

Regular Meeting
Tuesday, October 8, 2024 7:00 PM

Harleton Independent School District
17000 S.H. 154
Harleton, Texas 75651

Agenda

1. Call to Order
2. Roll Call of Board Members

3. Pledge of Allegiance and Invocation
4. Student of the Month
5. Open Forum
6. Consent Agenda
 - 6.A. Approval of Board Minutes
 - 6.B. Donations
 - 6.C. Obligations and Vouchers

 - 6.D. Financial Statement

7. Discussion Items
 - 7.A. Discuss and Review Local Investment Policies: BJA, CAA, BDAE, and CDA
8. Action Items
 - 8.A. Consider/take action on Harrison County Shared Services Arrangement Agreement for 2024-2025
 - 8.B. Consider/Take Action on Setting December 10, 2024 at 6:30 PM as the Public Hearing for the 2023-2024 FIRST Rating
 - 8.C. Consider/Take Action on Campus Improvement Plans
 - 8.D. Consider/Take Action on District Improvement Plan
 - 8.E. Consider/Take Action on 2024-2025 Migrant Plan
 - 8.F. Consider/Take Action on Staff Meal Price Increase
 - 8.G. Consider/Take Action on approving District Investment Policy as presented
 - 8.H. Consider/Take Action on changing the November Board Meeting Date
9. Closed Session
 - 9.A. Pursuant to Texas Government Code Sections 551.074 for the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee and 551.076 Deliberations about school security
10. Superintendent Report
 - 10.A. Enrollment
11. Board Input
12. Adjourn

Harleton ISD

Regular Meeting: September 10, 2024

Members Present: Brad Nixon
Kevin Evers
Brian Degner
Kevin Wright
Harvey Fox
Pat Mc Gill
Jacob Muehlstein

Members Absent: None.

The meeting was called to order at 7:00 PM with a roll call of members.

Pledge was led by Jacob Muehlstein and invocation was offered by Jay Ratcliff.

Open Forum was not held.

Students of the Month were recognized and presented a certificate and a gift card. Elementary students of the month for September were Scout Hargis and Axle Reagh. Junior High student of the month for September was Jason Thomas. High School student of the month for September was Mason Clark.

The consent agenda was approved by general consent which consisted of:

- August 13, 2024 and August 27, 2024 Board Minutes
- Obligations and Vouchers
- Financial Statement

There were no discussion items.

Motion by Pat Mc Gill and second by Kevin Wright to approve Eichelbaum Wardell Hanson Powell & Munoz, P.C. Retainer for the 2024-2025 school year as presented. Voting for: Brad Nixon, Harvey Fox, Kevin Evers, Brian Degner and Jacob Muehlstein. Voting against: None. Motion carried.

Motion by Brad Nixon and second by Pat Mc Gill to approve repairing school bus motor. Purchase motor from Plier International and to use Marshall Diesel for the installation. Voting for: Harvey Fox, Brian Degner, Kevin Wright, Kevin Evers and Jacob Muehlstein. Voting against: None. Motion carried.

Closed Session was not held.

Superintendent Report

- Enrollment
- Discuss Date for Board Christmas Party

Motion by Kevin Evers and second by Brian Degner to adjourn meeting at 7:43 PM. Voting for: Pat Mc Gill, Brad Nixon, Harvey Fox, Jacob Muehlstein and Kevin Wright. Voting against: None. Motion carried.

Jacob Muehlstein, President

Harvey Fox, Secretary

For the Month of September

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
010483	09-09-2024	Region 8 Educational Serv	053188	24-25 membershi	865-00-2190.EL-101-5000E4	Outdoor Ed/Archery Contract	1,500.00	N
010484	09-11-2024	Classic Stitch	053028	474	865-00-2190.JH-041-5000JA	Volleyball Shirts	122.00	N
010486	09-13-2024	Cristian Moreno	053214	screen printing	865-00-2190.HS-001-5000HH	screen printing	226.50	N
010487	09-13-2024	Varsity Spirit Fashion & Su	053231	12995013	865-00-2190.HS-001-5000HB	camp wear/ uniforms	5,118.11	N
010488	09-26-2024	Marshall Cinema	053468	field trip 2nd/	865-00-2190.EL-101-5000E2	2nd/3rd grade field trip	600.00	N
010489	09-26-2024	Nona Michelle Floyd	053445	100	865-00-2190.JH-041-5000J5	Majorette shirts	160.00	N
050105	09-30-2024	Credit Card Center	053412	BTS supplies	199-11-6399.01-001-522000	Back to School supplies	229.65	N
			053412	BTS supplies	199-11-6399.01-001-522000	Back to School supplies	242.52	N
			053412	BTS supplies	199-11-6399.01-001-524000	Back to School supplies	400.00	N
			053412	BTS supplies	199-11-6399.01-001-524000	Back to School supplies	411.94	N
			053418	or#70764	199-11-6399.07-001-522000	software	199.00	N
			053422	remain balance	199-11-6411.01-001-5110BD	Hotel for Conference	162.12	N
			053408	or#708608358	199-11-6499.00-001-511000	Permit Charges	57.00	N
			053420	auth 060594	199-11-6499.00-041-5110BD	Conf Supplies	45.00	N
			053419	11419&11421	199-11-6499.02-001-5110BD	TBA registration	450.00	N
			053409	retiree lunch	199-12-6411.01-999-599000	CO Lunch	127.00	N
			053414	or#155648250	199-31-6339.00-001-599000	testing units	175.00	N
			053415	240808-11-43	199-34-6411.00-999-599000	Transportation meal	233.80	N
			053417	rec#1304-3298	199-36-6399.12-041-591000	Volley Ball Clinic	99.00	N
			053413	coach lunch	199-36-6411.03-001-591000	Coaching lunch	300.00	N
			053406	auth/050257	199-36-6499.00-001-5990HS	District Treat	200.00	N
			053405	auth/097085	199-36-6499.00-041-5990JH	Teacher Incentive	100.00	N
			053406	auth/050257	199-36-6499.00-041-5990JH	District Treat	200.00	N
			053406	auth/050257	199-36-6499.00-101-5990EL	District Treat	200.00	N
			053421	auth 039029	199-36-6499.02-001-5990BD	DM/ Leadership classes	40.00	N
			052992	auth091097	199-41-6419.00-702-599000	Board Meals September	146.91	N
			053404	Convocation	199-41-6499.01-750-599000	Convocation Supplies	930.21	N
			053410	convo meal	199-41-6499.01-750-599000	Convocation Supplies	165.91	N
			053416	or#1495442	199-51-6319.02-999-599000	Sprinkler parts	486.53	N
			053407	maint lunch	199-51-6411.00-999-599000	Maint Lunch	110.08	N
			053411	C/O Lunch	199-53-6411.00-750-599000	CO Lunch	244.22	N
						Totals for Check 050105	5,955.89	
050703	09-30-2024	WEX Bank	053375	99378912	199-11-6311.00-001-522000	Fuel Bill	43.02	N
			053375	99378912	199-34-6311.00-999-599000	Fuel Bill	1,434.75	N
			053375	99378912	199-51-6311.00-999-599000	Fuel Bill	664.68	N
						Totals for Check 050703	2,142.45	
079097	09-04-2024	Capital One	052952	Campus supplies	199-11-6399.00-101-511000	Campus Supplies	142.04	N
			052950	BTS fun	199-11-6399.01-001-511000	BTS Fun & Supplies	400.00	N
			052928	AR prizes	199-11-6399.02-101-5110AR	AR Prizes	281.29	N
			052950	BTS fun	199-11-6399.07-001-511000	BTS Fun & Supplies	634.01	N
			052958	apr 643501	199-11-6399.08-101-511000	playground supplies	19.88	N
			052948	apr 174994	199-11-6499.00-001-511000	Office Supplies	595.32	N
			052927	DEIC meal	199-13-6499.00-101-511000	DEIC lunch supplies	206.65	N

For the Month of September

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
			052927	Deic meal	199-13-6499.00-101-511000	DEIC lunch supplies	70.34	N
			052926	apr 376746	199-36-6499.00-041-5990JH	stock teacher fridge	239.77	N
			052925	apr 376746	199-41-6499.01-750-599000	sub training supplies	239.76	N
			052956	Convocation	199-41-6499.01-750-599000	Convocation Supplies	684.76	N
			052954	janitorial suppl	199-51-6319.01-999-599000	Janitorial Supplies	865.66	N
						Totals for Check 079097	4,379.48	
079098	09-06-2024	Coburns	053129	116266870	199-51-6319.00-999-599000	HVAC Elem parts & supplies	523.32	N
079099	09-06-2024	Beckville ISD	053126	ftball passes	199-36-6499.01-001-591000	Football Passes	12.95	N
079100	09-06-2024	Ide Mia	053101	UTZX-5NFT49	199-41-6299.00-701-599000	Fingerprinting - Sub	48.25	N
079101	09-06-2024	Edwin Kelley	053097	25 & 14	199-34-6299.00-999-599000	transportation services	603.00	N
079102	09-06-2024	ABC AUTO PARTS, LTD	053123	7517 & 5338	199-34-6319.00-999-599000	Transportation Supply	496.72	N
079103	09-06-2024	EZ School Apps	052999	3905	199-11-6399.14-001-511000	Membership Dues	400.00	N
			052999	3905	199-11-6399.14-041-511000	Membership Dues	400.00	N
			052999	3905	199-11-6399.14-101-511000	Membership Dues	400.00	N
						Totals for Check 079103	1,200.00	
079104	09-06-2024	CrisisGo, Inc.	053012	0005607	199-41-6299.00-750-599000	Crisis GO	3,415.00	N
079105	09-06-2024	Complete Supply Inc.	053132	349480	199-51-6319.01-999-599000	Toilet Paper	1,161.50	N
079106	09-06-2024	Bowie County Schools Tra	053125	000861	199-34-6219.00-999-599000	CDL Testing	450.00	N
079107	09-06-2024	Discovery Education INC	052989	CINV-147484	410-11-6399.00-041-511000	IMA Funding Grade 678 Science	4,090.63	N
079108	09-06-2024	Gans & Smith Insurance A	053016	08262024	199-34-6429.00-999-599000	Insurance	20,027.00	N
			053016	08262024	199-41-6429.00-702-599000	Insurance	8,562.00	N
			053016	08262024	199-51-6429.00-999-599000	Insurance	138,892.00	N
						Totals for Check 079108	167,481.00	
079109	09-06-2024	Health Special Risk, Inc	053013	407727&407728	199-36-6429.00-999-591000	athletic Insurance	19,055.00	N
079110	09-06-2024	Waskom Isd	052965	Sep-24	199-93-6492.00-999-523000	SSA Payment	21,062.40	N
079111	09-06-2024	Ide Mia	053011	uztx-5nft5f	199-41-6299.00-701-599000	Criminal Histoy Checks	48.25	N
079112	09-06-2024	Ide Mia	053011	uztx-5nft5t	199-41-6299.00-701-599000	Criminal Histoy Checks	48.25	N
079113	09-06-2024	Ide Mia	053011	uztx-5nft5x	199-41-6299.00-701-599000	Criminal Histoy Checks	48.25	N
079114	09-09-2024	Lowe's Home Center	053081	Aug 2024	199-51-6319.00-999-599000	Maintenance Supply	2,591.90	N
079115	09-09-2024	Renaissance	052964	INV5343021	410-11-6399.00-041-411000	STAR Math plus platforms IMA	5,533.87	N
079116	09-09-2024	Skyward Inc	053049	0000231537	199-53-6219.00-750-599000	Skyward Hosting Service	4,569.36	N
			053049	0000231537	240-35-6299.00-999-599000	Skyward Hosting Service	122.91	N
						Totals for Check 079116	4,692.27	
079117	09-09-2024	System Design	052961	24-0533	240-35-6299.00-999-599000	Annual Support	900.00	N
079118	09-09-2024	TASA	053017	ref#053017	199-41-6411.00-701-599000	Membership Dues	596.00	N
079119	09-09-2024	TASB Inc.	053015	664559	199-41-6499.00-720-599000	Subscription Fee	1,200.00	N

For the Month of September

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
079120	09-09-2024	TASBO	052993	60628-2024	199-53-6499.00-750-599000	Membership Dues	145.00	N
079121	09-09-2024	TASSP	052998	107837	199-23-6499.00-041-599000	TASSP Renewal	285.00	N
079122	09-09-2024	TEPSA	052935	300074723	199-31-6499.00-101-599000	TEPSA Membership Renewal	376.00	N
079123	09-09-2024	Tractor Supply Credit Plan	053080	Aug 2024	199-51-6319.00-999-599000	Maintenance Supply	1,175.79	N
079124	09-09-2024	TREA	052983	4292	199-41-6499.00-720-599000	Membership Dues	500.00	N
079125	09-09-2024	The University of Texas A	052981	UIL Membership	199-36-6499.00-999-599000	Membership Dues	2,600.00	N
079126	09-09-2024	Virco Inc.	053100	92063049	199-11-6649.00-001-511000	Tables & chairs	3,757.80	N
079127	09-09-2024	Whataburger: #773	053099	or# 229854	199-36-6412.11-001-591000	XC Meals	146.48	N
079128	09-09-2024	TARS	052990	24-25 membershi	199-41-6499.00-720-599000	Membership Dues	500.00	N
079129	09-09-2024	Pittsburg ISD	052936	XC entry fees	199-36-6499.01-001-591000	xc entry fee	300.00	N
079130	09-09-2024	Maneuvering the Middle L	053098	5066	410-11-6399.00-041-511000	Subscription Fee	1,092.00	N
079131	09-09-2024	Zane L Sears	053172	8/23 & 8/29	199-36-6219.00-001-591000	Field Cleanup	200.00	N
079132	09-09-2024	The Spot on 154 LLC	052945	004	199-36-6412.05-001-591000	meals Arp	467.50	N
			053186	005	199-36-6412.05-041-591000	JH Meals QC	467.50	N
						Totals for Check 079132	935.00	
079133	09-09-2024	Marmic Fire & Safety	053124	D019916	199-51-6249.00-999-599000	Fire extenguisher inspection	1,509.68	N
			053124	D019931	240-35-6299.00-999-599000	Fire extenguisher inspection	815.53	N
						Totals for Check 079133	2,325.21	
079134	09-10-2024	Dealers Electrical Supply	053197	3617 & 4212	199-51-6639.01-999-599000	generator / elm & HS/cafe	32,040.20	N
079135	09-10-2024	Lee Hopkins	053095	2053C	199-51-6249.00-041-599000	Front Cover Jr High	37,500.00	N
079136	09-10-2024	Game One	052988	103073838	199-36-6399.07-001-591000	Football Uniforms	18,921.10	N
079137	09-11-2024	Harleton Hardware LLC	052944	Sept 2024	199-36-6399.08-999-591000	Maintenance supplies	19.95	N
			053111	Sept 2024	199-51-6319.00-999-599000	Maintenance Supply	932.43	N
						Totals for Check 079137	952.38	
079138	09-11-2024	Harrison Central Appraisal	053000	fourth quarter	199-41-6213.00-703-599000	Appraisal	1,037.75	N
			053000	fourth quarter	199-99-6213.00-703-599000	Appraisal	8,597.00	N
						Totals for Check 079138	9,634.75	
079139	09-11-2024	Lone Star Learning	052934	62404	199-11-6399.15-101-511000	Grade 5 Sci Subscription	259.00	N
079140	09-11-2024	ISCorp	052984	0741349	199-53-6219.00-750-599000	Subscription Fee	2,313.36	N
079141	09-11-2024	Hudl	053050	H00101049	199-36-6399.19-001-591000	basketball hudl	1,300.00	N
079142	09-11-2024	Dusty M Coleman	053190	meal money	199-53-6411.00-750-599000	TASBO Meal money	200.00	N
079143	09-11-2024	Gilmer ISD	052937	XC entry fees	199-36-6499.01-001-591000	xc entry fee	150.00	N
079144	09-11-2024	Gecko Pest Control LLC	053139	264474	199-51-6249.04-999-599000	Pest Control	292.41	N
079145	09-11-2024	John S Coleman	053162	consulting ag	199-11-6219.00-001-522000	Consulting for Ag Shop	1,100.00	N
			053162	consulting ag	199-11-6219.00-001-522000	Consulting for Ag Shop	1,025.00	N
	09-12-2024	John S Coleman	053162	consulting ag	199-11-6219.00-001-522000	PRINTED ON WRONG CHECK NU	-1,100.00	N
			053162	consulting ag	199-11-6219.00-001-522000	PRINTED ON WRONG CHECK NU	-1,025.00	N
						Totals for Check 079145	.00	

For the Month of September

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
079146	09-11-2024	Fungoman LLC	053102	00012126	199-36-6249.01-001-591000	Machine repair	4,770.06	N
079147	09-11-2024	Heartland School Solution	052962	HSSREC034498	240-35-6299.00-999-599000	Nutrakids Suport /Subscription	410.00	N
	09-12-2024	Heartland School Solution	052962	HSSREC034498	240-35-6299.00-999-599000	PRINTED ON WRONG CHECK NU	-410.00	N
Totals for Check 079147							.00	
079148	09-11-2024	Gecko Pest Control LLC	053139	264474	240-51-6249.01-999-599000	Pest Control	87.59	N
	09-12-2024	Gecko Pest Control LLC	053139	264474	240-51-6249.01-999-599000	PRINTED ON WRONG CHECK NU	-87.59	N
Totals for Check 079148							.00	
079149	09-11-2024	Lone Star Data	053077	HAR07	240-35-6299.00-999-599000	Subscription Fee	1,050.00	N
	09-12-2024	Lone Star Data	053077	HAR07	240-35-6299.00-999-599000	PRINTED ON WRONG CHECK NU	-1,050.00	N
Totals for Check 079149							.00	
079150	09-11-2024	Gold Star Foods- Texas Di	053191	3161598	240-35-6299.00-999-599000	Storage & Distribution	1,609.83	N
079150	09-11-2024	TASB Inc.	052985	662564	199-41-6214.00-720-599000	Subscription Fee	457.81	N
			052985	662564	199-41-6499.00-720-599000	Subscription Fee	1,542.19	N
Totals for Check 079150							2,000.00	
079151	09-11-2024	TASBO	052951	60630-2024	199-53-6499.00-750-599000	Membership Dues	145.00	N
079152	09-11-2024	TEPSA	053128	300074899	199-31-6499.00-101-599000	Rena Lowry membership	376.00	N
079153	09-11-2024	THSBCA	053184	2025 BB Clinic	199-36-6499.00-999-591000	Memberships	320.00	N
079154	09-11-2024	TAEA Headquarters	053071	Conference fee	199-11-6411.00-101-511000	TAEA Membership and Conference	185.00	N
079155	09-12-2024	School Specialty, LLC	053103	208134846400	199-11-6649.00-101-511000	Teacher desk	1,760.41	N
079156	09-12-2024	KMHT Radio	052982	24-25 Season	199-36-6299.01-001-591000	Radio Spots	2,000.00	N
079157	09-12-2024	Networks & More! Inc	052953	74590010477	199-11-6299.00-001-511000	Work Order System Renewal	297.68	N
			052953	74590010477	199-11-6299.00-041-511000	Work Order System Renewal	220.68	N
			052953	74590010477	199-11-6299.00-101-511000	Work Order System Renewal	420.70	N
Totals for Check 079157							939.06	
079158	09-12-2024	Raptor Technologies LLC	052957	INV-137222	199-11-6299.00-001-511000	Raptor Yearly Renewal	627.66	N
			052957	INV-137222	199-11-6299.00-041-511000	Raptor Yearly Renewal	465.30	N
			052957	INV-137222	199-11-6299.00-101-511000	Raptor Yearly Renewal	887.04	N
Totals for Check 079158							1,980.00	
079159	09-12-2024	Renaissance	052974	INV5342998	199-12-6249.00-999-599000	AR & STAR Rdg subscription	6,763.38	N
079160	09-12-2024	System Design	052959	24-0532	240-35-6299.00-999-499000	Maintenance Contract	2,172.50	N
079161	09-12-2024	Melinda A Ready	052947	reimbursement	199-23-6649.00-041-599000	reimburse office/ entry sign	58.95	N
079162	09-12-2024	Heartland School Solution	000188	HSSREC034498	240-35-6299.00-999-599000	NutraKids Menu Subscription	410.00	N
079163	09-12-2024	Pureland Supply LLC	052933	859790	199-11-6399.12-001-511000	Projector Lamps	279.88	N
			052933	859790	199-11-6399.12-041-511000	Projector Lamps	207.48	N
			052933	859790	199-11-6399.12-101-511000	Projector Lamps	395.54	N
Totals for Check 079163							882.90	
079164	09-12-2024	PAPA JOHN'S PIZZA	053185	S2530242468	199-36-6412.05-001-591000	JV Meals QC	184.50	N
079165	09-12-2024	Kenneth Hines	053215	athletic securi	199-36-6219.02-001-591000	Athletic Security	320.00	N

