	May	Aug
			0%

Strategy 5 Details	Formative Reviews		
Strategy 5: Contract with Region 13 to provide training and support for CTE pathways. Strategy's Expected Result/Impact: Improve CTE program performance Staff Responsible for Monitoring: High School campus principal; Director of State & Federal Programs Funding Sources: Region 13 CTE & CCMR support services - 244 Perkins Career & Technical Ed (CTE) - \$2,500	Formative		
	Dec	May	Aug
			0%
Strategy 6 Details	Formative Reviews		
Strategy 6: Provide industry standard CTE programs and pathways. Strategy's Expected Result/Impact: Prepare students for high-need and high-wage careers after high school Staff Responsible for Monitoring: CTE teachers; High School campus principal; Director of State & Federal Programs Title I Schoolwide Elements: 2.4 Funding Sources: - 244 Perkins Career & Technical Ed (CTE) - \$12,762	Formative		
	Dec	May	Aug
			0%
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: The district will meet and exceed state and federal accountability standards.

Performance Objective 6: Increase Limited English Proficient (LEP) student exit rates by 5%






Evaluation Data Sources: LEP exit rates

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Campus LPACs will review results of STAAR, benchmark testing across four subject areas, and TELPAS, and make recommendations for classroom interventions.</p> <p>Strategy's Expected Result/Impact: Improve academic performance for English Language Learners</p> <p>Staff Responsible for Monitoring: Campus LPAC committees; Campus Principal; Assistant Superintendent</p>	Formative		
	Dec	May	Aug
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: English Language Learners (ELL) will receive language/reading and writing instruction from certified ESL teachers, "sheltered instruction" trained core teachers and other trained professionals.</p> <p>Strategy's Expected Result/Impact: Improved academic performance for English Language Learners</p> <p>Staff Responsible for Monitoring: Campus Principals; ESL teachers; Assistant Superintendent</p>	Formative		
	Dec	May	Aug
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: The district will provide opportunities for parents and the community to communicate and collaborate with the district as partners.

Performance Objective 1: Provide and conduct quarterly District Site-based Decision Meetings (DSBDM)







Evaluation Data Sources: DSBDM meeting agendas and minutes

Strategy 1 Details	Formative Reviews		
Strategy 1: Organize membership, schedule and publish meeting dates to DSBM team in early Fall. Strategy's Expected Result/Impact: DSBDM meetings will be conducted according to published schedule Staff Responsible for Monitoring: Superintendent	Formative		
	Dec	May	Aug
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: The district will provide opportunities for parents and the community to communicate and collaborate with the district as partners.

Performance Objective 2: Provide and conduct a minimum of two surveys per year






Evaluation Data Sources: Survey results

Strategy 1 Details	Formative Reviews		
Strategy 1: Create and disseminate surveys to parents and families in the Fall 2021 and Spring 2022. Strategy's Expected Result/Impact: Obtain feedback from parents and students on school programming and performance Staff Responsible for Monitoring: Superintendent	Formative		
	Dec	May	Aug
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Disseminate survey to parents and community to identify needs to help to inform ESSER expenditures Strategy's Expected Result/Impact: Appropriately budget ESSER grand funds Staff Responsible for Monitoring: Director of State & Federal Programs	Formative		
	Dec	May	Aug
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: The district will provide opportunities for parents and the community to communicate and collaborate with the district as partners.

Performance Objective 3: Provide and conduct quarterly Health Advisory Committee (SHAC)






Evaluation Data Sources: SHAC meeting agendas and minutes

Strategy 1 Details	Formative Reviews		
Strategy 1: Verify and complete membership, create agendas, post meetings in accordance to TOMA and conduct regular SHAC meetings Strategy's Expected Result/Impact: SHAC meetings will occur according to schedule Staff Responsible for Monitoring: Director of Nursing; Director of State & Federal Programs	Formative		
	Dec	May	Aug
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: The district will provide opportunities for parents and the community to communicate and collaborate with the district as partners.

Performance Objective 4: Produce a monthly newsletter (Tiger Insider)






Evaluation Data Sources: Tiger Insider newsletters

Strategy 1 Details	Formative Reviews		
Strategy 1: Solicit material and create districtwide newsletter Strategy's Expected Result/Impact: Communicate information regarding SISD to community Staff Responsible for Monitoring: District Communications Officer	Formative		
	Dec	May	Aug
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: The district will provide opportunities for parents and the community to communicate and collaborate with the district as partners.

Performance Objective 5: Update the Family Engagement Plan yearly






Evaluation Data Sources: Family Engagement Plan

Strategy 1 Details	Formative Reviews		
Strategy 1: Schedule and conduct a family engagement plan review Strategy's Expected Result/Impact: Develop revised Family Engagement Plan on a yearly basis Staff Responsible for Monitoring: District Communications Officer	Formative		
	Dec	May	Aug
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Provide funding to support the Family Engagement Plan Strategy's Expected Result/Impact: Support Family Engagement Staff Responsible for Monitoring: District Communications Officer Title I Schoolwide Elements: 3.1 Funding Sources: Identified in Plan - 211 Title I, Part A - \$3,248	Formative		
	Dec	May	Aug
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: The district will provide opportunities for parents and the community to communicate and collaborate with the district as partners.

Performance Objective 6: Conduct 100% of the state/federally mandated public forums, meetings and hearings.







Evaluation Data Sources: Meeting agendas, minutes and sign in sheets

Strategy 1 Details	Formative Reviews		
Strategy 1: Identify and conduct all federally and state mandated public meeting and public hearing requirements Strategy's Expected Result/Impact: Meet public hearing requirements Staff Responsible for Monitoring: Director of State & Federal Programs	Formative		
	Dec	May	Aug
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: The district will provide opportunities for parents and the community to communicate and collaborate with the district as partners.