For the Month of September

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079166	09-12-2024	Padilla Poll, LLC	053078	27-21104	199-36-6499.01-001-591000	Membership 24-25	240.00	N
079167	09-12-2024	Gecko Pest Control LLC	000187	264474	240-51-6249.01-999-599000	Pest Control	87.59	N
079168	09-12-2024	Kane Security Company	053252	33731	199-51-6249.00-001-599000	Monthly Fire Alarm Monitoring	30.00	N
079169	09-12-2024	Rhonda Player	053154	reimbursement	199-11-6399.09-001-511000	Reimbursement for supplies	86.64	N
079170	09-12-2024	Lone Star Data	000186	HAR07	240-35-6299.00-999-599000	Subscription Fee	1,050.00	N
079171	09-12-2024	Maok Casey LLC	053106	TAC-33-3200	199-23-6499.00-101-599000	TAC Conference	225.00	N
079172	09-12-2024	TASBO	052955	290	199-53-6499.00-750-599000	Tasbo online class	235.00	N
079173	09-12-2024	TASSP	053155	105248	199-23-6499.00-001-599000	TASSP Renewal	285.00	N
079174	09-12-2024	Todd Hammack	053200	4870711-2-1	199-11-6399.04-001-523000	Software reimbursement	127.79	N
			053199	4870711-1-1	199-11-6399.07-001-523000	Education.com Cost	63.90	N
						Totals for Check 079174	191.69	
079175	09-12-2024	Whataburger:	053099	or#147169	199-36-6412.11-001-591000	XC Meals	137.22	N
079176	09-12-2024	Verizon	053219	9973269146	199-51-6259.02-999-599000	Monthly Cell Phone	309.57	N
079177	09-13-2024	Christi Speer	053265	meal money	199-36-6412.01-001-5990BD	meal money for troupe game	850.00	N
079178	09-13-2024	Daniel Osborn	053209	reimbursement	199-11-6399.01-001-511000	Curriculum Social Studies	300.00	N
079179	09-13-2024	Cdw LLC	053133	AA5G91F	199-11-6649.03-001-511000	Document Cameras	161.44	N
			053133	AA5G91F	199-11-6649.03-041-511000	Document Cameras	119.67	N
			053133	AA5G91F	199-11-6649.03-101-511000	Document Cameras	228.14	N
						Totals for Check 079179	509.25	
079180	09-13-2024	Dell Marketing LP	053131	10771436050	199-11-6649.03-001-511000	Monitors for Tech	213.01	N
			053131	10771436050	199-11-6649.03-041-511000	Monitors for Tech	157.92	N
			053131	10771436050	199-11-6649.03-101-511000	Monitors for Tech	301.05	N
						Totals for Check 079180	671.98	
079181	09-13-2024	Monoprice	053130	24286115	199-11-6399.12-001-511000	Miscellaneous Cables	200.54	N
			053130	24286115	199-11-6399.12-041-511000	Miscellaneous Cables	148.67	N
			053130	24286115	199-11-6399.12-101-511000	Miscellaneous Cables	283.41	N
						Totals for Check 079181	632.62	
079182	09-13-2024	Paw Prints	053014	272324	199-11-6499.01-101-5990EL	Campus Shirts	361.00	N
079183	09-13-2024	Server Monkey.com LLC	052930	INV1044682	199-11-6649.03-001-511000	Server Hard Drives	106.29	N
			052930	INV1044682	199-11-6649.03-041-511000	Server Hard Drives	78.79	N
			052930	INV1044682	199-11-6649.03-101-511000	Server Hard Drives	150.21	N
						Totals for Check 079183	335.29	
079184	09-13-2024	Phillip Haskell	053275	SRO Duty	199-52-6219.00-999-599000	SRO Duty	640.00	N
079185	09-13-2024	Maok Casey LLC	052960	TAC-33-2988	199-31-6411.00-001-599000	TX Assessment Conf Registratio	225.00	N
079186	09-13-2024	Clayton Anderson	053216	athletic securi	199-36-6219.02-001-591000	Athletic Security	160.00	N
079187	09-17-2024	Enviromental Solvent Rec	053144	24644&25088	199-34-6319.00-999-599000	Transportation Supply	220.00	N
079188	09-17-2024	Texas Assoc of Communit	053294	renewal 24-25	199-41-6499.00-720-599000	Membership 2024-2025	550.00	N

For the Month of September

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
079189	09-17-2024	Eichelbaum Wardell	053064	phone retainer	199-41-6211.00-701-599000	Annual Telephone retainer	1,157.50	N
079190	09-17-2024	Mack Fuller III	053278	SRO Duty	199-52-6219.00-999-599000	SRO Duty	680.00	N
079191	09-17-2024	Kane Security Company	053253	33879&33731	199-51-6249.00-001-599000	Monthly Fire Alarm Monitoring	60.00	N
079192	09-17-2024	Timothy Cline Livingston	053277	SRO Duty	199-52-6219.00-999-599000	SRO Duty	680.00	N
079193	09-17-2024	Baylee Allison Trice	053276	SRO Duty	199-52-6219.00-999-599000	SRO Duty	340.00	N
079194	09-17-2024	Bankside Pizza	053183	staff lunch	199-11-6499.01-041-5990JH	JH Staff Lunch	120.00	N
079195	09-17-2024	Zane L Sears	053172	09/06/2024	199-36-6219.00-001-591000	Field Cleanup	150.00	N
079196	09-26-2024	The Spot on 154 LLC	053475	005	199-36-6412.05-041-591000	Jr High Meals Beckville	405.00	N
079197	09-26-2024	Kristi Bates	053296	09-27-2024	199-11-6499.01-041-5990JH	JH bday cookies	35.00	N
079198	09-26-2024	Phil Kienin Shores	053280	SRO Duty	199-52-6219.00-999-599000	SRO Duty	1,020.00	N
079199	09-27-2024	Maverick Awards&gifts	053480	20728	199-41-6499.01-750-599000	Board Retiree Awards	77.00	N
079200	09-27-2024	The Spot on 154 LLC	053362	004	199-36-6412.05-001-591000	Var Meals - Troup	405.00	N

Total Checks 413,704.41

End of Report

	SEPT	OCT	NOV	DEC	JAN	FEB	MARCH
ETEX TELEPHONE							
777-2372 GROUP	\$ 855.02	\$ 853.66					
T-1 CIRCUIT	\$ 509.00	\$ 509.00					
TOTAL	\$ 1,364.02	\$ 1,362.66	\$ -	\$ -	\$ -	\$ -	\$ -
CENTERPOINT ENERGY-GAS							
BUS SHOP/PRIMARY-3214374-5	\$ 53.40	\$ 54.56					
JH & ELEM BLDG-3214371-1	\$ 71.71	\$ 133.60					
HIGH SCHOOL BLDG-2640504-3	\$ 57.26	\$ 91.17					
FIELD HOUSE-2643737-6	\$ 57.74	\$ 70.46					
TOTAL	\$ 240.11	\$ 349.79	\$ -	\$ -	\$ -	\$ -	\$ -
UPSHUR RURAL ELECTRIC							
JH GYM-16655-001	\$ 526.60						
JH & ELEM-16655-002	\$ 6,729.99						
EL PE BLDG/MUSIC RM-16655-003	\$ 640.48						
BUS BARN-16655-004	\$ 585.32						
TENNIS COURT-16655-012	\$ 39.36						
FOOTBALL FIELD-16655-022	\$ 713.45						
PRESS BOX/CONCESS. STD-16655-024	\$ 422.68						
FLD HSE CONCESS. STD-16655-025	\$ 789.03						
EL SECURITY LIGHT-16655-026	\$ 137.92						
ELEM SCHOOL SIGN-16655-027	\$ 43.02						
FLD HSE SEC LIGHT#2-16655-028	\$ 23.16						
HIGH SCHOOL-16655-030	\$ 8,027.68						
SOFTBALL FLD CONCESS-16655-031	\$ 71.94						
WEIGHT ROOM-16655-032	\$ 1,034.55						
SEC LIGHT TENNIS-16655-033	\$ 46.02						
WELL-16655-.34							
SIGN- 16655-036	\$ 47.59						
CONCESSION 16655-037	\$ 286.46						
STADIUM DR SECURITY LIGHT 16655-040	\$ 46.02						
SOFTBALL FLD HOUSE-16655-041	\$ 186.20						
HS FREEZER BLDG-166550-042	\$ 515.36						
ARCHERY BLDG-166550-043	\$ 373.81						
TOTAL	\$21,286.64	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
HARLETON WATER SUPPLY							
ACCT # 325 OLD CAMPUS	\$ 623.10	\$ 736.67					
ACCT # 006 FOOTBALL FIELD	\$ 1,762.77	\$ 1,054.25					
ACCT # 800 HIGH SCHOOL	\$ 183.92	\$ 188.44					
ACCT # 1594 CONCESSION STAND	\$ 60.30	\$ 74.37					
ACCT #1600 BASEBALL FIELD	\$ 2,705.46	\$ 1,417.45					
ACCT #652 VISITOR CONCESSION STAND	\$ 883.80	\$ 354.26					
ACCT #878 PRACTICE FIELD	\$ 648.63	\$ 332.15					
ACCT #964 ARCHERY BLDG	\$ 95.17	\$ 53.27					
TOTAL	\$ 6,963.15	\$ 4,210.86	\$ -	\$ -	\$ -	\$ -	\$ -

	APRIL	MAY	JUNE	JULY	AUGUST
ETEX TELEPHONE					
777-2372 GROUP					
T-1 CIRCUIT					
TOTAL	\$ -	\$ -	\$ -	\$ -	\$ -
CENTERPOINT ENERGY-GAS					
BUS SHOP/PRIMARY-3214374-5					
JH & ELEM BLDG-3214371-1					
HIGH SCHOOL BLDG-2640504-3					
FIELD HOUSE-2643737-6					
TOTAL	\$ -	\$ -	\$ -	\$ -	\$ -
UPSHUR RURAL ELECTRIC					
JH GYM-16655-001					
JH & ELEM-16655-002					
EL PE BLDG/MUSIC RM-16655-003					
BUS BARN-16655-004					
TENNIS COURT-16655-012					
FOOTBALL FIELD-16655-022					
PRESS BOX/CONCESS. STD-16655-024					
FLD HSE CONCESS. STD-16655-025					
EL SECURITY LIGHT-16655-026					
ELEM SCHOOL SIGN-16655-027					
FLD HSE SEC LIGHT#2-16655-028					
HIGH SCHOOL-16655-030					
SOFTBALL FLD CONCESS-16655-031					
WEIGHT ROOM-16655-032					
SEC LIGHT TENNIS-16655-033					
WELL-16655-.34					
SIGN- 16655-036					
CONCESSION 16655-037					
STADIUM DR SECURITY LIGHT 16655-040					
SOFTBALL FLD HOUSE-16655-041					
HS FREEZER BLDG-166550-042					
ARCHERY BLDG-166550-043					
TOTAL	\$ -	\$ -	\$ -	\$ -	\$ -
HARLETON WATER SUPPLY					
ACCT # 325 OLD CAMPUS					
ACCT # 006 FOOTBALL FIELD					
ACCT # 800 HIGH SCHOOL					
ACCT # 1594 CONCESSION STAND					
ACCT #1600 BASEBALL FIELD					
ACCT #652 VISITOR CONCESSION STAND					
ACCT #878 PRACTICE FIELD					
ACCT #964 ARCHERY BLDG					
TOTAL	\$ -	\$ -	\$ -	\$ -	\$ -

	Estimated Revenue (Budget)	Revenue Realized Current	Revenue Realized To Date	Revenue Balance	Percent Realized
5000 - RECEIPTS					
5700 - REVENUE - LOCAL & INTERMED					
5710 - LOCAL REAL-PROPERTY TAXES	1,802,188.00	-12,796.75	-12,796.75	1,789,391.25	.71%
5720 - LOCAL REVENUE REALIZED AS A RE	41,000.00	.00	.00	41,000.00	.00%
5730 - TUITION AND FEES	49,600.00	.00	.00	49,600.00	.00%
5740 - OTHER REVENUES FROM LOCAL SOUR	82,515.00	-17,186.75	-17,186.75	65,328.25	20.83%
5750 - REVENUES FROM COCURRICULAR E	32,100.00	-7,323.00	-7,323.00	24,777.00	22.81%
Total REVENUE - LOCAL & INTERMED	2,007,403.00	-37,306.50	-37,306.50	1,970,096.50	1.86%
5800 - STATE PROGRAM REVENUES					
5810 - PER CAPITA AND FOUNDATION SCHO	7,028,254.00	-1,029,087.00	-1,029,087.00	5,999,167.00	14.64%
5820 - STATE PROGRAM REVENUES	.00	.00	.00	.00	.00%
5830 - STATE REVENUES FROM STATE OF T	.00	.00	.00	.00	.00%
Total STATE PROGRAM REVENUES	7,028,254.00	-1,029,087.00	-1,029,087.00	5,999,167.00	14.64%
5900 - FEDERAL PROGRAM REVENUES					
5930 - FEDERAL REV DIST BY OTH TX GOV	50,000.00	-87.66	-87.66	49,912.34	.18%
5940 - FED REV DISTRIBUTED BY FEDS	24,237.00	.00	.00	24,237.00	.00%
Total FEDERAL PROGRAM REVENUES	74,237.00	-87.66	-87.66	74,149.34	.12%
7000 - OTHER RESOURCES NON OPER REV					
7900 - OTHER RESOURCES NON OPER REV					
7910 - OTHER RESOURCES	.00	.00	.00	.00	.00%
Total OTHER RESOURCES NON OPER REV	.00	.00	.00	.00	.00%
Total Revenue Local-State-Federal	9,109,894.00	-1,066,481.16	-1,066,481.16	8,043,412.84	11.71%

	Budget	Encumbrance YTD	Expenditure YTD	Current Expenditure	Balance	Percent Expended
6000 - EXPENDITURES						
00 - NO FUNCTION						
6100 - SALARIES AND BENEFITS	.00	.00	.00	.00	.00	.00%
Total Function00 NO FUNCTION	.00	.00	.00	.00	.00	.00%
11 - INSTRUCTION						
6100 - SALARIES AND BENEFITS	-4,340,314.00	.00	435,651.13	435,651.13	-3,904,662.87	10.04%
6200 - CONTRACTED SERVICES	-176,941.00	42,734.74	2,919.06	2,919.06	-131,287.20	1.65%
6300 - SUPPLIES AND MATERIALS	-132,675.00	34,415.29	6,464.20	6,464.20	-91,795.51	4.87%
6400 - TRAVEL AND SUBSISTENCE	-88,485.00	9,413.68	2,010.44	2,010.44	-77,060.88	2.27%
6600 - CAPITAL OUTLAY- LAND BLD EQUIP	-71,286.00	29,139.59	7,034.73	7,034.73	-35,111.68	9.87%
Total Function11 INSTRUCTION	-4,809,701.00	115,703.30	454,079.56	454,079.56	-4,239,918.14	9.44%
12 - INSTRUCTIONAL RESOURCES						
6100 - SALARIES AND BENEFITS	-284,895.00	.00	17,153.64	17,153.64	-267,741.36	6.02%
6200 - CONTRACTED SERVICES	-12,375.00	3,853.31	6,763.38	6,763.38	-1,758.31	54.65%
6300 - SUPPLIES AND MATERIALS	-28,400.00	6,804.55	.00	.00	-21,595.45	-0.00%
6400 - TRAVEL AND SUBSISTENCE	-12,800.00	628.80	127.00	127.00	-12,044.20	.99%
6600 - CAPITAL OUTLAY- LAND BLD EQUIP	-3,000.00	.00	.00	.00	-3,000.00	-0.00%
Total Function12 INSTRUCTIONAL RESOURCES	-341,470.00	11,286.66	24,044.02	24,044.02	-306,139.32	7.04%
13 - CURR DEV & INST STAFF DEV						
6100 - SALARIES AND BENEFITS	.00	.00	.00	.00	.00	.00%
6200 - CONTRACTED SERVICES	-13,400.00	225.00	.00	.00	-13,175.00	-0.00%
6300 - SUPPLIES AND MATERIALS	-700.00	.00	.00	.00	-700.00	-0.00%
6400 - TRAVEL AND SUBSISTENCE	-8,230.00	.00	276.99	276.99	-7,953.01	3.37%
Total Function13 CURR DEV & INST STAFF DEV	-22,330.00	225.00	276.99	276.99	-21,828.01	1.24%
23 - SCHOOL LEADERSHIP						
6100 - SALARIES AND BENEFITS	-422,273.00	.00	34,478.86	34,478.86	-387,794.14	8.17%
6200 - CONTRACTED SERVICES	-1,200.00	.00	.00	.00	-1,200.00	-0.00%
6300 - SUPPLIES AND MATERIALS	-7,700.00	3,329.24	.00	.00	-4,370.76	-0.00%
6400 - TRAVEL AND SUBSISTENCE	-10,700.00	3,164.70	795.00	795.00	-6,740.30	7.43%
6600 - CAPITAL OUTLAY- LAND BLD EQUIP	-1,800.00	615.29	58.95	58.95	-1,125.76	3.28%
Total Function23 SCHOOL LEADERSHIP	-443,673.00	7,109.23	35,332.81	35,332.81	-401,230.96	7.96%
31 - GUIDANCE COUNSELING						
6100 - SALARIES AND BENEFITS	-243,967.00	.00	19,835.82	19,835.82	-224,131.18	8.13%
6200 - CONTRACTED SERVICES	-1,305.00	.00	.00	.00	-1,305.00	-0.00%
6300 - SUPPLIES AND MATERIALS	-5,600.00	1,198.56	175.00	175.00	-4,226.44	3.12%
6400 - TRAVEL AND SUBSISTENCE	-4,100.00	990.09	977.00	977.00	-2,132.91	23.83%
6600 - CAPITAL OUTLAY- LAND BLD EQUIP	-600.00	.00	.00	.00	-600.00	-0.00%
Total Function31 GUIDANCE COUNSELING	-255,572.00	2,188.65	20,987.82	20,987.82	-232,395.53	8.21%
33 - HEALTH SERVICES						
6100 - SALARIES AND BENEFITS	-42,999.00	.00	4,536.46	4,536.46	-38,462.54	10.55%
6200 - CONTRACTED SERVICES	-1,800.00	.00	.00	.00	-1,800.00	-0.00%
6300 - SUPPLIES AND MATERIALS	-1,500.00	475.00	.00	.00	-1,025.00	-0.00%
6400 - TRAVEL AND SUBSISTENCE	-250.00	.00	.00	.00	-250.00	-0.00%
6600 - CAPITAL OUTLAY- LAND BLD EQUIP	-2,500.00	980.00	.00	.00	-1,520.00	-0.00%
Total Function33 HEALTH SERVICES	-49,049.00	1,455.00	4,536.46	4,536.46	-43,057.54	9.25%
34 - STUDENT TRANSPORTATION						
6100 - SALARIES AND BENEFITS	-167,918.00	.00	14,324.08	14,324.08	-153,593.92	8.53%
6200 - CONTRACTED SERVICES	-75,200.00	8,729.32	1,053.00	1,053.00	-65,417.68	1.40%
6300 - SUPPLIES AND MATERIALS	-97,600.00	72,387.86	2,151.47	2,151.47	-23,060.67	2.20%
6400 - TRAVEL AND SUBSISTENCE	-27,700.00	54.08	20,260.80	20,260.80	-7,385.12	73.14%

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 - EXPENDITURES						
93 - PAYMENTS TO FISCAL AGENTS						
6400 - TRAVEL AND SUBSISTENCE	-210,625.00	189,561.60	21,062.40	21,062.40	-1.00	10.00%
Total Function93 PAYMENTS TO FISCAL AGENTS	-210,625.00	189,561.60	21,062.40	21,062.40	-1.00	10.00%
99 - OTHER INTERGOVERNMENTAL						
6200 - CONTRACTED SERVICES	-35,000.00	25,791.00	8,597.00	8,597.00	-612.00	24.56%
Total Function99 OTHER INTERGOVERNMENTAL	-35,000.00	25,791.00	8,597.00	8,597.00	-612.00	24.56%
8000 - OTHER USES NON-OPER EXPENSE						
00 - NO FUNCTION						
8900 - OPERATING TRANSFERS OUT/RESIDU	.00	.00	.00	.00	.00	.00%
Total Function00 NO FUNCTION	.00	.00	.00	.00	.00	.00%
Total Expenditures	-9,456,461.00	661,665.73	1,059,773.01	1,059,773.01	-7,735,022.26	11.21%

	<u>Estimated Revenue (Budget)</u>	<u>Revenue Realized Current</u>	<u>Revenue Realized To Date</u>	<u>Revenue Balance</u>	<u>Percent Realized</u>
5000 - RECEIPTS					
5700 - REVENUE - LOCAL & INTERMED					
5740 - OTHER REVENUES FROM LOCAL SOUR	100.00	-312.91	-312.91	-212.91	312.91%
5750 - REVENUES FROM COCURRICULAR E	107,015.00	-5,880.72	-5,880.72	101,134.28	5.50%
Total REVENUE - LOCAL & INTERMED	107,115.00	-6,193.63	-6,193.63	100,921.37	5.78%
5800 - STATE PROGRAM REVENUES					
5820 - STATE PROGRAM REVENUES	25,000.00	.00	.00	25,000.00	.00%
5830 - STATE REVENUES FROM STATE OF T	.00	.00	.00	.00	.00%
Total STATE PROGRAM REVENUES	25,000.00	.00	.00	25,000.00	.00%
5900 - FEDERAL PROGRAM REVENUES					
5920 - FEDERAL REV FROM TEA	344,357.00	-27,966.30	-27,966.30	316,390.70	8.12%
Total FEDERAL PROGRAM REVENUES	344,357.00	-27,966.30	-27,966.30	316,390.70	8.12%
Total Revenue Local-State-Federal	476,472.00	-34,159.93	-34,159.93	442,312.07	7.17%

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 - EXPENDITURES						
35 - FOOD SERVICE						
6100 - SALARIES AND BENEFITS	-210,472.00	.00	19,126.41	19,126.41	-191,345.59	9.09%
6200 - CONTRACTED SERVICES	-28,300.00	3,536.64	4,908.27	4,908.27	-19,855.09	17.34%
6300 - SUPPLIES AND MATERIALS	-220,500.00	215,850.84	.00	.00	-4,649.16	-.00%
6400 - TRAVEL AND SUBSISTENCE	-700.00	.00	.00	.00	-700.00	-.00%
6600 - CAPITAL OUTLAY- LAND BLD EQUIP	-15,000.00	.00	.00	.00	-15,000.00	-.00%
Total Function35 FOOD SERVICE	-474,972.00	219,387.48	24,034.68	24,034.68	-231,549.84	5.06%
51 - FACILITIES MAINT & OPER						
6200 - CONTRACTED SERVICES	-1,500.00	963.49	87.59	87.59	-448.92	5.84%
Total Function51 FACILITIES MAINT & OPER	-1,500.00	963.49	87.59	87.59	-448.92	5.84%
Total Expenditures	-476,472.00	220,350.97	24,122.27	24,122.27	-231,998.76	5.06%

Comparison of Revenue to Budget

HARLETON ISD

As of September

Fund 599 / 5 DEBT SERVICE FUNDS

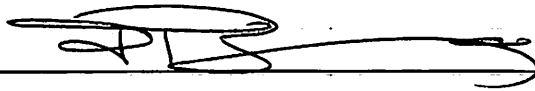
	Estimated Revenue (Budget)	Revenue Realized Current	Revenue Realized To Date	Revenue Balance	Percent Realized
5000 - RECEIPTS					
5700 - REVENUE - LOCAL & INTERMED					
5710 - LOCAL REAL-PROPERTY TAXES	138,039.00	-1,035.19	-1,035.19	137,003.81	.75%
5740 - OTHER REVENUES FROM LOCAL SOUR	100.00	.00	.00	100.00	.00%
Total REVENUE - LOCAL & INTERMED	138,139.00	-1,035.19	-1,035.19	137,103.81	.75%
5800 - STATE PROGRAM REVENUES					
5820 - STATE PROGRAM REVENUES	18,278.00	.00	.00	18,278.00	.00%
Total STATE PROGRAM REVENUES	18,278.00	.00	.00	18,278.00	.00%
7000 - OTHER RESOURCES NON OPER REV					
7900 - OTHER RESOURCES NON OPER REV					
7910 - OTHER RESOURCES	.00	.00	.00	.00	.00%
Total OTHER RESOURCES NON OPER REV	.00	.00	.00	.00	.00%
Total Revenue Local-State-Federal	156,417.00	-1,035.19	-1,035.19	155,381.81	.66%


	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 - EXPENDITURES						
71 - DEBT SERVICE						
6500 - DEBT SERVICE	-156,417.00	.00	.00	.00	-156,417.00	-.00%
Total Function71 DEBT SERVICE	-156,417.00	.00	.00	.00	-156,417.00	-.00%
8000 - OTHER USES NON-OPER EXPENSE						
00 - NO FUNCTION						
8900 - OPERATING TRANSFERS OUT/RESIDU	.00	.00	.00	.00	.00	.00%
Total Function00 NO FUNCTION	.00	.00	.00	.00	.00	.00%
Total Expenditures	-156,417.00	.00	.00	.00	-156,417.00	-.00%

HARLETON ISD
BANK ACCTS
BALANCES

ACCT NAME	MATURITY DATE	INT. RATE	ACCT #	BAL AS OF 10-04-24	MARKET VALUE
OPERATING		0.05%	15396	\$ 1,197,606.54	AS OF 9-30-2024
DEBT SERVICE		0.05%	15479	\$ 166,211.04	
PAYROLL		0.05%	744318	\$ 71,090.59	
WORKERS COMP		0.05%	21873	\$ 6,015.01	
MONEY MARKET		0.05%	1023456	\$ 3,423.58	
			TOTAL	\$ 1,444,346.76	
WILDCAT		0.05%	15339	\$ 159,662.37	
MISCELLANEOUS		0.05%	15495	\$ 961.35	
				\$ 160,623.72	
ACADEMIC ACHIEVEMENT		0.05%	15487	\$ 44,422.13	
			TOTAL	\$ 1,444,346.76	
			TOTAL CHECKING	\$ 1,649,392.61	
GENERAL OPERATING FUND					
CERTIFICATE OF DEPOSIT	9/28/2024	4.00%	56001565	\$ 572,394.44	
CERTIFICATE OF DEPOSIT	9/28/2024	4.00%	56001573	\$ 572,394.44	
CERTIFICATE OF DEPOSIT	9/28/2024	4.00%	56001603	\$ 572,394.44	
			TOTAL	\$ 3,366,575.93	
LONE STAR INVESTMENT POOL	OPERATING	5.33%	1023456-1	\$	4,371,237.91
LONE STAR INVESTMENT POOL	DEBT SERVICE	5.33%	1023456-1	\$	203,273.12
				\$	4,574,511.03

This report is in compliance with the investment strategies as established in the District's investment policy and the reporting requirements as mandated by the Public Funds Investment Act (Chapter 2256) as amended.

INVESTMENT OFFICER'S SIGNATURE 

INVESTMENT OFFICER'S SIGNATURE 

SUPERINTENDENT
QUALIFICATIONS AND DUTIES

BJA
(LOCAL)

Duties

In addition to responsibilities specifically provided by law or in the Superintendent's contract, the Superintendent shall provide educational leadership, demonstrate district management, and maintain positive Board and community relations.

Educational
Leadership

To provide leadership and direction for the development of an educational system that is based on the needs of students, on standards of excellence and equity, and on community goals, the Superintendent shall:

1. Establish effective mechanisms for communication to and from staff in instructional evaluation, planning, and decision making.
2. Oversee annual planning for instructional improvement and monitor for effectiveness.
3. Ensure that goals and objectives form the basis of curricular decision making and instruction and communicate expectations for high achievement.
4. Ensure that appropriate data are used in developing recommendations and making decisions regarding the instructional program and resources.
5. Oversee a system for regular evaluation of instructional programs, including identifying areas for improvement, to attain desired student achievement.
6. Oversee student services, including health and safety services, counseling services, and extracurricular programs, and monitor for effectiveness.
7. Oversee a discipline management program and monitor for equity and effectiveness.
8. Encourage, oversee, and participate in activities for recognition of student efforts and accomplishments.
9. Oversee a program of staff development and monitor staff development for effectiveness in improving district performance.
10. Stay abreast of developments in educational leadership and administration.

District
Management

To demonstrate effective planning and management of District administration, finances, operations, and personnel, the Superintendent shall:

SUPERINTENDENT
QUALIFICATIONS AND DUTIES

BJA
(LOCAL)

1. Implement and oversee a planning process that results in goals, targets, or priorities for all major areas of District operations, including facilities maintenance and operations, transportation, and food services.
2. Monitor effectiveness of District operations against appropriate benchmarks.
3. Oversee procedures to ensure effective and timely compliance with all legal obligations, reporting requirements, and policies.
4. Ensure that key planning activities within the District are coordinated and are consistent with Board policy and applicable law and that goals and results are communicated to staff, students, and the public as appropriate.
5. Oversee a budget development process that results in recommendations based on District priorities, available resources, and anticipated changes to district finances.
6. Oversee budget implementation to ensure appropriate expenditure of budgeted funds, to provide for clear and timely budget reports, and to monitor for effectiveness of the process.
7. Ensure that District investment strategies, risk management activities, and purchasing practices are sound, cost-effective, and consistent with District policy and law.
8. Maintain a system of internal controls to deter and monitor for fraud or financial impropriety in the District.
9. Ensure that the system for recruiting and selection results in personnel recommendations based on defined needs, goals, and priorities.
10. Organize District staff in a manner consistent with District priorities and resources and monitor administrative organization at all levels for effectiveness and efficiency.
11. Oversee a performance appraisal process for all staff that reinforces a standard of excellence and assesses deficiencies; ensure that results are used in planning for improvement.
12. Administer a compensation and benefits plan for employees based on clearly defined goals and priorities.
13. Encourage, oversee, and participate in staff recognition and support activities.

SUPERINTENDENT
QUALIFICATIONS AND DUTIES

BJA
(LOCAL)

14. Oversee a program for staff retention and monitor for effectiveness.

Board and
Community
Relations

To maintain positive and professional working relationships with the Board and the community, the Superintendent shall:

1. Keep the Board informed of significant issues as they arise, using agreed upon criteria and procedures for information dissemination.
2. Respond in a timely and complete manner to Board requests for information that are consistent with Board policy and established procedures.
3. Provide recommendations and appropriate supporting materials to the Board on matters for Board decision.
4. Articulate and support Board policy and decisions to staff and community.
5. Direct a proactive program of internal and external communication at all levels designed to improve staff and community understanding and support of the District.
6. Establish mechanisms for community and business involvement in the schools and encourage participation.
7. Work with other governmental entities and community organizations to meet the needs of students and the community in a coordinated way.

Delegation

To the extent permitted by law, the Superintendent may delegate responsibilities to other employees of the District but shall remain accountable to the Board for the performance of all duties, delegated or otherwise.

Investment Authority

The Superintendent or other person designated by Board resolution shall serve as the investment officer of the District and shall invest District funds as directed by the Board and in accordance with the District's written investment policy and generally accepted accounting procedures. All investment transactions except investment pool funds and mutual funds shall be settled on a delivery versus payment basis.

**Approved
Investment
Instruments**

From those investments authorized by law and described further in CDA(LEGAL) under Authorized Investments, the Board shall permit investment of District funds, including bond proceeds and pledged revenue to the extent allowed by law, in only the following investment types, consistent with the strategies and maturities defined in this policy:

1. Obligations of, or guaranteed by, governmental entities as permitted by Government Code 2256.009.
2. Certificates of deposit and share certificates as permitted by Government Code 2256.010.
3. Fully collateralized repurchase agreements permitted by Government Code 2256.011.
4. A securities lending program as permitted by Government Code 2256.0115.
5. Banker's acceptances as permitted by Government Code 2256.012.
6. Commercial paper as permitted by Government Code 2256.013.
7. No-load mutual funds, except for bond proceeds, and no-load money market mutual funds, as permitted by Government Code 2256.014.
8. A guaranteed investment contract as an investment vehicle for bond proceeds, provided it meets the criteria and eligibility requirements established by Government Code 2256.015.
9. Public funds investment pools as permitted by Government Code 2256.016.

Safety

The primary goal of the investment program is to ensure safety of principal, to maintain liquidity, and to maximize financial returns within current market conditions in accordance with this policy. Investments shall be made in a manner that ensures the preservation of capital in the overall portfolio, and offsets during a 12-month period any market price losses resulting from interest-rate fluctua-

tions by income received from the balance of the portfolio. No individual investment transaction shall be undertaken that jeopardizes the total capital position of the overall portfolio.

**Investment
Management**

In accordance with Government Code 2256.005(b)(3), the quality and capability of investment management for District funds shall be in accordance with the standard of care, investment training, and other requirements set forth in Government Code Chapter 2256.

**Liquidity and
Maturity**

Any internally created pool fund group of the District shall have a maximum dollar weighted maturity of 180 days. The maximum allowable stated maturity of any other individual investment owned by the District shall not exceed one year from the time of purchase. The Board may specifically authorize a longer maturity for a given investment, within legal limits.

The District's investment portfolio shall have sufficient liquidity to meet anticipated cash flow requirements.

Diversity

The investment portfolio shall be diversified in terms of investment instruments, maturity scheduling, and financial institutions to reduce risk of loss resulting from overconcentration of assets in a specific class of investments, specific maturity, or specific issuer.

**Monitoring Market
Prices**

The investment officer shall monitor the investment portfolio and shall keep the Board informed of significant changes in the market value of the District's investment portfolio. Information sources may include financial/investment publications and electronic media, available software for tracking investments, depository banks, commercial or investment banks, financial advisers, and representatives/advisers of investment pools or money market funds. Monitoring shall be done at least quarterly, as required by law, and more often as economic conditions warrant by using appropriate reports, indices, or benchmarks for the type of investment.

**Monitoring Rating
Changes**

In accordance with Government Code 2256.005(b), the investment officer shall develop a procedure to monitor changes in investment ratings and to liquidate investments that do not maintain satisfactory ratings.

Funds/Strategies

Investments of the following fund categories shall be consistent with this policy and in accordance with the applicable strategy defined below. All strategies described below for the investment of a particular fund should be based on an understanding of the suitability of an investment to the financial requirements of the District and consider preservation and safety of principal, liquidity, marketability of an investment if the need arises to liquidate before maturity, diversification of the investment portfolio, and yield.

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

Operating Funds	Investment strategies for operating funds (including any commingled pools containing operating funds) shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.
Custodial Funds	Investment strategies for custodial funds shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.
Debt Service Funds	Investment strategies for debt service funds shall have as their primary objective sufficient investment liquidity to timely meet debt service payment obligations in accordance with provisions in the bond documents. Maturities longer than one year are authorized provided legal limits are not exceeded.
Capital Project Funds	Investment strategies for capital project funds shall have as their primary objective sufficient investment liquidity to timely meet capital project obligations. Maturities longer than one year are authorized provided legal limits are not exceeded.
Safekeeping and Custody	The District shall retain clearly marked receipts providing proof of the District's ownership. The District may delegate, however, to an investment pool the authority to hold legal title as custodian of investments purchased with District funds by the investment pool.
Sellers of Investments	<p>Prior to handling investments on behalf of the District, a broker/dealer or a qualified representative of a business organization must submit required written documents in accordance with law. [See Sellers of Investments, CDA(LEGAL)]</p> <p>Representatives of brokers/dealers shall be registered with the Texas State Securities Board and must have membership in the Securities Investor Protection Corporation (SIPC) and be in good standing with the Financial Industry Regulatory Authority (FINRA).</p>
Soliciting Bids for CDs	In order to get the best return on its investments, the District may solicit bids for certificates of deposit in writing, by telephone, or electronically, or by a combination of these methods.
Interest Rate Risk	<p>To reduce exposure to changes in interest rates that could adversely affect the value of investments, the District shall use final and weighted-average-maturity limits and diversification.</p> <p>The District shall monitor interest rate risk using weighted average maturity and specific identification.</p>
Internal Controls	A system of internal controls shall be established and documented in writing and must include specific procedures designating who has authority to withdraw funds. Also, they shall be designed to

protect against losses of public funds arising from fraud, employee error, misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the District. Controls deemed most important shall include:

1. Separation of transaction authority from accounting and recordkeeping and electronic transfer of funds.
2. Avoidance of collusion.
3. Custodial safekeeping.
4. Clear delegation of authority.
5. Written confirmation of telephone transactions.
6. Documentation of dealer questionnaires, quotations and bids, evaluations, transactions, and rationale.
7. Avoidance of bearer-form securities.

These controls shall be reviewed by the District's independent auditing firm.

Annual Review

The Board shall review this investment policy and investment strategies not less than annually and shall document its review in writing, which shall include whether any changes were made to either the investment policy or investment strategies.

Annual Audit

In conjunction with the annual financial audit, the District shall perform a compliance audit of management controls on investments and adherence to the District's established investment policies.

All Trustees, employees, vendors, contractors, agents, consultants, volunteers, and any other parties who are involved in the District's financial transactions shall act with integrity and diligence in duties involving the District's fiscal resources.

Note: See the following policies and/or administrative regulations regarding conflicts of interest, ethics, and financial oversight:

- Code of ethics:
 - for Board members—BBF
 - for employees—DH
 - Financial conflicts of interest:
 - for public officials—BBFA
 - for all employees—DBD
 - for vendors—CHE
 - Compliance with state and federal grant and award requirements: CB, CBB
 - Financial conflicts and gifts and gratuities regarding federal funds: CB, CBB
 - Systems for monitoring the District's investment program: CDA
 - Budget planning and evaluation: CE
 - Compliance with accounting regulations: CFC
 - Activity fund management: CFD
 - Criminal history record information for employees: DBAA, DC
 - Disciplinary action for fraud by employees: DCD, DCE, and DF series
-

**Fraud and Financial
Impropriety**

The District prohibits fraud and financial impropriety, as defined below, in the actions of its Trustees, employees, vendors, contractors, agents, consultants, volunteers, and others seeking or maintaining a business relationship with the District.