Performance Objective 7: Provide regular communication through Peachjar, Remind, Blackboard, school website, and SISD social media sites







Evaluation Data Sources: School communication artifacts

Strategy 1 Details	Formative Reviews		
Strategy 1: Ensure yearly subscription renewal of PeachJar, Remind, Blackboard and the Edlio Strategy's Expected Result/Impact: Effective communication of SISD information to the community Staff Responsible for Monitoring: District Communications Officer	Formative		
	Dec	May	Aug
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Communicate information to the SISD community in a professional and timely manner through a variety of communication channels. Strategy's Expected Result/Impact: Effective communication of SISD information to the community Staff Responsible for Monitoring: District Communications Officer	Formative		
	Dec	May	Aug
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: The district will provide opportunities for parents and the community to communicate and collaborate with the district as partners.

Performance Objective 8: Conduct student recognitions each grade reporting period for each campus






Evaluation Data Sources: Student recognitions

Strategy 1 Details	Formative Reviews		
Strategy 1: Each campus will select and submit to Board their "students of the nine-weeks" Strategy's Expected Result/Impact: Recognition of student achievement Staff Responsible for Monitoring: Secondary Campus Principals; Superintendent	Formative		
	Dec	May	Aug
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Elementary students will read Character Education essays at regular school board meetings. Strategy's Expected Result/Impact: Recognition of students Staff Responsible for Monitoring: Elementary Campus Principal; Superintendent	Formative		
	Dec	May	Aug
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 4: The district will maintain a strategic, efficient operational and fiscal plan.

Performance Objective 1: Maintain FIRST rating of Superior






Evaluation Data Sources: FIRST rating

Strategy 1 Details	Formative Reviews		
Strategy 1: District will provide monthly financial updates to the Board to help ensure financial responsibility. Strategy's Expected Result/Impact: SISD School Board will have a clear understanding of district finances Staff Responsible for Monitoring: Chief Financial Officer	Formative		
	Dec	May	Aug
			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="464 516 659 565">  No Progress </div> <div data-bbox="764 516 980 565">  Accomplished </div> <div data-bbox="1079 516 1331 565">  Continue/Modify </div> <div data-bbox="1436 516 1625 565">  Discontinue </div> </div>			

Goal 4: The district will maintain a strategic, efficient operational and fiscal plan.

Performance Objective 2: Maintain attendance rate of 95% or greater








Evaluation Data Sources: Attendance reporting data

Strategy 1 Details	Formative Reviews		
Strategy 1: Employ a district attendance officer who will coordinate attendance improvement efforts Strategy's Expected Result/Impact: Improved attendance Staff Responsible for Monitoring: District Attendance Officer; Superintendent	Formative		
	Dec	May	Aug
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 4: The district will maintain a strategic, efficient operational and fiscal plan.

Performance Objective 3: Increase teacher retention to 85%


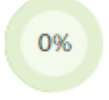




Evaluation Data Sources: Teacher retention rates

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide all teachers with an individual laptop computer Strategy's Expected Result/Impact: Improve teacher's abilities to perform job functions and allows for flexibility of location to perform some of those functions Staff Responsible for Monitoring: Assistant Superintendent	Formative		
	Dec	May	Aug
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Provide teacher retention stipends Strategy's Expected Result/Impact: Encourage retention rates for SISD staff Staff Responsible for Monitoring: Chief Financial Officer	Formative		
	Dec	May	Aug
			
Strategy 3 Details	Formative Reviews		
Strategy 3: Provide support and mentoring for new teachers. Strategy's Expected Result/Impact: Increased retention of new teachers Staff Responsible for Monitoring: Assistant Superintendent; Campus Principals	Formative		
	Dec	May	Aug
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: The district will maintain a strategic, efficient operational and fiscal plan.

Performance Objective 4: Maintain annual improvement plans at the district level and campus levels and provide yearly updates with status reports for each goal.

Evaluation Data Sources: District and Campus Improvement Plans

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide annual overview of all district and campus improvement plans to the school board. Strategy's Expected Result/Impact: SISD School Board awareness of district and campus improvement plans Staff Responsible for Monitoring: Director of State & Federal Programs; Campus Principals	Formative		
	Dec	May	Aug
			
Strategy 2 Details	Formative Reviews		
Strategy 2: Provide mid-year status report of all district and campus improvement plans to school board. Strategy's Expected Result/Impact: SISD School Board awareness of district and campus improvement plan's implementation status Staff Responsible for Monitoring: Director of State & Federal Programs; Campus Principals	Formative		
	Dec	May	Aug
			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

District Funding Summary

211 Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Money for professional development training		\$16,236.00
2	2	1	Salary for reading and math interventionists		\$83,290.00
2	3	1	Instructional software		\$29,140.00
2	4	8	Supplies & Transportation		\$3,248.00
3	5	2	Identified in Plan		\$3,248.00
Sub-Total					\$135,162.00
244 Perkins Career & Technical Ed (CTE)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Training and professional development for CTE teachers		\$7,000.00
2	5	5	Region 13 CTE & CCMR support services		\$2,500.00
2	5	6			\$12,762.00
Sub-Total					\$22,262.00
255 Title II, Part A, TPTR					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	4	10	Salary for classroom reduction teacher		\$70,660.00
Sub-Total					\$70,660.00
265 Title IV, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	4	3	Salaries, supplies		\$150,163.00
Sub-Total					\$150,163.00
Grand Total					\$378,247.00

Addendums