Definition

Fraud and financial impropriety shall include but not be limited to:

1. Forgery or unauthorized alteration of any document or account belonging to the District.

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

2. Forgery or unauthorized alteration of a check, bank draft, or any other financial document.
3. Misappropriation of funds, securities, supplies, or other District assets, including employee time.
4. Impropriety in the handling of money or reporting of District financial transactions.
5. Profiteering as a result of insider knowledge of District information or activities.
6. Unauthorized disclosure of confidential or proprietary information to outside parties.
7. Unauthorized disclosure of investment activities engaged in or contemplated by the District.
8. Accepting or seeking anything of material value from contractors, vendors, or other persons providing services or materials to the District, except as otherwise permitted by law or District policy. [See CB, DBD]
9. Inappropriately destroying, removing, or using records, furniture, fixtures, or equipment.
10. Failure to provide financial records required by federal, state, or local entities.
11. Failure to disclose conflicts of interest as required by law or District policy.
12. Any other dishonest act regarding the finances of the District.
13. Failure to comply with requirements imposed by law, the awarding agency, or a pass-through entity for state and federal awards.

Financial Controls and Oversight

Each employee who supervises or prepares District financial reports or transactions shall set an example of honest and ethical behavior and shall actively monitor his or her area of responsibility for fraud and financial impropriety.

Fraud Prevention

The Superintendent or designee shall maintain a system of internal controls to deter and monitor for fraud or financial impropriety in the District.

Reports

Any person who suspects fraud or financial impropriety in the District shall report the suspicions immediately to a person with authority to investigate the suspicions, including any supervisor, the Superintendent or designee, the Board President, or local law enforcement.

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

Reports of suspected fraud or financial impropriety shall be treated as confidential to the extent permitted by law. Limited disclosure may be necessary to complete a full investigation or to comply with law. All employees involved in an investigation shall be advised to keep information about the investigation confidential.

*Protection from
Retaliation*

Neither the Board nor any District employee shall unlawfully retaliate against a person who in good faith reports perceived fraud or financial impropriety. [See DG]

Fraud Investigations

In coordination with legal counsel and other internal or external departments or agencies, as appropriate, the Superintendent, Board President, or a designee shall promptly investigate reports of potential fraud or financial impropriety.

Response

If an investigation substantiates a report of fraud or financial impropriety, the Superintendent or designee shall promptly inform the Board of the report, the investigation, and any responsive action taken or recommended by the administration.

If an employee is found to have committed fraud or financial impropriety, the Superintendent or designee shall take or recommend appropriate disciplinary action, which may include termination of employment. If a contractor or vendor is found to have committed fraud or financial impropriety, the District shall take appropriate action, which may include cancellation of the District's relationship with the contractor or vendor.

When circumstances warrant, the Board, Superintendent, or designee may refer matters to appropriate law enforcement or regulatory authorities. In cases involving monetary loss to the District, the District may seek to recover lost or misappropriated funds.

The final disposition of the matter and any decision to file a criminal complaint or to refer the matter to the appropriate law enforcement or regulatory agency for independent investigation shall be made in consultation with legal counsel.

Federal Awards
Disclosure

The District shall disclose, in a timely manner in writing to the federal awarding agency or pass-through entity, all violations of federal criminal law involving fraud, bribery, or gratuity violations potentially affecting a federal grant award. [See CBB]

Analysis of Fraud

After any investigation substantiates a report of fraud or financial impropriety, the Superintendent or designee shall analyze conditions or factors that may have contributed to the fraudulent or improper activity. The Superintendent or designee shall ensure that appropriate administrative procedures are developed and implemented to prevent future misconduct. These measures shall be presented to the Board for review.

OFFICERS AND OFFICIALS
DUTIES AND REQUIREMENTS OF DEPOSITORY

BDAE
(LOCAL)

**Selecting a
Depository**

The Superintendent or designee shall have the authority to determine the method of selecting a depository in accordance with BDAE(LEGAL).

Allowable Collateral

Eligible securities for collateralization of deposits are those defined as "eligible securities" by the Public Funds Collateral Act.

Monitoring
Collateral Adequacy

The District shall require monthly reports with market values of pledged securities from all financial institutions with which the District has collateralized deposits. The investment officers shall monitor adequacy of collateralization levels to verify market values and total collateral positions.

Release of Pledged
Securities

The investment officer or designee shall approve in writing the release or substitution of any securities pledged to the District that are being held by any organization.

Harrison County Shared Services Arrangement Interlocal Agreement

The ELYSIAN FIELDS INDEPENDENT SCHOOL DISTRICT, HARLETON INDEPENDENT SCHOOL DISTRICT, KARNACK INDEPENDENT SCHOOL DISTRICT, and WASKOM INDEPENDENT SCHOOL DISTRICT ("Member Districts"), hereby agree to cooperatively operate their special programs under the authority of Interlocal Cooperation Act, TEX. GOVT CODE ANN §791.001 *et seq.*, as the HARRISON COUNTY SHARED SERVICES ARRANGEMENT (hereinafter "the SSA"). Member Districts agree to the following:

1. General Covenants and Provisions

- 1.1 The purpose of this Agreement is to create a cooperative arrangement whereby the Member Districts may provide for the efficient delivery of legally required special education and related services to eligible students with disabilities.
- 1.2 The Member Districts do not intend by entering this Agreement, or otherwise, to create a separate or additional legal entity.
- 1.3 The SSA's administrative offices will be located in Waskom, Texas.
- 1.4 The special education program will be operated in compliance with federal and state law, including the Individuals with Disabilities Education Act (IDEA), 20 U.S.C. §1401 *et seq.*; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 701 *et seq.*; the Americans with Disabilities Act (ADA), 42 U.S.C. § 12101 *et. seq.*; Chapter 29 of the Texas Education Code, implementing regulations for all applicable statutes; section 1.3 of the Financial Accounting and Reporting Module of the Financial Accountability System Resource Guide (FASRG) and the SSA's Operating Guidelines, if any, approved by the Management Board.
- 1.5 Any SSA Operating Guidelines or policies inconsistent with the provisions contained herein shall be deemed null and void.
- 1.6 Each Member District retains the responsibility for providing services and programs pursuant to Section 504 of the Rehabilitation Act. Notwithstanding, the SSA will comply with Section 504 of the Rehabilitation Act as indicated in Section 1.4.
- 1.7 Each Member District retains financial responsibility for students who are enrolled in the Region Day School Program for the Deaf (RDSPD), which is not part of this SSA. Notwithstanding, the SSA provides services for (AI) and (VI) students 0-3. It is agreed and understood that each Member District retains responsibility for transportation to and from the RDSPD sites or Texas School for the Deaf, if required by a student's Individual Education Plan (IEP) as determined by an Admission, Review, and Dismissal Committee of the Member District. The Director of the SSA or designee may attend RDSPD meetings on behalf of the SSA.
- 1.8 It is agreed and understood that Child Find is the sole responsibility of each Member District for students who attend their respective districts.
- 1.9 This Agreement does not contemplate including school organizations (e.g., virtual schools) that attach to a Member District. Any Member District that approves the addition of a school organization not within the geographical boundaries of the District and/or not having a

County ID number, will not be a Member of the SSA. Should the circumstance in this provision arise, the membership of the Member in violation of this provision will be automatically revoked. This provision does not prohibit a Member District from providing virtual instruction to students within the geographical boundaries of the Member District.

2. Management

- 2.1** The SSA will be governed by a Management Board (the "SSA Management Board") composed of the superintendents of the Member Districts as the representatives of the Boards of Trustees of the Member Districts. Each superintendent or the superintendent's designee shall attend the regularly scheduled SSA Management Board meetings. Superintendents shall keep their respective Member District boards advised of SSA Management Board actions as appropriate.
- 2.2** The Management Board shall elect a Chairperson from among its members and may also designate a secretary, who may or may not be a member of the SSA Management Board.
- 2.3** Except as provided herein, actions shall require the approval of a majority of the SSA Management Board. No proxies are permitted.
- 2.4** The SSA Management Board shall annually designate its regular meeting dates for conducting and reviewing the administration and operation of the interlocal agreement, which meetings shall be held at least quarterly. The Director has the discretion to call additional meetings. Any Member District may request a meeting of the Management Board.
- 2.5** The Director, through the Fiscal Agent, on behalf of the SSA, may purchase goods and services necessary to administer and operate the SSA.
- 2.6** Additional powers and duties of the SSA Management Board shall be determined by the adoption of the operating guidelines and procedures for the SSA's operation.
- 2.7** The SSA Management Board may, by a majority vote of its membership, revoke the membership of a Member District for non-compliance with the terms of the Agreement or for non-compliance with the policies and procedures of the SSA. The Member District subject to revocation is responsible for ensuring that any TEA requirement for effectuating a withdrawal from the SSA is met. That district's removal from the SSA shall be effective on the following June 30th, at the end of the SSA's fiscal year. The Member District subject to revocation shall return to the SSA any supplies, equipment, or fixtures in its possession that were purchased with SSA funds prior to or by the effective June 30th final day of the member's participation in the SSA. The Member Districts further agree that any fund balance, including all roll-forward monies remaining in the SSA's operating fund as of the June 30th date set forth above, shall remain with the SSA. A District whose membership is revoked is not entitled to any distribution of funds or property.

The Board of Trustees of the Member District being recommended for revocation shall have no vote in such proceedings. Revocation will be subject to the approval of a majority of Member Districts with the exception of the Member District being recommended for revocation.

- 2.8** Any Member District that does not agree to the terms of this SSA Agreement and does not properly execute this Agreement will not be considered a party to this Agreement and will be deemed to have been withdrawn from the SSA without the necessity of further action by the remaining Member Districts, any person, entity, or agency. Disposition of property shall be governed by Section 5.6.

3. Personnel

- 3.1** The Chief Administrator of the SSA will be the Special Education Director of the Fiscal Agent ("Director" or "SSA Director"), who will be recommended for employment to the Board of Trustees of the Fiscal Agent district by the SSA Management Board. The Director shall serve under a contract with the Fiscal Agent district and be subject to the personnel policies of the Fiscal Agent district. Administrative decisions regarding daily operations of the instructional program and the purchasing of approved budgeted expenditures consistent with SSA policy are within the authority of the Director. SSA Operating Guidelines may limit or expand the administrative authority and contractual power of the Director beyond the provisions set forth herein.

Other SSA Director responsibilities include:

- (a) recommendation of operating guidelines for the SSA;
 - (b) recruitment, interviewing, and recommendation of employment of SSA personnel to the Management Board, who then make a recommendation to the Fiscal Agent Board, as needed to ensure that the SSA is staffed with qualified personnel;
 - (c) purchasing of materials, approval of bills, overseeing disbursements and keeping records of all transactions, application for special funding;
 - (d) supervising, evaluating, and recommending employment status of other SSA personnel; and
 - (e) other duties as assigned by the Fiscal Agent, taking into consideration the recommendations of the SSA Management Board.
- 3.2** For records in possession of the SSA, the Director shall serve as the Fiscal Agent's deputy officer for public SSA records for purposes of the Texas Public Information Act and the Local Government Records Act and will send to each Member District any records requests submitted to the SSA and the corresponding responsive records. Each Member District retains responsibility for records requests made pursuant to the Texas Public Information Act, the Family Educational Rights and Privacy Act (FERPA), and the Individuals with Disabilities Education Act (IDEA) that are submitted directly to the Member District.
- 3.3** SSA personnel are employed by the Fiscal Agent and are subject to the personnel policies of the Fiscal Agent, including but not limited to all policies governing contracts, at-will employment, standards of conduct, leave and other benefits. All personnel of the Member Districts who may provide special education services are subject to SSA Operating Guidelines. The Fiscal Agent may consider recommendations from the SSA Management Board when employing SSA personnel but retains final hiring and termination authority regarding employment of SSA personnel.

3.4 Employees set forth in 3.1 and 3.3 shall be subject to the Shared Services Arrangement salary schedule approved by the SSA Management Board, subject to final approval by the Fiscal Agent Board of Trustees prior to the beginning of each school year. The SSA Management Board shall submit the salary schedule to the Fiscal Agent Board of Trustees for final approval no later than [June 30th]. The Fiscal Agent Board shall take action regarding the approval of the salary schedule proposed by the SSA Management Board no later than [July 31st]. In the absence of a salary schedule approved by both the SSA Management Board and the Fiscal Agent Board of Trustees, the salary schedule of the Fiscal Agent shall apply to SSA personnel.

It is agreed that the Director may recommend stipends at the Director's discretion. It is further agreed that the Director may recommend other financial incentives for hiring and retention of SSA personnel in areas of staffing shortages.

As necessary, the Fiscal Agent District must act to ratify Board decisions on employment matters involving SSA personnel.

3.5 Any hearing on an employee grievance, termination, or non-renewal is the responsibility of, and will be held in accordance with, the policies of the District with whom the employee has a contract or employment relationship.

3.6 SSA personnel, as set forth in section 3.3, who have a complaint related to the working conditions at a particular campus, must first file a complaint with the SSA Director. The Director will review the complaint and the relief requested to determine whether the complaint should proceed through the policy and complaint channels of the Fiscal Agent. All complaints that pertain to SSA personnel employment status or evaluation must be brought through the operating guidelines and complaint channels of the Fiscal Agent. Grievances filed by SSA personnel shall be conducted pursuant to the Fiscal Agent's policy; however, the administrators assigned to hear the grievances are as follows:

- Level I—SSA Director, or SSA Director's designee
- Level II—SSA Management Board
- Level III—Fiscal Agent Board of Trustees

3.7 Except as otherwise provided herein, SSA personnel who provide special education services to Member Districts and SSA office personnel, shall be evaluated by the Director or other appropriate supervisor, pursuant to the evaluation policies and procedures of the Fiscal Agent or the SSA Operating Guidelines as determined by the Director. The Fiscal Agent may consider recommendations from the SSA Management Board when employing or evaluating SSA personnel but retains final hiring and termination authority regarding employment of SSA personnel.

4. Fiscal Agent

4.1 WASKOM INDEPENDENT SCHOOL DISTRICT will serve as the Fiscal Agent for the Cooperative. WASKOM INDEPENDENT SCHOOL DISTRICT acknowledges that it is an accredited Texas school district.

4.2 Except as otherwise provided herein, the Fiscal Agent will account for salaries and expenses of SSA personnel and IDEA Part B funds. The Director, on behalf of the Fiscal Agent accounts for

SSA operating expenses including state and local (437) funds. The Fiscal Agent will maintain personnel records and payroll systems for SSA personnel.

- 4.3** Except as otherwise provided herein, the Fiscal Agent is responsible for applying for, receiving, collecting, expending, and distributing all funds, regardless of source, in accordance with the budget adopted by the SSA Management Board. The Fiscal Agent shall provide accounting services, reports, SSA records, if any. The Fiscal Agent shall report to the Management Board regarding the financial condition of the SSA.

Notwithstanding 4.10, it is agreed and understood that the Fiscal Agent assumes no responsibility for a Member District's failure to maintain its maintenance of effort (MOE). Financial responsibility for costs associated with a Member District's failure to maintain its MOE will be governed by Section 5.4. The Fiscal Agent will utilize an acceptable cost allocation method consistent with the *Financial Accountability Systems Resource Guide* (FASRG) Section 1.3, 1.4, (Basis of Allocations of Costs of the Fiscal Agent).

- 4.4** The Fiscal Agent must notify other Member Districts of any intention to withdraw as Fiscal Agent of the SSA on or before December 1st preceding the end of the last fiscal year it intends to serve as Fiscal Agent. After a satisfactory independent audit of the SSA's accounts, the transfer of Fiscal Agent status will become effective July 1.
- 4.5** The Director, through the Fiscal Agent, on behalf of the SSA may negotiate contracts with outside service providers for special education and related services for students with disabilities. The Director, through the Fiscal Agent, on behalf of the SSA shall request compliance with the ADA and FERPA by each service provider.
- 4.6** Except as otherwise provided herein, the Fiscal Agent will prepare and submit, on behalf of the SSA, any reports or applications required by federal or state law or SSA Operating Guidelines.
- 4.7** Should the Fiscal Agent cease for any reason to serve, the SSA Management Board will by majority vote appoint another Member District as Fiscal Agent, subject to approval of the Board of Trustees of the Member District appointed to serve. Notwithstanding, a Member District may serve as Fiscal Agent only upon receipt of specific approval by all Member District Boards of Trustees and subject to an amendment of this Agreement.
- 4.8** The Fiscal Agent, as a Member District, is subject to SSA Operating Guidelines and procedures. The Fiscal Agent will be responsible for reporting to internal and external entities, including fiscal reporting through the PEIMS 032 or 033 records, whichever may be applicable with TEA guidelines. Each District reports 033 based upon information provided by the SSA.
- 4.9** Each Member District is responsible for tracking and submitting all necessary paperwork to apply for Medicaid reimbursement for eligible services for each Member District's enrolled students. All Medicaid reimbursements remain with each Member District. The SSA is not responsible for the administration of School Health and Related Services (SHARS)/Medicaid. Each Member District certifies receipt of Medicaid funds.

- 4.10** The Fiscal Agent is responsible for ensuring that all funds are used in accordance with required provisions. If the Fiscal Agent fails to comply with grant provisions or other federal requirements are not met, the Fiscal Agent is responsible to the TEA for the consequences of instances of noncompliance.

5. Member Districts' General Obligations

- 5.1** Each Member District acknowledges that federal funds received from the State for special education programs and services flow directly to the Fiscal Agent. Each Member District is solely responsible for effectuating the then-current process for ensuring Federal funds flow to the Fiscal Agent. Member Districts agree that any other funds assessed under SSA Operating Guidelines or other legal requirements will be remitted to the Fiscal Agent within forty-five (45) calendar days from the date the invoice is received from the Fiscal Agent.
- 5.2** Each Member District may set aside 25% of its IDEA Part-B formula funds ("set aside" funds) to be applied to costs associated with the residential placement of any student residing within that Member District.

Except as otherwise provided herein or otherwise determined by the United States Department of Education (USDOE), the Director will comply with the procedures of 19 Tex. Admin. Code § 89.1092 when contracting for residential educational placements for a student served by a Member District.

Additionally, the Member District of residence of a residentially placed student shall provide an amount no less than its local tax share per average daily attendance for payment of residential costs of such student, as per 19 Tex. Admin. Code § 89.1092. This provision shall not be construed as an agreement of the parties to pool the 25% set-aside to be applied toward the residential placement of a student, absent a mandate from a government agency with regulatory authority to require the pooling of those funds. The 25% set aside for a Member District in the SSA that is residentially placing a student will be calculated on that Member District's tentative entitlement consistent with the TEA 2024-2025 Special Education Consolidated Grant Application Program Guidelines.

Each Member District agrees that any Member District for which IDEA Part B funds have been applied toward a residential placement will not be required to repay the SSA for such funding.

- 5.3** Each Member District agrees to cooperate with the Fiscal Agent in maintaining the proper fiscal, personnel, and student records for SSA operations. Member Districts shall report all SSA related expenditures to the Fiscal Agent.
- 5.4** Repayments to TEA due to a violation of Federal rules on Maintenance of Effort ("MOE") by any school district shall be the responsibility of the Member District that violated the MOE requirement. The Member District agrees to submit payment to the Fiscal Agent in the amount equal to the repayment due TEA.
- 5.5** Upon receipt of the payment, the Fiscal Agent will submit to TEA the amount of repayment due from IDEA-Part B funds. Should TEA find that a Member District is in violation of the MOE requirements, then the Member District will submit any amount assessed by the Agency to

the Fiscal Agent or TEA within 10 business days in an effort to avoid any withholding of e-grant funds.

- 5.6** Unless otherwise provided herein, title to and ownership of all personal property of whatever type or nature, acquired, purchased, encumbered, or committed to by the SSA with SSA funds, whether through purchase, lease, time payment, or any other acquisition agreement, regardless of whether the source of such SSA funds was from local, state, federal, or private sources, are the property of the collective SSA and not that of individual Member Districts. All personal property of whatever nature individually purchased with Member District funds or otherwise acquired by individual Member Districts from local resources shall remain that Member District's property, regardless of its use by the SSA for SSA educational services. Agreements pertaining to purchase of real property or any deeds pertaining to real property are not governed by this Agreement
- 5.7** A Member District may withdraw from the SSA by providing the other Member Districts with written notice of its intent to withdraw. Such notice shall be submitted by December 1st before the end of the fiscal year during which the Member District intends to withdraw. The withdrawing Member District is responsible for ensuring that any TEA requirements for effectuating a withdrawal are met, including providing any requisite notice of intent to withdraw. The Member's withdrawal from the SSA shall be effective on the following June 30th, at the end of the SSA's fiscal year. The withdrawing Member District shall return to the SSA any supplies, equipment, or fixtures in its possession that were purchased with SSA funds, prior to or by the effective June 30th final day of the withdrawing member's participation in the SSA. The Member Districts further agree that any uncommitted surplus funds, after charges and liabilities, remaining in the SSA's operating fund as of the June 30th date set forth above, shall be calculated, and the withdrawing member shall receive a proportionate share, as calculated pursuant to the formula set forth in Section 6.2 herein, of such remaining balance, in full and complete payment for, and settlement of, any legal and equitable rights and interests, if any, such withdrawing member may have in the SSA's property or assets. Additionally, a withdrawing Member District shall pay all costs and fees related to, resulting from, or associated with its withdrawal as determined by the SSA Management Board, including, but not limited to non-renewals, legal costs, insurance, or any other expenses and obligations.
- 5.8** Member Districts agree to ensure that their District personnel providing special education instruction maintain proper certification consistent with state and federal law. Additionally, Member Districts agree to make available classes and programs consistent with the least restrictive environment (LRE) requirements and the individual needs of students.

6. Fiscal Practices

- 6.1** The SSA will operate on a budget prepared by the Director and approved by the SSA Management Board and Member District Boards of Trustees as part of the respective Member Districts' overall budget approval process. Any Member District exceeding budget allocations without the proper budget amendments will be solely responsible for these expenditures.

- 6.2** Administrative and uncontrollable costs will be shared proportionately among Member Districts based on a ratio that compares each Member District's special education enrollment to the total number of special education students enrolled in all Member Districts. Enrollment figures used to determine district contributions will be based upon a three-year average of the percentage of Special Education students enrolled in each District as compared to the percentage of students enrolled in the SSA as of the PEIMS snapshot date. Member Districts may be assessed additional charges for high-cost needs of individual students or services for students in low-incidence populations (e.g., evaluation or services of visually impaired or deaf and hard of hearing students). Member Districts will be invoiced semi-annually for any additional charges and agree to submit funds to the fiscal agent on behalf of the HCSSA for the same.
- 6.3** The SSA's accounts will be audited annually by the independent auditor for the Fiscal Agent at SSA's expense.
- 6.4** The SSA will fund extended school year programs that are based upon appropriate ARD Committee recommendations.
- 6.5** Uncontrollable costs that impact that Fiscal Agent as a direct result of its role as the Fiscal Agent shall be shared proportionately among Member Districts based on the ratio described in 6.2.

7. Dissolution

- 7.1** Dissolution of this Agreement shall require the affirmative vote of a majority of the Member Districts' Boards of Trustees. The Fiscal Agent will provide timely notice to TEA of the intent to dissolve. Upon dissolution, the SSA's funds and any other remaining assets, after any charges and liabilities, will be divided among the Member Districts, prorated in the same manner as administrative costs as provided by Section 6.2 based upon the most recent snapshot data at the time of the dissolution. The dissolution will take effect on July 1st after the first January 1st following the dissolution vote.
- 7.2** Should the SSA dissolve, an inventory of SSA property will be conducted at the direction of the Director. Instructional materials and equipment purchased for use in each district will remain in the respective districts and become the property of that district. The Director will divide any other remaining assets among the Member Districts on the same prorated basis as administrative costs are assigned as provided by Section 6.2 based upon the most recent snapshot data at the time of the dissolution.
- 7.3** Agreements pertaining to purchase of real property shall supersede any provisions herein; this Agreement does not govern the purchase or selling of real property.

8. Risk of Loss

- 8.1** Except as otherwise provided herein, each Member District bears its own risk of loss. "Loss" includes but is not limited to damage to or loss of personal or real property, costs of administrative hearings, litigation expenses, awards of actual damages, court costs, attorneys' fees, and settlement costs.

- 8.2** Each Member District will insure its owned or leased vehicles used in the transportation of students with disabilities for the statutory maximum limits of school district liability for motor vehicle accidents.

9. Transportation

- 9.1** Each Member District bears responsibility for providing or contracting for the transportation of each of its transportation-eligible students to each facility at which services are provided.

10. Legal Responsibilities

- 10.1** The Member District wherein a student resides shall be solely responsible for the provision of a Free Appropriate Public Education {FAPE}.
- 10.2** The Member District wherein a student resides or has been admitted is responsible for legal fees incurred due to Texas Education Agency (TEA) complaints, Office of Civil Rights (OCR) complaints, and grievances directly involving that student. It is further agreed that the Member District wherein the student resides is responsible for legal costs, court costs, and attorney's fees resulting from litigation directly involving that student.
- 10.3** If the SSA or the Fiscal Agent, in its role as Fiscal Agent, is a named party (e.g., in addition to the Member District wherein the student resides) in a Due Process Hearing or legal proceeding in state or federal court (e.g., brought pursuant to the IDEA, Section 504, or ADA) involving a special education student receiving services from a Member District, each Member District will be responsible for a prorated amount of legal fees/costs based on the formula set forth in Section 6.2 herein. These costs are solely related to legal fees incurred by the SSA or Fiscal Agent required for the legal defense of the SSA or Fiscal Agent. The Fiscal Agent, as a Member District, is subject to 10.1 and 10.2 regarding litigation involving students who reside in the Fiscal Agent's district.
- 10.4** Except as otherwise provided herein, if the SSA or the Fiscal Agent is a named party in a lawsuit filed against the SSA or the Fiscal Agent in state or federal court, and such lawsuit is based on a state or federal law other than the IDEA/Section 504/ADA or such lawsuit is filed by an SSA employee, then each Member District will be responsible for a prorated amount based on the formula set forth in Section 6.2 herein. This provision contemplates lawsuits that arise from the Fiscal Duties as set forth herein. This provision contemplates that the Fiscal Agent is acting in compliance with applicable state and federal law
- 10.5** With the exception of SSA personnel, each Member District shall be responsible for legal fees incurred due to complaints, grievances, terminations, non-renewals litigation arising from an employee with whom the district has a contract or with whom the district has an employment relationship. Member Districts agree to share legal costs associated with any complaint, grievance, termination, nonrenewal or litigation by SSA Personnel based on the formula set forth in Section 6.2.
- 10.6** The legal responsibilities stated herein shall survive the expiration of this Agreement should litigation arise from events that occurred during the term of the Agreement.

- 10.7** The Member Districts of this SSA Agreement agree to negotiate in good faith in an effort to resolve any dispute related to this Agreement. If the dispute cannot be resolved by negotiations, the dispute shall be submitted to mediation before proceeding to litigation. If the need for mediation arises, a mutually acceptable mediator shall be chosen by the parties to the dispute. The parties shall share the cost of mediation services based upon the prorated amount set forth in Section 6.2 herein. Mediation is a voluntary dispute resolution process in which the parties to the dispute meet with an impartial person, called a mediator, who will help to resolve the dispute informally and confidentially. Mediators facilitate the resolution of disputes but cannot impose binding decisions. The parties to the dispute must agree before any settlement is binding.
- 10.8** The SSA will conduct necessary educational and psychological evaluations of students, for whom parents have consented to a full and individual initial evaluation (FIE) or re-evaluation. The SSA will fund Independent Educational Evaluation (IEEs) consistent with SSA IEE criteria. Should it be necessary to request a due process hearing to override the lack of parental consent or to defend the District's own IEE, such shall be the responsibility of the Member District wherein the student resides.

11. The Agreement

- 11.1** This Agreement will be considered automatically renewed by each Member District annually on July 1st unless notice of withdrawal or dissolution is given under the terms of this Agreement or this agreement is amended in writing and approved by a majority of the Member Districts' respective Boards of Trustees. In the event this Agreement is amended, and a Member District refuses to execute the amendment or new Agreement, then that Member District will be deemed to have withdrawn from the SSA without the necessity of further action as of the end of the fiscal year. In the event there is a dispute among the Member Districts regarding revisions or modifications to this Agreement, the Member District(s) electing not to agree to execute the modifications to the Agreement will not be a member of the SSA. Section 5.6 (member withdraws) shall control.
- 11.2** This Agreement will supersede all previous agreements among the parties in relation to the operation of the SSA and responsibilities under any prior SSA agreement.
- 11.3** This Agreement will apply to and bind the representatives and successors in interest of the parties to this Agreement.
- 11.4** This Agreement is governed by the laws of the State of Texas.
- 11.5** If any provision of this Agreement becomes or is held violative of any law or unenforceable, then the invalidity of that provision will not invalidate the remaining provisions. The Member Districts agree that all remaining provisions of this Agreement will remain in effect.
- 11.6** Citations of and references to any specific federal or state statute or administrative regulation in this Agreement include any amendment to or successor of that statute or regulation.
- 11.7** It is understood and agreed that this Agreement may be executed in a number of identical counterparts, each of which shall be deemed an original for all purposes.

- 11.8** It is agreed and understood that the terms of this Agreement shall not be modified absent written agreement of all parties.
- 11.9** To the extent that a Member District is no longer accredited by the Texas Education Agency ("TEA"), that Member District is deemed not to be a party to this Agreement.

User: Tina Cox
 User Role: District

RATING YEAR DISTRICT NUMBER

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Financial Integrity Rating System of Texas

2023-2024 RATINGS BASED ON SCHOOL YEAR 2022-2023 DATA - DISTRICT STATUS DETAIL

Name: HARLETON ISD(102905)	Publication Level 1: 8/8/2024 6:33:40 PM
Status: Passed	Publication Level 2: 8/8/2024 6:33:40 PM
Rating: A = Superior Achievement	Last Updated: 8/20/2024 1:45:17 PM
District Score: 100	Passing Score: 70

#	Indicator Description	Updated	Score
1	<u>Was the complete annual financial report (AFR) and data submitted to the TEA within 30 days of the November 27 or January 28 deadline depending on the school district's fiscal year end date of June 30 or August 31, respectively?</u>	4/19/2024 6:26:09 PM	Yes
2	<u>Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.)</u>	4/19/2024 6:26:09 PM	Yes
3	<u>Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? (If the school district was in default in a prior fiscal year, an exemption applies in following years if the school district is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (= person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)</u>	4/19/2024 6:26:09 PM	Yes
4	<u>Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies? (If the school district received a warrant hold and the warrant hold was not cleared within 30 days from the date the warrant hold was issued, the school district is considered to not have made timely payments and will fail critical indicator 4. If the school district was issued a warrant hold, the maximum points and highest rating that the school district may receive is 95 points, A = Superior Achievement, even if the issue surrounding the initial warrant hold was resolved and cleared within 30 days.)</u>	4/19/2024 6:26:09 PM	Yes Ceiling Passed

			1 Multiplier Sum
5	<u>Was the total net position in the governmental activities column in the Statement of Net Position (net of accretion of interest for capital appreciation bonds, net pension liability, and other post-employment benefits) greater than zero? (If it is not, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement, unless the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership. If the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>	4/19/2024 6:26:09 PM	Ceiling Passed
6	<u>Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures? (If the school district fails indicator 6, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>	4/19/2024 6:26:09 PM	Ceiling Passed
7	<u>Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)? See ranges below in the Determination of Points section.</u>	4/19/2024 6:26:09 PM	10
8	<u>Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt? See ranges below in the Determination of Points section.</u>	4/19/2024 6:26:09 PM	10
9	<u>Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days? See ranges below in the Determination of Points section.</u>	4/19/2024 6:26:09 PM	10
10	This indicator is not being evaluated.		10
11	<u>Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's increase of students in membership over 5 years was 7 percent or more or 1,000 or more students in membership, then the school district passes this indicator.)</u>	4/19/2024 6:26:09 PM	10
12	<u>What is the correlation between future debt requirements and the district's assessed property value?</u>	8/20/2024 1:45:16 PM	10
13	<u>Was the school district's administrative cost ratio equal to or less than the threshold ratio? See ranges below in the Determination of Points section.</u>	8/20/2024 1:45:16 PM	10
14	<u>Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? If the student enrollment did not decrease, the school district will automatically pass this indicator.</u>	4/19/2024 6:26:09 PM	10
15	This indicator is not being evaluated.		5
16	<u>Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function? (If the school district fails indicator</u>	4/19/2024 6:26:09 PM	Ceiling Passed

	<u>16, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>		
17	<u>Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds and free from substantial doubt about the school district's ability to continue as a going concern? (The AICPA defines material weakness.) (If the school district fails indicator 17, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement.)</u>	4/19/2024 6:26:09 PM	Ceiling Passed
18	<u>Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material noncompliance.)</u>	4/19/2024 6:26:09 PM	10
19	<u>Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?</u>	4/19/2024 6:26:09 PM	5
20	<u>Did the school district's administration and school board members discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget?</u>	4/19/2024 6:26:09 PM	Ceiling Passed
21	<u>Did the school district receive an adjusted repayment schedule for more than one fiscal year for an over-allocation of Foundation School Program (FSP) funds because of a financial hardship?</u>	4/19/2024 6:26:09 PM	Ceiling Passed
			100 Weighted Sum
			1 Multiplier Sum
			(100 Ceiling)
			100 Score

DETERMINATION OF RATING

A.	Did the school district fail any of the critical indicators 1, 2, 3, or 4? If so, the school district's rating is F for Substandard Achievement regardless of points earned.
B.	Determine the rating by the applicable number of points.
	A = Superior Achievement 90-100
	B = Above Standard Achievement 80-89
	C = Meets Standard Achievement 70-79

F = Substandard Achievement

<70

No Rating = A school district receiving territory that annexes with a school district ordered by the commissioner under TEC 13.054, or consolidation under Subchapter H, Chapter 41. No rating will be issued for the school district receiving territory until the third year after the annexation/consolidation.

The school district receives an **F** if it scores below the minimum passing score, if it failed any critical indicator 1, 2, 3, or 4, if the AFR or the data were not both complete, or if either the AFR or the data were not submitted on time for FIRST analysis.

CEILING INDICATORS

Did the school district meet the criteria for any of the following **ceiling indicators** 4, 6, 16, 17, 20, or 21? If so, the school district's applicable maximum points and rating are disclosed below. Please note, an F = Substandard Achievement Rating supersedes any rating earned as the result of the school district meeting the criteria of a ceiling indicator.

Determination of rating based on meeting ceiling criteria.	Maximum Points	Maximum Rating
Indicator 4 (Timely Payments) - School district was issued a warrant hold.	95	A = Superior Achievement
Indicator 6 (Average Change in Fund Balance) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 16 (PEIMS to AFR) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 17 (Material Weaknesses) - Response to indicator is <i>No</i> .	79	C = Meets Standard Achievement
Indicator 20 (Property Values and Tax Discussion) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 21 (FSP Repayment Plan) - Response to indicator is <i>Yes</i> .	70	C = Meets Standard Achievement

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THE **TEXAS EDUCATION AGENCY**
 1701 NORTH CONGRESS AVENUE · AUSTIN, TEXAS, 78701 · (512) 463-9734

FIRST 5.15.7.0

HARLETON EL

Campus Improvement Plan

2024/2025

Be the Reason



Meagan Walker, Principal
17240 Hwy 154, Harleton, TX 75651
903-777-4092
walkermeagan@harletonisd.net

Harleton ISD

Superintendent

Jay Ratcliff

Board of Trustees

Jacob Muehlstein

Kevin Evers

Harvey Fox

Kevin Wright

Brad Nixon

Brian Degner

Pat McGill

HARLETON EL

Mission

Decisions will always be made based upon what is best for students.

Vision

HES is a family of learners.

Nondiscrimination Notice

HARLETON EL does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

Harleton EL Site Based Decision Making Committee

Name	Position
Wilson, Brandy	Business Representative
Hearron, Shannon	District Nurse
BECK, DOUGLAS	Coach
Hardy, Anna	Teacher
Fitts, Melissa	Teacher
Russell, Caroline	Teacher
Burwell, Brooke	SPED teacher
Goyne, Shelby	Teacher
Willeford, Makayla	SPED teacher
Walker, Meagan	Principal
Lowry, Rena	Assistant Principal
Ready Voyles, Kaitlyn	Parent

HARLETON EL

Goal 1. (Student Achievement) Harleton Elementary School will establish a culture of high expectations and ensure academic excellence through engaging, purposeful and rigorous learning experiences that meet the unique needs of all students in order for them to reach their full potential.

Objective 1. Harleton Elementary will monitor student progress and develop interventions to increase student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Disaggregate and review teacher and student surveys for a comprehensive needs assessment. Compile objectives based on the surveys (Target Group: All) (Strategic Priorities: 1,2,3)</p>	<p>Campus Site-based Teams, Principal(s)</p>	<p>Spring</p>	<p>(F)Title I, (O)Local Districts</p>	<p>Criteria: SIP Meeting results The Campus Improvement Plan/Title I Schoolwide Plan serves as a working guide for the Principal and Instructional Staff to improve student achievement and behavior.</p> <p>Summative - The Campus Improvement Plan/Title I Schoolwide Plan serves as a working guide for the Principal and Instructional Staff to improve student achievement and behavior.</p>
<p>2. Review data to revise CIP to meet current needs. Data includes BOY, MOY, EOY diagnostics assessments, DMAC, STAAR Tests, Special Ed Reports, RTI reports, District Benchmark, Fluency reports, and Accelerated Reading reports. (Title I SW Elements: 2.2,2.4,2.6) (Target Group: All) (Strategic Priorities: 1,2)</p>	<p>Core Subject Teachers, Principal(s)</p>	<p>BOY, MOY, & EOY</p>	<p>(F)Title I, (O)Local Districts</p>	<p>Criteria: Agenda-team meetings Sign-in Sheet Minutes Data from Programs listed</p> <p>Summative - Agenda-team meetings Sign-in Sheet Minutes Data from Programs listed</p>
<p>3. Continue to evaluate materials, textbooks, and programs to ensure ultimate instruction and maximum TEKS coverage and alignment with SWAG while incorporating higher level thinking skills. (Target Group: All) (Strategic Priorities: 1,2)</p>	<p>Campus Site-based Teams, Core Subject Teachers, Principal(s)</p>	<p>school year</p>	<p>(S)Instructional Materials Allotment (IMA), (S)Local Funds</p>	<p>Criteria: Faculty meetings 6 Weeks tests Grade Team meeting agendas</p> <p>Summative - Faculty meetings 6 Weeks tests Grade Team meeting agendas</p>

HARLETON EL

Goal 1. (Student Achievement) Harleton Elementary School will establish a culture of high expectations and ensure academic excellence through engaging, purposeful and rigorous learning experiences that meet the unique needs of all students in order for them to reach their full potential.

Objective 1. Harleton Elementary will monitor student progress and develop interventions to increase student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
4. Harleton Elementary grade level teams will analyze student performance data weekly, realign small-group and individual Tier II-instruction recipients as needed and provide technology-based enrichment for Tier I students. (Target Group: All) (Strategic Priorities: 2)	Asst. Principal of Student Services, Classroom Teachers, Core Subject Teachers, Principal(s)	school year	(F)Title I, (S)Local Funds	Criteria: Team Meeting Summaries RTI Meeting Notes Summative - Team Meeting Summaries RTI Meeting Notes
5. Teachers will utilize technology during instruction to engage students and create interactive lessons. (Target Group: All) (Strategic Priorities: 2)	Classroom Teachers	school year	(F)Title I, (L)Instructional Funds	Criteria: SWAGs Informal Observations TTESS Evaluations
6. Maintain an ESL Program for Grades K-5. Emphasize pre-teaching of vocabulary and writing instruction in the classroom and supported through a bilingual assistant. Reading teachers that work with ESL students will maintain ESL certification. Each ESL student will have access to translation device. (Title I SW Elements: 2.5,2.6) (Target Group: ESL) (Strategic Priorities: 2)	Core Subject Teachers, Principal(s)	school year	(F)Title I, (F)Title III Bilingual / ESL, (S)Local Funds	Criteria: StarLab and WinLab Logs, Progress Monitoring Logs
7. School leaders will support the writing process by the examination of student writing samples every six weeks of the academic year. Teachers will implement the writing process, design grade-level rubrics, and provide samples. (Title I SW Elements: 2.2,2.5) (Target Group: All) (Strategic Priorities: 2)	Asst. Principal of Student Services, Classroom Teachers, Core Subject Teachers, Principal(s)	Monthly	(S)Local Funds	Criteria: Writing Samples and Rubrics
8. Teachers will monitor progress of economically disadvantaged students and implement interventions as needed to document student growth. (Title I SW Elements: 2.2,2.5) (Target Group: ECD)	Asst. Principal of Student Services, Classroom Teachers, Principal(s)	school year	(F)Title I, (S)Local Funds	Criteria: Data Meetings, Progress Monitoring Logs,

HARLETON EL

Goal 1. (Student Achievement) Harleton Elementary School will establish a culture of high expectations and ensure academic excellence through engaging, purposeful and rigorous learning experiences that meet the unique needs of all students in order for them to reach their full potential.

Objective 1. Harleton Elementary will monitor student progress and develop interventions to increase student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Strategic Priorities: 2)				
9. Provide support through specialized and supplemental intervention and dyslexia reading programs. Dyslexia instructor will maintain certification in implementation of Reading By Design dyslexia program. (Title I SW Elements: 2.2,2.5) (Target Group: Dys) (Strategic Priorities: 2)	Classroom Teachers, Core Subject Teachers, Dyslexia specialist, Principal(s)	school year	(S)State Compensatory	Criteria: StarLab logs, Starlab Dyslexia Plans

HARLETON EL

- Goal 1.** (Student Achievement) Harleton Elementary School will establish a culture of high expectations and ensure academic excellence through engaging, purposeful and rigorous learning experiences that meet the unique needs of all students in order for them to reach their full potential.
- Objective 2.** Harleton Elementary will support teachers in the implementation of strategies to determine educational gaps.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Combine funds from Titles IIA, IID, and V into Title I to provide effective reform strategies to increase the amount and quality of learning time, to provide an accelerated curriculum, and to meet the needs of low-achieving and at-risk students through StarLab and WIN lab tutorials, and 50-minute tutorials during day (Title I SW Elements: 2.2,2.5) (Target Group: All,ECD,AtRisk) (Strategic Priorities: 2,4)	Principal(s)	Each six weeks	(F)IDEA Special Education, (F)Title I, (L)Instructional Funds, (O)Local Districts, (S)State Compensatory	Criteria: All students successfully complete grade level expectations and are promoted to the next grade level. Summative - All students successfully complete grade level expectations and are promoted to the next grade level.
2. Monitor absences and tardies. Conduct phone calls to parents and hold attendance conferences as needed, as well as provide attendance incentives for students. (Target Group: All)	Campus Office Staff, Director of Student Services, Principal(s)	weekly	(O)Local Districts, (S)State Compensatory	Criteria: Absences Log Tardy Slips Letters to Parents Skyward campus calls Summative - Absences Log Tardy Slips Letters to Parents Skyward campus calls
3. Utilize StarLab and WinLab tutorials, special education tutorials, DMAC reports to provide information upon which to base effective and timely additional assistance to students experiencing difficulties mastering achievement standards (Target Group: All,ECD) (Strategic Priorities: 2)	Classroom Teachers, Core Subject Teachers, Dyslexia specialist, Principal(s)	weekly	(F)IDEA Special Education, (F)Title I, (O)Local Districts, (S)Instructional Materials Allotment (IMA), (S)State Compensatory	Criteria: Paraprofessionals' Schedules Tutorial Schedules Resource Schedule Angel Network logs Summative - Paraprofessionals' Schedules Tutorial Schedules Resource Schedule Angel Network logs
4. Utilize the computer lab and content mastery labs to provide individualized	Asst. Principal of Student Services, Classroom Teachers,	weekly	(F)Title I, (S)Local Funds, (S)State Compensatory	Criteria: Schedules for Computer Lab and StarLab

HARLETON EL

- Goal 1.** (Student Achievement) Harleton Elementary School will establish a culture of high expectations and ensure academic excellence through engaging, purposeful and rigorous learning experiences that meet the unique needs of all students in order for them to reach their full potential.
- Objective 2.** Harleton Elementary will support teachers in the implementation of strategies to determine educational gaps.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
academic reinforcement- teachers will coordinate lessons across subject areas and technology to bring real world examples to the learning and to allow for more exploration on concepts (Target Group: All,ECD) (Strategic Priorities: 2)	Core Subject Teachers, Principal(s)			Summative - Schedules for Computer Lab and StarLab
5. StarLab and WinLab instruction will monitor student progress through data analysis. Adjustments will be made in content and instructional strategies based upon data collected through assessments, observation and products. Subsequent lessons will be adjusted to address areas of deficiency noted in data. (Target Group: All,ECD,AtRisk,Dys) (Strategic Priorities: 2)	Asst. Principal of Student Services, Classroom Teachers, Dyslexia specialist, Principal(s)	school year	(F)Title I	Criteria: Data will be collected weekly through running records and tutorial assessments in reading; and in observations and tutorial assessments in all other areas. Summative - Data will be collected weekly through running records and tutorial assessments in reading; and in observations and tutorial assessments in all other areas.
6. Data meetings will occur every 6 weeks to discuss and analyze curriculum checks and monitor student progress. (Target Group: All) (Strategic Priorities: 2)	Core Subject Teachers, Principal(s)	every 6 weeks	(F)Title I, (O)Local Districts, (S)State Compensatory	Criteria: Failure Report DMAC Reports Formative - Failure Report DMAC Reports
7. Implement tutorials using StarLab and content mastery to meet the requirements of House Bill 1416, an amendment to House Bill 4545. iReady online program will provide intervention activities for students based on diagnostic data at BOY, MOY, and EOY. (Title I SW Elements: 2.5) (Target Group: 4th,5th)	Classroom Teachers, Principal(s)	school year	(S)Local Funds	Criteria: Sign in Sheets Benchmarks
8. Continue Gifted and Talented program, as	Director of Student Services,	all year		Criteria: GT testing results,

HARLETON EL

- Goal 1.** (Student Achievement) Harleton Elementary School will establish a culture of high expectations and ensure academic excellence through engaging, purposeful and rigorous learning experiences that meet the unique needs of all students in order for them to reach their full potential.
- Objective 2.** Harleton Elementary will support teachers in the implementation of strategies to determine educational gaps.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
well as implement enrichment activities in WinLab/StarLab for students that display qualifications. (Title I SW Elements: 2.5) (Target Group: GT) (ESF: 4.1,5.3)	Principal, Teacher(s)			diagnostic data, student work samples
9. 4th and 5th grade students who are identified as having gaps in the areas of phonics/phonemic awareness will have the opportunity to participate in end of day tutorials/intervention time. Instruction will target early phonics/phonemic awareness skills that might have been missed due to time out of school during Covid shut downs. (Title I SW Elements: 2.2,2.5,2.6) (Target Group: AtRisk,4th,5th) (Strategic Priorities: 2) (ESF: 3.3,5.4)	Principal(s), Teacher(s)	All year	(F)Title I	Criteria: Progress monitoring, checklists, diagnostic data

HARLETON EL

Goal 2. (School Safety) Harleton Elementary will provide a quality learning environment that is positive, safe, and supportive

Objective 1. Harleton Elementary will provide a quality learning environment that is positive, safe, and supportive

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The PE teacher will conduct Fitnessgram assessments to determine the physical fitness of all KG-5 students. Students will participate in field days and basketball tournaments to enrich students' physical activity. (Target Group: All)	Classroom Teachers	Spring	(S)Local Funds	Criteria: Observation of exercises and documentation of amount Summative - Observation of exercises and documentation of amount
2. Require all staff to be trained in CPR and Stop the Bleed. (Target Group: All)	Principal(s)	Fall	(S)Local Funds	Criteria: Certification Summative - Certification
3. Safety drills will be practiced, monitored, documented, and reviewed with staff.(Title Comp. 10) (Target Group: All)	Core Subject Teachers, Custodial Staff, Principal(s)	school year	(L)Instructional Funds	Criteria: Calendar of scheduled events Summative - Calendar of scheduled events
4. Develop schedules and routines through CHAMPS in order for students to be monitored while in class and in transition. (Target Group: All) (Strategic Priorities: 2)	Principal(s)	school year	(S)Local Funds	Criteria: Observation of transitions and classrooms Summative - Observation of transitions and classrooms
5. Monitor the safety of the playground and all playground equipment, as well as playground fences and gates. (Target Group: All)	Custodial Staff, Principal(s)	monthly	(S)Local Funds	Criteria: Monthly inspections reported to the principal Summative - Monthly inspections reported to the principal
6. All visitors will sign in at the front office using the Raptor system. All visitors will be	Campus Office Staff	school year	(O)Local Districts	Criteria: Monitor of Visitors

HARLETON EL

Goal 2. (School Safety) Harleton Elementary will provide a quality learning environment that is positive, safe, and supportive

Objective 1. Harleton Elementary will provide a quality learning environment that is positive, safe, and supportive

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
given a visitor pass that must be visible at all times while on campus. (Target Group: All) (Strategic Priorities: 2)				Summative - Monitor of Visitors
7. HES will ensure all exterior doors are kept locked during school hours. Weekly door checks will be conducted by the safety team. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2) (ESF: 3.2)	Asst. Principal of Student Services, Principal, Teacher(s)	Aug-May	(S)Local Funds	Criteria: Weekly door monitoring and documentation

HARLETON EL

Goal 2. (School Safety) Harleton Elementary will provide a quality learning environment that is positive, safe, and supportive

Objective 2. (Objective 2) Harleton Elementary will provide quality instruction and practice of self-care and hygiene.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The school nurse will conduct classroom lessons and/or provide materials to teachers on how to teach students to follow health guidelines. Example: washing hands, sneezing into elbow, and other wellness and hygiene practices. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 2)	Classroom Teachers, Principal(s)	school year	(S)Local Funds	Criteria: Classroom observation
2. Instruct students in the use of the well and sick rooms located in the nurse's office. Students will understand what the nurse's office is used for. (Title I SW Elements: 2.4) (Target Group: All)	Campus Office Staff, Classroom Teachers, Principal(s)	school year	(S)Local Funds	Criteria: Nurse's log
3. Ensure classrooms are disinfected daily. Custodians will wipe down all surfaces with disinfectant daily. Custodians will use fogging machine to disinfect rooms when illness occurs. (Title I SW Elements: 2.3) (Target Group: All) (Strategic Priorities: 1)	Principal(s)	school year	(S)Local Funds	Criteria: Observation

HARLETON EL

Goal 3. (Community Partnerships) Harleton Elementary will maintain positive and productive partnerships with parents and our community to facilitate the success of all students.

Objective 1. Broaden opportunities for communication and cooperation among school, parents, and community to support student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide parents with timely information about the Title I Schoolwide Program, TEKS, STAAR, TELPAS, local benchmark tests, characteristics of dyslexia, the pre-referral and referral processes, modifications, and accommodations. Information will also be provided about technology available for classroom and home use. (Title 1 SW: 6) (Target Group: All) (Title I SW Elements: 1.1,3.1,3.2) (Target Group: All) (Strategic Priorities: 2)	Core Subject Teachers, Curriculum/Special Programs Director, Directors, Harrison Co Special Ed Coop, Principal(s)	school year	(F)IDEA Special Education, (F)Title I, (S)Local Funds	Criteria: Needs Survey Summative - Needs Survey
2. Offer flexible opportunities for parents to meet with teachers such as digital message boards, Remind app, Class Dojo, HISD website, Skylert Message System, and Facebook page (Target Group: All) (Strategic Priorities: 2)	Principal(s)	school year	(F)Title I, (S)Local Funds	Criteria: Parent Conference log, EOY Parent Survey Summative - Parent Conference log, EOY Parent Survey
3. Provide opportunities for parents to be partners in the education of their child: SBDM Committee, ARD Committee, Volunteer Program, Parent Conferences, Phone Conferences – paying particular attention to those students who are at risk of failing in an academic area. (Target Group: All) (Strategic Priorities: 2)	Asst. Principal of Student Services, Parent Volunteers, Principal(s)	each 6 weeks	(F)Title I, (S)Local Funds	Criteria: Notices Agendas Minutes Sign-in Sheets Conference Notes Summative - Notices Agendas Minutes Sign-in Sheets Conference Notes
4. Use AR (Accelerated Reader) as a tool to promote reading and fluency. Each grade level will devise a monitoring system and rewards for accomplishing goals. The library will work to create a rewards system for students you earn points for reading. Rewards will be based on	Asst. Principal of Student Services, Core Subject Teachers, Librarian/Media Service, Principal(s), Technology Staff	school year	(S)Local Funds	Criteria: Student Surveys BOY, MOY and EOY reports Fluency Rates Summative - Student Surveys BOY, MOY and EOY reports

HARLETON EL

Goal 3. (Community Partnerships) Harleton Elementary will maintain positive and productive partnerships with parents and our community to facilitate the success of all students.

Objective 1. Broaden opportunities for communication and cooperation among school, parents, and community to support student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
individual achievements. (Target Group: All)				Fluency Rates
5. Invite all parents to attend an annual planning meeting for the Title I School-wide Program. (Target Group: PRE K) (Strategic Priorities: 2)	Curriculum/Special Programs Director	May	(S)Local Funds	Criteria: Notice, agenda, sign-in sheet, minutes Summative - Notice, agenda, sign-in sheet, minutes
6. Principal and Family Service Worker will provide training opportunities for Head Start parents regarding the importance of educational involvement, literacy training and child development. (Target Group: ECD)	Director of Student Services, Principal(s), Region 7 ESC	school year	(F)Title I, (S)Local Funds	Criteria: Parent Survey Schedule of parent involvement activities Parent Requests Summative - Parent Survey Schedule of parent involvement activities Parent Requests
7. Conduct Parent Family Engagement night. Parents will receive information concerning at home strategies and academic supports will be shared with all stakeholders in attendance. (Title I SW Elements: 2.1) (Target Group: All) (Strategic Priorities: 2)	Classroom Teachers, Principal(s)	school year	(F)Title I, (S)Local Funds, (S)State Compensatory	Criteria: Sign In Sheets, Parent Surveys

HARLETON EL

Goal 4. (Teacher Support and Retention) Harleton Elementary school will attract, develop and retain world class educators committed to serving each student.

Objective 1. On-going staff development will assure that all students receive quality instruction from highly-qualified staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue to seek fully certified candidates with diverse backgrounds and experiences for all openings. (Target Group: All) (Strategic Priorities: 1)	Principal(s)	school year	(F)IDEA Special Education, (F)Title I, (S)Instructional Materials Allotment (IMA), (S)Local Funds, (S)State Compensatory	Criteria: Applications, resumes Summative - Applications, resumes
2. Provide opportunities for staff to attend appropriate content specific training to ensure maintaining a highly qualified staff – provide subs for vertical and horizontal communication between grade levels and subjects (Target Group: All) (Strategic Priorities: 1,2)	Principal(s)	school year	(F)Title IIA Principal and Teacher Improvement, (S)State Compensatory	Criteria: Sign-in Sheets Certificates Summative - Sign-in Sheets Certificates
3. Pair all new teachers with a mentor teacher. Plan weekly check ins with teams to provide guidance, modeling of lessons, and lesson preparation assistance as needed. (Target Group: All) (Strategic Priorities: 1,2)	Classroom Teachers, Principal(s)	school year	(F)Title IIA Principal and Teacher Improvement	Criteria: Meetings with Principal and Lead Teachers Sign-In Sheets Summative - Meetings with Principal and Lead Teachers Sign-In Sheets
4. Paraprofessionals will provide academic assistance to At-Risk, SPED, and general education students by providing in class support for small groups or 1:1 instruction. (Title I SW Elements: 2.6) (Target Group: All,SPED,AtRisk) (ESF: 3.3,5.4)	Classroom Teachers, Director of Student Services, Teacher(s)	All year	(F)IDEA Special Education, (F)Title I, (S)Local Funds	Criteria: Criteria: Student growth Formative: Progress reports, benchmarks, STAAR results

HARLETON EL

Goal 5. (Equity Plan and Board Goals) Harleton Elementary will strive to meet goals that have been set forth in the HISD Equity Plan and the HB 3 Board Goals.

Objective 1. (Objective 1) Educational learning gaps will be address the gap between economically disadvantaged and non economically disadvantaged students. The gap will be less than 10%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide staff development based on teacher needs. Provide peer staff development opportunities in which teachers can share strategies or ideas with other staff members. (Title I SW Elements: 2.5) (Target Group: ECD) (Strategic Priorities: 2)	Asst. Principal of Student Services, Classroom Teachers, Principal(s)	school year	(F)Title I	Criteria: Correlations drawn from new teacher and mentoring survey results; feedback from new teacher study circles.
2. Provide professional development to administrative staff to support teachers' understanding of the district's culturally diverse population (discipline, trauma based, cultural awareness, low SES, Emergent Bilingual, etc.) (Title I SW Elements: 2.5) (Target Group: ECD) (Strategic Priorities: 1)	Asst. Principal of Student Services, Classroom Teachers, Principal(s)	school year	(F)Title I	Criteria: Culturally Responsive Observation Results; School discipline data; feedback from the student study circles; feedback from the school based implementation evaluation.

HARLETON EL

Goal 5. (Equity Plan and Board Goals) Harleton Elementary will strive to meet goals that have been set forth in the HISD Equity Plan and the HB 3 Board Goals.

Objective 2. (Objective 2) HES will improve early literacy scores through the use of progress monitoring, small group instruction and phonetic instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. DMAC data from 6 weeks assessments will be used to target TEKS that students have not yet mastered. This information will be used to create intervention groups for re-teaching. This will help to increase the percentage of students who will score Meets or above on STAAR testing. (Title I SW Elements: 2.5,2.6) (Target Group: 3rd,4th,5th) (Strategic Priorities: 2)	Classroom Teachers, Principal(s)	school year	(S)State Compensatory	Criteria: STAAR Scores, iReady diagnostic data, DMAC data
2. 80% of PreK students will score grade level or above in Reading Readiness on the CLI Engage diagnostic assessment by the end of the school year. (Title I SW Elements: 2.5) (Target Group: PRE K) (Strategic Priorities: 2)	Classroom Teachers, Principal(s)	school year	(S)Local Funds	Criteria: CLI Engage Scores
3. 60% percent of Kindergarten students score Meets Benchmark or higher on the mClass diagnostic assessment. (Title I SW Elements: 2.5) (Target Group: K) (Strategic Priorities: 2)	Classroom Teachers, Principal(s)	school year	(S)Local Funds	Criteria: TPRI Scores
4. 70% of 1st and 2nd grade students meet the benchmark five categories of mClass or iReady diagnostic assessment. (Title I SW Elements: 2.5) (Target Group: 1st,2nd) (Strategic Priorities: 2)	Classroom Teachers, Principal(s)	school year	(S)Local Funds	Criteria: TPRI Scores

Title I Schoolwide Program Components

- **Component 1**

A comprehensive needs assessment of the entire school based on information on the performance of children in relation to the state content and student performance standards.

- **Component 2**

Schoolwide reform strategies that provide opportunities for all children to meet the state's proficient and advanced levels of student performance; use effective methods and instructional strategies based on scientifically based research; include strategies to address the needs of all children; and are consistent with, and are designed to implement, the state and local improvement plans, if any.

- **Component 3 Instruction by highly qualified teachers**

- **Component 4 High-quality, ongoing professional development**

- **Component 5 Strategies to attract high-quality highly qualified teachers**

- **Component 6 Strategies to increase parent involvement**

- **Component 7 Plans for assisting preschool children in the transition from early childhood programs to local elementary schools**

- **Component 8 Measures to include teachers in the decisions regarding the use of academic assessments**

- **Component 9**

Activities to ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement standards shall be provided with effective, timely additional assistance

- **Component 10**

Coordination and integration occurs between federal, state, and local services and programs including NCLB, violence prevention, nutrition, housing, Head Start, adult education, vocational, technical education and job training programs

Comprehensive Needs Assessment Data Sources

Disaggregated STAAR Data
Discipline Referrals
Failure Lists
Federal Program Guidelines
Highly Qualified Staff
Maintenance Records
Multi-Year Trends
Parent Participation
PEIMS Reports
Promotion/Retention Rates
Report Card Grades
Semester Exam Grades
Special Programs Evaluations
Staff Development
Staff/Parents/Community/ Business members involved w/SBDM
Standardized Tests
Survey and Interviews of Students/Staff/Parents
Teacher Turnover Rates

HARLETON J H
Campus Improvement Plan
2024/2025



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Date Reviewed: 07/17/2024

Date Approved:

Harleton ISD

Superintendent

Jay Ratcliff

Board of Trustees

Jacob Muehlstein

Kevin Evers

Harvey Fox

Kevin Wright

Brad Nixon

Brian Degner

Pat McGill

Harleton JH Site-Based Decision Making Committee

Name	Position
Ready, Melinda	Principal
Winsted, Kim	Counselor
Hargett, Jennifer	Science Teacher
Faulkner, Bradley	Teacher
Penhallegon, Tammy	Math Teacher
Minor, Jana	Special Education Teacher
Tidwell, Sonya	Teacher
Hardy, Cheryl	Teacher
Tarver, Krystal	Parent

HARLETON J H

Goal 1. Conduct a Comprehensive Needs Assessment of Harleton Junior High.

Objective 1. Discover findings related to all aspects of the operation of the campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A Campus Site-Based Committee will review multiple sources of data to identify campus strengths and weaknesses in student academic performance, school culture and climate, staff quality, curriculum and instruction, family and community involvement, school context and organization, and technology. (Target Group: All) (Strategic Priorities: 2)	Campus Site-based Teams	January-June	(S)Local Funds	Criteria: Surveys, test data Summative - Comprehensive Needs Assessment Summary

HARLETON J H

Goal 2. Increase student achievement and student academic success for all students by strengthening educational programs in core areas with additional support for specific areas and targeted populations.

Objective 1. Increase student achievement in core areas: English/Language Arts, Reading, Math, Science, and Social Studies to achieve an "A" rating District and Campus accountability.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will plan and make instructional accommodations for students identified as "not making progress" based on local assessment data during the academic period and regular class periods. (Target Group: 6th,7th ,8th) (Strategic Priorities: 2)	Classroom Teachers, Core Subject Teachers, Counselor(s), Curriculum/Special Programs Director, Principal(s)	Weekly	(S)Local Funds, (S)State Compensatory	Criteria: test data, growth charts Formative - Lesson Plans, Academic Period Rosters.
2. Teachers will use previous school year accountability and state assessment data of sub-groups to inform their instructional practice as they plan instruction for the school year. (Target Group: 6th,7th ,8th)	Core Subject Teachers, Curriculum/Special Programs Director, Principal(s)	weekly	(S)Local Funds, (S)State Compensatory	Criteria: growth charts, test data 08/22/24 - On Track
3. Teachers will create and implement lesson plans aligned to the TEKS and the state assessment system through use of a Six Weeks at A Glance plan. (Target Group: All)	Classroom Teachers, Principal(s)	Each Six Weeks	(S)Local Funds, (S)State Compensatory	Criteria: lesson plans, SWAGs Formative - Lesson Plans
4. Teachers will make and administer 6 Week comprehensive tests and score them using DMAC and/ or TFAR to assess student mastery of the TEKS to inform their instructional planning. (Target Group: 6th,7th ,8th)	Core Subject Teachers	Each Six Weeks	(S)Local Funds, (S)State Compensatory	Criteria: DMAC data Formative - 6 Weeks Assessments and Benchmark Data.
5. Core teachers will give a STAAR Benchmark assessment using DMAC and/or TFAR and examine the data of subgroups in order to provide remediation and reteaching for TEKS not mastered prior to the STAAR tests. (Target Group: 6th,7th ,8th)	Core Subject Teachers	January-April	(S)Local Funds, (S)State Compensatory	Criteria: DMAC data STAAR results Formative - Benchmark Assessments and Benchmark Data.
6. Teachers and staff will track individual student progress on key assessments and implement interventions during lab time throughout the year. Teachers will utilize this period to provide	Classroom Teachers, Counselor(s), Principal(s)	Weekly	(S)Local Funds, (S)State Compensatory	Criteria: DMAC data STAAR results Formative - Results from 6 week assessments, benchmarks, and

HARLETON J H

Goal 2. Increase student achievement and student academic success for all students by strengthening educational programs in core areas with additional support for specific areas and targeted populations.

Objective 1. Increase student achievement in core areas: English/Language Arts, Reading, Math, Science, and Social Studies to achieve an "A" rating District and Campus accountability.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
additional time for tutoring/remediating skills. (Target Group: 6th,7th ,8th)				previous STAAR data.
7. Provide at least one period a day in the STAAR tested areas to provide tutoring and targeted reinforcement for students needing assistance. (Target Group: AtRisk)	Core Subject Teachers, Principal(s)	all year	(S)State Compensatory	Criteria: Student growth DMAC data STAAR results Formative - Benchmark test results, six-week grades, STAAR results
8. Paraprofessionals will provide academic assistance to at risk, special education, and general education students by going into classrooms and working with small groups and by pulling students out for one-on-one instruction. (Target Group: All,SPED,AtRisk,6th,7th ,8th)	Classroom Teachers, Principal(s)	all year	(S)Local Funds, (S)State Compensatory	Criteria: Student growth Formative - Six weeks grades, benchmark and STAAR results.
9. Examine staffing patterns, and adjust teaching assignments and the master schedule in an effort increase performance in deficient core areas. (Target Group: All)	Principal(s)	Yearly	(S)Local Funds	Criteria: Student growth Formative - Benchmark and STAAR results

HARLETON J H

Goal 2. Increase student achievement and student academic success for all students by strengthening educational programs in core areas with additional support for specific areas and targeted populations.

Objective 2. Students will be identified, placed and served in the appropriate programs that meet their diverse needs including special education, ESL, gifted, and atrisk.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will offer tutorials to all students that need additional instruction and assistance for core academic subjects before and after school as needed. (Target Group: All)	Core Subject Teachers, Counselor(s), Principal(s)	weekly	(S)Local Funds, (S)State Compensatory	Criteria: STAAR results student growth Formative - Tutorial attendance, progress reports, and 6 week grades.
2. The campus counselor will identify and serve students that are in need of additional services through appropriate committees (Rtl, 504, ARD, LPAC, G/T, etc.) in order to meet individual academic needs. (Target Group: ESL,Migrant,EB,SPED,GT,AtRisk,Dys,504)	Classroom Teachers, Counselor(s), Curriculum/Special Programs Director, Principal(s)	weekly	(S)State Compensatory	Criteria: student growth Summative - Minutes of committee meetings, record of referrals to special programs

HARLETON J H

Goal 2. Increase student achievement and student academic success for all students by strengthening educational programs in core areas with additional support for specific areas and targeted populations.

Objective 3. Provide targeted assistance for all core subjects and special education students in order to increase performance on STAAR in all areas.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide lesson planning assistance in order to target high needs readiness and supporting standards. (Target Group: All,6th,7th ,8th) (Strategic Priorities: 3)	Core Subject Teachers, Curriculum/Special Programs Director, Principal(s)	each six weeks	(S)Local Funds	Criteria: Student growth Lesson plans
2. Use regular benchmark assessments in order to track student performance and identify students in need of assistance. (Target Group: All)	Core Subject Teachers, Curriculum/Special Programs Director, Principal(s)	each six weeks	(S)Local Funds	Criteria: Data results student growth Benchmark results
3. Using student data from previous STAAR tests, plan targeted educational supports to ensure students in need of Accelerated Instruction receive the appropriate support and instruction (Target Group: 6th,7th ,8th) (Strategic Priorities: 4)	Classroom Teachers, Core Subject Teachers, Counselor(s), Principal(s)	each six weeks	(S)Local Funds	Criteria: Provide accelerated Instruction to all students who scored "did not meet" on STAAR assessments. Use student data to plan targeted educational supports to ensure students requiring accelerated instruction receive appropriate supplement instruction. 08/22/24 - On Track

HARLETON J H

Goal 2. Increase student achievement and student academic success for all students by strengthening educational programs in core areas with additional support for specific areas and targeted populations.

Objective 4. Provide increased instructional time in all core areas in order to maintain and improve STAAR scores.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue with the master schedule as a 7 period day providing additional minutes of instruction to each class period. (Target Group: All)	Core Subject Teachers, Principal(s)	daily	(S)Local Funds	Criteria: student growth Formative - benchmark STAAR data
2. Provide Reading and Math lab periods in order to target struggling students. (Target Group: 7th) (Strategic Priorities: 3)	Core Subject Teachers	daily	(S)Local Funds	Criteria: Student growth STAAR results DMAC data Increase student academic progress in order to prepare them for High School and college Summative - lesson plans

HARLETON J H

Goal 3. Recruit, develop, and retain a well trained, motivated, and caring staff to assure a positive learning and work environment at Harleton Junior High.

Objective 1. Provide quality professional development opportunities for teachers and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide inexperienced teachers with professional development targeting classroom management, instructional strategies, and content development. (Target Group: All)	Counselor(s), Curriculum/Special Programs Director, Principal(s)	monthly	(S)Local Funds	Criteria: walkthrough evaluations Formative - Feedback from ESC staff, Professional Development Certificates, TTESS evaluations
2. Provide regular meeting times with faculty in order to enhance their knowledge of instructional practice and students needs. (Target Group: All)	Classroom Teachers, Counselor(s), Curriculum/Special Programs Director, Principal(s)	monthly	(S)Local Funds	Criteria: staff growth and development Formative - Staff meeting sign in sheets and agendas
3. Provide and support professional development opportunities for all teachers in order to enhance their content and pedagogical knowledge. (Target Group: All)	Counselor(s), Curriculum/Special Programs Director, Principal(s)	Monthly	(S)Local Funds	Criteria: professional growth Formative - Professional Development Certificates
4. Partner with local universities and Regional Education Service Centers in order to attract the best pool of applicants for positions. (Target Group: All)	Principal(s), Superintendent	Yearly	(S)Local Funds	Criteria: retention and attraction of highly qualified teachers Formative - TTESS evaluations of new hires, employment placements resulting from partnerships
5. Provide teachers with professional development opportunities through ESC 7 and local peer to peer mentoring in order to grow and retain effective staff members. (Target Group: All)	Classroom Teachers, Curriculum/Special Programs Director, Principal(s)	Monthly	(S)Local Funds, (S)State Compensatory	Criteria: professional growth Formative - Professional Development Certificates, mentoring records

HARLETON J H

Goal 3. Recruit, develop, and retain a well trained, motivated, and caring staff to assure a positive learning and work environment at Harleton Junior High.

Objective 1. Provide quality professional development opportunities for teachers and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Provide professional development opportunities and up to date information for all staff through use of Staff Google Classroom. (Target Group: All) (Strategic Priorities: 1)	Classroom Teachers, Principal(s)	August through May	(S)Local Funds	Criteria: staff growth professional growth 08/22/24 - On Track

HARLETON J H

Goal 3. Recruit, develop, and retain a well trained, motivated, and caring staff to assure a positive learning and work environment at Harleton Junior High.

Objective 2. Provide and develop seamless programs through leveraging staff members across the district.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Coordinate schedules between campuses in order to utilize existing staff between junior high and high school. (Target Group: All)	Principal(s)	Yearly	(S)Local Funds, (S)State Compensatory	Criteria: Teachers promptly arrive Formative - Campus master schedules
2. Provide for vertical teaming in core areas and non-core areas in order to strengthen programs. (Target Group: All)	Principal(s), Superintendent	Each 6 Weeks	(S)Local Funds	Criteria: Provide information and ideas to implement in the classroom to increase student scores Formative - 6 week grades, minutes of teaming meetings

HARLETON J H

Goal 4. Provide staff and students with highly qualified and supportive administrative leadership.

Objective 1. Provide staff and students of Harleton Junior High with highly qualified and supportive principal leadership.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. In order to be informed on educational issues impacting the junior high, the principal will participate in the Principal's Leadership Meetings at ESC 7, and other professional development opportunities deemed necessary. (Target Group: All)	Principal(s), Superintendent	monthly	(S)Local Funds	Criteria: Leadership growth Formative - Professional Development Certificates, Principal Evaluation
2. Provide the staff with opportunities to connect data to the state accountability system. (Target Group: All)	Principal(s)	Each 6 Weeks	(S)Local Funds, (S)State Compensatory	Criteria: student growth data results Formative - Meeting agendas, Data Analysis from assessments
3. Provide positive resources for students that focus on issues impacting the culture and climate of the campus such as drug abuse, bullying, cancer awareness, and character building. Implement Principal's Principles character building into the morning announcements. (Target Group: All)	Classroom Teachers, Counselor(s), Principal(s)	Monthly	(S)Local Funds	Criteria: Monitor implementation and training of programs and adjust as needed Formative - Program participation rates, Discipline records
4. Provide staff with regular opportunities to provide feedback on day to day campus operations, campus programs, and issues affecting campus culture and climate through various means including staff meetings, surveys, and individual face to face meetings. (Target Group: All)	Principal(s)	Monthly	(S)Local Funds	Criteria: -analyze survey feedback Formative - Meeting agendas and sign in sheets
5. Provide information to staff regarding newsletters, professional development and timelines. (Target Group: All) (Strategic Priorities: 1)	Principal(s)	All Year	(S)Local Funds	Criteria: Provide information to all campus staff members 08/22/24 - On Track

HARLETON J H

Goal 5. Create positive parent and community partnerships through multiple means of communication and cooperation to support the district's mission.

Objective 1. Encourage family and community involvement through various opportunities to support the mission of Harleton Junior High.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The campus will host a "Meet the Teacher" event at the beginning of the school year to provide parents with an opportunity to meet their child's teachers. (Target Group: All)	Classroom Teachers, Counselor(s), Principal(s)	August	(S)Local Funds	Criteria: Parents actively involved in school activities Formative - Parent sign in sheets
2. Host informative meetings regarding campus happenings for parents and community members at Harleton Junior High. (Target Group: All)	Principal(s)	Each Semester	(S)Local Funds	Criteria: Parents are actively involved and participate in campus events. They are knowledgeable in academic topics Formative - Participation data and sign in sheets
3. Harleton Junior High will partner with parents and community members to sponsor educational school and field based experiences for students. (Target Group: All)	Classroom Teachers, Counselor(s), Principal(s)	Each semester	(S)Local Funds	Criteria: Parents are actively involved and participate in campus events. They are knowledgeable in academic topics Formative - Student participation in school and field based experiences.

HARLETON J H

Goal 5. Create positive parent and community partnerships through multiple means of communication and cooperation to support the district's mission.

Objective 2. Promote and strengthen positive parent and community relationships, and enhance trust through the use various methods of communication.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The campus staff will use the district website, Facebook, and school wide messenger applications as means of providing families and community members with up to date information concerning school operations, current events, and general announcements. (Target Group: All)	Classroom Teachers, Counselor(s), Principal(s)	weekly	(S)Local Funds	Criteria: Parents will be partners with educators in the education of their children Formative - Parent and community surveys, and feedback
2. Student progress reports will be distributed at the end of the third week of each six week grading period. (Target Group: All)	Classroom Teachers, Principal(s)	each six weeks	(S)Local Funds	Criteria: Parents will be partners with educators in the education of their children Formative - Progress reports
3. Parents will have access to their student's grades and attendance reports at any time through the use of an online portal in Skyward. (Target Group: All)	Classroom Teachers, Director of Technology, Principal(s)	daily	(S)Local Funds	Criteria: Parents will be partners with educators in the education of their children Formative - Parental feedback, surveys
4. Teachers will be available for and promote parent-teacher conferences. (Target Group: All)	Classroom Teachers, Counselor(s), Principal(s)	Weekly	(S)Local Funds	Criteria: Children's education will be a partnership between parents and educators Formative - Record of Teacher-Parent contact, Teacher evaluations
5. The staff of Harleton Junior High will communicate, encourage, support, and celebrate student success by sending positive postcards to parents/guardians of	Classroom Teachers, Counselor(s), Principal(s)	weekly	(S)Local Funds	Criteria: Promote a positive school culture and instill pride in students Formative - Record of referrals

HARLETON J H

Goal 5. Create positive parent and community partnerships through multiple means of communication and cooperation to support the district's mission.

Objective 2. Promote and strengthen positive parent and community relationships, and enhance trust through the use various methods of communication.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
students and recognizing students with positive office referral and student of the month. (Target Group: All)				and recognitions

HARLETON J H

Goal 6. Provide well-maintained instructional and support facilities, while providing a safe, secure and disciplined but supportive learning environment for students and staff.

Objective 1. The staff of Harleton Junior High will respond to crisis situations in an organized and professional manner.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Coaches and appropriate staff will be trained in CPR and first aid. (Target Group: All)	Curriculum/Special Programs Director, Principal(s)	August	(S)Local Funds	Criteria: Safety training Formative - Professional Development Certificates
2. A team of staff members at Harleton Junior High will receive restraint training. (Target Group: All)	Classroom Teachers, Curriculum/Special Programs Director, Principal(s)	August	(S)Local Funds	Criteria: Provide training to designated staff Formative - Restraint Training Certifications
3. The staff of Harleton Junior High will review the procedures in the Emergency Operations Plan. (Target Group: All)	Classroom Teachers, Counselor(s), Principal(s)	August	(S)Local Funds	Criteria: Training and practice on emergency protocols for all staff Formative - Staff evaluations, surveys
4. Harleton Junior High will conduct monthly (or time appropriate) safety drills: fire, tornado, intruder, and shelter-in-place. (Target Group: All)	Classroom Teachers, Counselor(s), Principal(s)	Monthly	(S)Local Funds	Criteria: Monthly training and practice drills on emergency protocols for all staff Formative - Documentation of drills
5. All visitors will have to provide a state identification that will be processed by the RAPTOR system. (Target Group: All)	Campus Office Staff, Principal	daily	(S)Local Funds	Criteria: Training and practice for office staff 08/22/24 - On Track
6. All campus entrances will remain locked throughout the day. All visitors must be granted entry and check in through the office. (Target Group: All)	Campus Office Staff, Principal, Teacher(s)	daily	(S)Local Funds	Criteria: formative 08/22/24 - On Track

HARLETON J H

- Goal 6.** Provide well-maintained instructional and support facilities, while providing a safe, secure and disciplined but supportive learning environment for students and staff.
- Objective 2.** All students will be educated in learning environments that are safe, drug-free, conducive to learning, and stress healthy lifestyle choices.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Coaches and physical education teachers will be trained to administer the appropriate components of the Fitness Gram to students, report results and promote healthy lifestyle habits. (Target Group: All)	Classroom Teachers, Principal(s)	Spring	(S)Local Funds	Criteria: Instill and promote healthy lifestyle habits Formative - Record of Fitness Gram participation
2. Students will observe Red Ribbon Week and participate in Red Ribbon activities. (Target Group: All)	Classroom Teachers, Counselor(s), Principal(s)	October	(S)Local Funds	Criteria: Promote and instill healthy lifestyle habits Formative - Participation rate in activities
3. Harleton Junior High will make available programs, school counseling services, and reporting mechanisms for students related to bullying. (Target Group: All)	Classroom Teachers, Counselor(s), Principal(s)	Daily	(S)Local Funds	Criteria: Conduct lessons for students throughout the year. Formative - Evaluation of discipline referrals, counseling referrals, reported referrals
4. Harleton Junior High will monitor students' activities through use of personnel, video cameras, and computer tracking means when and where appropriate to ensure student safety and a healthy environment. (Target Group: All)	Classroom Teachers, Counselor(s), Principal(s)	Daily	(S)Local Funds	Criteria: Continued monitoring of security measures throughout campus. Formative - Incident reports, discipline referrals
5. In order to promote an orderly learning environment, Harleton Junior High will implement a discipline management plan that provides guidelines for consequences by taking into account the offending behavior of the student as well as the number of offenses.	Board of Trustees, Classroom Teachers, Counselor(s), Principal(s), Superintendent	Daily	(S)Local Funds	Criteria: Monitoring of discipline statistics. Incident reports, referrals, teacher surveys

HARLETON J H

Goal 6. Provide well-maintained instructional and support facilities, while providing a safe, secure and disciplined but supportive learning environment for students and staff.

Objective 2. All students will be educated in learning environments that are safe, drug-free, conducive to learning, and stress healthy lifestyle choices.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Target Group: All)				
6. Implement a character education program that includes positive character traits and personal skills. (Target Group: 6th,7th ,8th)	Counselor(s), Parent Volunteers, Principal	yearly	(S)Local Funds	Criteria: Promote a positive school culture and instill pride in students. 08/22/24 - On Track
7. Harleton Junior High counselor will provide opportunity for students to meet with her as needed for support to target specific trends in mental health. (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Principal(s)	Weekly	(S)Local Funds	Criteria: Criteria: Proactively mitigate campus mental health concerns Formative: Counselor schedules, Sign in sheets 08/22/24 - On Track
8. Harleton Junior High will provide access to one-on-one services through Texas T-CHAT program. (Target Group: All) (Strategic Priorities: 2,3,4)	Counselor(s), Principal(s)	Weekly	(S)Local Funds	Criteria: Criteria: counselor referrals Formative: sign in sheets, student appointment numbers 08/22/24 - On Track

HARLETON J H

- Goal 6.** Provide well-maintained instructional and support facilities, while providing a safe, secure and disciplined but supportive learning environment for students and staff.
- Objective 3.** The staff of Harleton Junior High will recognize and reward positive behaviors and traits of students in an effort to improve the overall climate and culture of the campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The staff of Harleton Junior High will recognize and reward students with "positive office referrals" for good deeds and exemplary efforts not related to academic performance. (Target Group: All)	Classroom Teachers, Principal(s)	monthly	(S)Local Funds	Criteria: Promote a positive school culture and instill pride in students. Summative - Positive Office Referral data.
2. The staff of Harleton Junior High will recognize a "student of the month" for exemplary academic and leadership efforts at monthly school board meetings. (Target Group: All)	Board of Trustees, Classroom Teachers, Principal(s), Superintendent	monthly	(O)Local Districts	Criteria: Promote a positive school culture and instill pride in students. Summative - nominations for student of the month
3. The staff of Harleton Junior High will recognize exemplary efforts and character with "Positive Postcards" mailed home to parents of students. (Target Group: All)	Classroom Teachers, Principal(s)	monthly	(O)Local Districts	Criteria: Promote a positive school culture and instill pride in students. Summative - postcards mailed home
4. The staff of Harleton Junior High will provide students with the opportunity to earn at least one student level incentive activity each semester of the school year. (Target Group: All)	Classroom Teachers, Principal(s)	each semester	(S)Local Funds	Criteria: Instill pride in students and promote a positive school culture. Summative - participation in student incentives.

HARLETON J H

Mission

It is the MISSION of Harleton Junior High to prepare students to become college and career ready as they enter high school by ensuring that every student has access to quality instruction that enables them to become productive, competitive citizens globally, socially, economically, and educationally.

Vision

It is the VISION of Harleton Junior High to promote excellence in education by preparing students to become productive citizens as well as life-long learners. Each student will be provided the opportunity to reach his or her potential utilizing qualified, effective and caring teaching personnel with developmentally appropriate curriculum that emphasizes critical thinking. Community and staff relations will be enhanced through effective communication. All available financial resources will be utilized to achieve the campus mission.

Nondiscrimination Notice

HARLETON J H does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

Comprehensive Needs Assessment

Comprehensive Needs Assessment Data Sources

Disaggregated STAAR Data
Discipline Referrals
Drop-out Rates
Failure Lists
Federal Program Guidelines
Highly Qualified Staff
Maintenance Records
Multi-Year Trends
Parent Participation
PEIMS Reports
Promotion/Retention Rates
Report Card Grades
Semester Exam Grades
Special Programs Evaluations
Staff Development
Staff/Parents/Community/ Business members involved w/SBDM
Standardized Tests
Survey and Interviews of Students/Staff/Parents
Teacher Turnover Rates

Harleton Junior High Site Based Committee

Campus Improvement Plan 2024-2025

Name	Position	Signature
Melinda Ready	Principal	Melinda Ready
Kim Winsted	Counselor	Kim Winsted
Jennifer Hargett	Science Teacher	Jennifer Hargett
Bradley Faulkner	Teacher	Bradley Faulkner
Tammy Penhallegon	Math Teacher	T. Penhallegon
Jana Minor	Special Education Teacher	Jana Minor
Sonya Tidwell	Teacher	Sonya Tidwell
Cheryl Hardy	Teacher	Cheryl Hardy
Krystal Tarver	Parent	Krystal Tarver

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Campus Improvement Plan

2024/2025



Crystal Brock
PO Box 710
9037772711
brockcrystal@harletonisd.net

The following information will be used to conduct a comprehensive needs assessment:

- Texas Academic Performance Report
- School Report Card
- Progress Based Monitoring Data
- STAAR EOC Scores
- Faculty/Staff Needs Assessment
- Failure List
- Graduation Rates
- ACT/SAT/PSAT scores
- Previous Campus Plans
- Attendance Data
- Discipline Report

HARLETON H S

Mission

Empowering students to excel.

Vision

Harleton High School will be a safe and nurturing learning environment for all students. Students will feel welcomed, cared for, and will know teachers believe in their abilities. Teachers will build positive relationships with students that empower them to reach their college and career goals.

Instruction will be data-driven and student growth and progress will be evaluated. The administration will provide opportunities for teachers and parents to interact, build relationships, and create goals for student success. Decisions will always be made in the best interest of HHS students.

Nondiscrimination Notice

HARLETON H S does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

Harleton HS Site-Based Decision Making Committee

Name	Position
Ratcliff, Honey	Assistant Principal
Brock, Crystal	Principal
Coulter, Brian	Teacher
Hammack, Todd	Teacher - Parent
Johnston, Dawn	Teacher
Parrish, Gary	ICS Teacher, Coach
Cunningham, Patricia	Teacher
Townlin, Lacy	Parent
Bates, Katherine	Administrative Assistant
Sheffield, Chad	DAEP Director, Coach
Strong, Kerry	ISS, Coach
Wright, Gwen	Teacher
Echols, Kydia	Teacher
Brown, Clay	Teacher, Coach
Osborn, Danny	Teacher, Coach
Cureton, Lesa	Librarian Aide, Grandparent

HARLETON H S

Goal 1. Harleton High School (HHS) will foster a culture of high expectations for all students and will establish a delivery system of a well-balanced curriculum in order for each student to exceed educational performance standards and graduate with a strong sense of self-worth.

Objective 1. Students will show individual progress on all state and local assessments in all core areas.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. HHS will identify student needs by using data and individual learning plans for all students with an emphasis on students with recognized deficiencies such as class failures, failure of state assessments, and learning disabilities. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 2)	Asst. Principal of Student Services, Classroom Teachers, Principal(s)	2024-2025	(F)IDEA Special Education, (L)Instructional Funds, (S)State Compensatory	Summative - Assessment results, individual learning progress
2. HHS will administer assessments every 6 weeks and use the results to plan and monitor instruction through meetings with the teachers and through classroom observations. (Target Group: All,9th,10th,11th,12th) (Strategic Priorities: 2,3)	Classroom Teachers, Core Subject Teachers, Principal(s)	Each six weeks, 2024-2025	(L)Instructional Funds, (S)Local Funds, (S)State Compensatory	Summative - Assessment results, walk-throughs and observations, individual progress documentation
3. HHS will provide appropriate placement for all students who fail to master the TEKS or students who are in danger of losing credit through the assignment and scheduling of tutorials and/or the Edgenuity software. (Target Group: All,9th,10th,11th,12th) (Strategic Priorities: 2,3)	Asst. Principal of Student Services, Classroom Teachers, Principal(s)	2024-2025	(L)Instructional Funds, (S)State Compensatory	Summative - Student report cards, student transcripts, student graduation plan
4. HHS will conduct student progress meetings with the teachers and the principal. (Target Group: All,9th,10th,11th,12th) (Strategic Priorities: 2,3)	Classroom Teachers, Principal(s)	2024-2025	(L)Instructional Funds, (S)Local Funds	Summative - Report cards, meeting schedules, progress documentation
5. At HHS the principal and assistant principal will conduct classroom walk-throughs and will focus on evaluating engagement and student-centered instruction. (Target Group: All,9th,10th,11th,12th) (Strategic Priorities: 1,2,3)	Principal(s)	2024-2025	(S)Local Funds	Summative - Student report cards, student progress documentation, T-TESS documentation
6. At HHS, teachers will create a Year at a Glance (YAG) plan for each course to ensure all TEKS (Texas Essential Knowledge and Skills) are covered throughout the class. (Target Group: All,9th,10th,11th,12th)	Classroom Teachers	2024-2025	(S)Local Funds	Summative - YAGS, Student progress documentation,

HARLETON H S

Goal 1. Harleton High School (HHS) will foster a culture of high expectations for all students and will establish a delivery system of a well-balanced curriculum in order for each student to exceed educational performance standards and graduate with a strong sense of self-worth.

Objective 1. Students will show individual progress on all state and local assessments in all core areas.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Strategic Priorities: 2,3)				
7. At HHS, teachers will focus on individualized instruction and progress in the classroom. (Target Group: All,SPED,GT,CTE,9th,10th,11th,12th) (Strategic Priorities: 2,3)	Classroom Teachers, Principal(s)	2024-2025	(F)Career and Technology Education (CTE), (F)IDEA Special Education, (L)Instructional Funds, (S)Local Funds, (S)State Compensatory	Summative - YAGs, SWAGs, Observations, T-TESS documentation
8. At HHS, students will have the opportunity to take at least 12 hours of dual credit. Students will be eligible the summer following their freshman year if they meet college readiness standards. (Target Group: All,GT,CTE,9th,10th,11th,12th) (Strategic Priorities: 3)	Asst. Principal of Student Services, Principal(s)	2024-2025	(F)Career and Technology Education (CTE), (L)Instructional Funds, (S)Local Funds	Summative - Student Transcripts
9. HHS students will discuss and/or practice effective writing techniques frequently in English classes and implement them in all other courses to improve their writing skills. (Target Group: All,9th,10th,11th,12th) (Strategic Priorities: 2)	Classroom Teachers	2024-2025	(S)Local Funds	Summative - YAGs, SWAGs, Observations, English EOC results
10. HHS will utilize Edgenuity to provide a virtual environment for credit recovery. (Target Group: All,9th,10th,11th,12th) (Strategic Priorities: 2,3)	Asst. Principal of Student Services, Principal(s)	2024-2025	(L)Instructional Funds, (S)Local Funds	Summative - Edgenuity end of year report
11. HHS will comply with HB1416 and create an accelerated learning plan for any student who did not pass the previous year STAAR assessments by: - providing 15 or 30 hours of supplemental instruction for students who did not meet state requirements on STAAR EOC prioritizing math and RLA. (Target Group: AtRisk) (Strategic Priorities: 2)		2024-2025		

HARLETON H S

- Goal 1.** Harleton High School (HHS) will foster a culture of high expectations for all students and will establish a delivery system of a well-balanced curriculum in order for each student to exceed educational performance standards and graduate with a strong sense of self-worth.
- Objective 2.** Students will show mastery of six weeks essential knowledge and skills by satisfactory performance on six weeks' cumulative assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All core teachers at HHS will assess six weeks data to determine strengths and weaknesses of students and overall student progress. (Pre and Post tests, student portfolios, projects, etc.) (Target Group: All,9th,10th,11th,12th) (Strategic Priorities: 2,3)	Classroom Teachers, Principal(s)	2024-2025	(L)Instructional Funds, (S)Local Funds	Summative - Six weeks reports. Data meeting documentation
2. Teachers will meet with the principal every six weeks to discuss student progress and content mastery. (Target Group: All,9th,10th,11th,12th) (Strategic Priorities: 2,3)	Classroom Teachers, Principal(s)	Each six weeks 2024-2025	(S)Local Funds	Summative - Six weeks data reports, six weeks campus report, student transcripts and report cards

HARLETON H S

Goal 1. Harleton High School (HHS) will foster a culture of high expectations for all students and will establish a delivery system of a well-balanced curriculum in order for each student to exceed educational performance standards and graduate with a strong sense of self-worth.

Objective 3. HHS will hire qualified and certified teachers for the classrooms.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. HHS will always attempt to recruit and hire quality teachers for all classroom positions. (Target Group: All,9th,10th,11th,12th) (Strategic Priorities: 1)	Board of Trustees, Principal(s), Superintendent	2024-2025	(S)Local Funds	Summative - Teacher T-TESS evaluations, teacher contracts

HARLETON H S

Goal 2. Harleton High School will work with parents and the community to facilitate a parent involvement program that keeps parents informed and involved.

Objective 1. Parents will be given opportunities to give input and be involved at HHS.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Senior parent events will be hosted at the beginning and end of the school year. (Target Group: 12th) (Strategic Priorities: 3)	Asst. Principal of Student Services, Campus Office Staff, Principal(s)	2024-2025	(S)Local Funds	Summative - Meeting agendas, event programs, parent survey
2. All incoming freshmen and their parents/guardians will be given the opportunity to meet with the Principal and/or Assistant Principal to review their graduation plans and discuss endorsements, class offerings, and post-secondary plans. (Target Group: All,9th,10th,11th,12th) (Strategic Priorities: 3)	Asst. Principal of Student Services, Principal(s)	Summer 2024	(S)Local Funds	Summative - Student PGPs, Meeting schedule, parent survey
3. Open lines of communication will be established between teachers and parents and between administration and parents. (Email, phone, newsletters, Parent Square app) (Target Group: All,9th,10th,11th,12th) (Strategic Priorities: 2,3)	Asst. Principal of Student Services, Classroom Teachers, Principal(s)	2024-2025	(S)Local Funds	Summative - Contact reports, parent survey

HARLETON H S

Goal 2. Harleton High School will work with parents and the community to facilitate a parent involvement program that keeps parents informed and involved.

Objective 2. HHS will have a variety of sources of communication with the parents and the community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A newsletter will be sent to the parents detailing upcoming events and campus highlights each six weeks. (Target Group: All,9th,10th,11th,12th) (CSFs: 5)	Principal(s)	2024-2025	(S)Local Funds	Summative - Parent survey, weekly emails
2. HHS will utilize Parent Square to provide automated text messages/emails for important messages. (Target Group: 9th,10th,11th,12th) (CSFs: 5)	Director of Technology, Principal(s)	2024-2025	(S)Local Funds	Summative - Feedback from community, students, and staff
3. HHS will continue to use social media to share information with parents, students, and the community (Facebook, Instagram, etc.). (Target Group: 9th,10th,11th,12th) (CSFs: 5)	Asst. Principal of Student Services, Campus Office Staff, Classroom Teachers, Principal(s)	2024-2025	(S)Local Funds	Summative - Feedback from community, students, and staff
4. A monthly newsletter, specifically for our seniors, will be provided to highlight college, career, and military information along with scholarship deadlines. (Target Group: 12th) (Strategic Priorities: 3)	Asst. Principal of Student Services	2024-2025	(F)Career and Technology Education (CTE), (S)Local Funds	

HARLETON H S

Goal 2. Harleton High School will work with parents and the community to facilitate a parent involvement program that keeps parents informed and involved.

Objective 3. Parents will feel welcome and supported at HHS.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. HHS will focus on a positive reception for all visitors on campus. (Target Group: All,9th,10th,11th,12th)	Asst. Principal of Student Services, Campus Office Staff, Principal(s)	2024-2025	(S)Local Funds	Summative - Parent survey
2. A Meet the Teacher event will be conducted for all high school students prior to the first day of school. (Target Group: All,9th,10th,11th,12th) (CSFs: 5)	Asst. Principal of Student Services, Classroom Teachers, Principal(s)	August 2024	(S)Local Funds	Summative - Parent survey
3. A senior year kick-off event will be offered for seniors and their parents at the beginning of the school year to provide important information about the senior year of high school. (Target Group: 12th) (Strategic Priorities: 3)	Asst. Principal of Student Services, Campus Office Staff, Principal(s)	September 2024	(S)Local Funds	
4. A FAFSA Night will be hosted to support parents who need assistance with the financial aid process. (Target Group: 12th) (Strategic Priorities: 3)	Asst. Principal of Student Services	January 2025		

HARLETON H S

Goal 3. At Harleton High School, all students will demonstrate mastery of the technology proficiencies in the TEKS. The school will maintain and improve quality standards-based infrastructure throughout the district.

Objective 1. Teachers at HHS will incorporate technology into the instruction in the classroom.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. HHS will maintain an instructional internet-based program for all classes to provide a way for students to complete credit recovery or accelerated instruction. (Target Group: All,9th,10th,11th,12th)	Asst. Principal of Student Services, Director of Technology, Principal(s), Technology Staff	2024-2025	(S)Local Funds	Summative - Student transcripts
2. HHS will increase engagement in the classroom by adding computer access for each classroom. (Target Group: All,9th,10th,11th,12th)	Classroom Teachers, Director of Technology, Principal(s), Technology Staff	2024-2025	(S)Instructional Materials Allotment (IMA), (S)Local Funds	Summative - Wifi access, Chromebooks
3. Chromebooks will be available for teachers to enhance classroom instruction. HHS currently has Chromebooks in all core classes and other carts available to check out for elective classes. (Target Group: All,9th,10th,11th,12th)	Classroom Teachers, Director of Technology, Principal(s), Technology Staff	2024-2025	(S)Instructional Materials Allotment (IMA), (S)Local Funds	Summative - Budget, observations, classroom inventory
4. Teachers will have access to use Google Classroom to communicate and instruct in their classrooms. (Target Group: 9th,10th,11th,12th)	Classroom Teachers, Principal(s)	2024-2025	(S)Local Funds	Summative - YAGs, SWAGs

HARLETON H S

Goal 3. At Harleton High School, all students will demonstrate mastery of the technology proficiencies in the TEKS. The school will maintain and improve quality standards-based infrastructure throughout the district.

Objective 2. Students will use technology on a daily basis.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Science teachers will have access to STEMscopes and Systems Go to enhance instruction and ensure standard-based lessons. (Target Group: All,9th,10th,11th,12th)	Classroom Teachers	2024-2025	(S)Instructional Materials Allotment (IMA), (S)Local Funds	Summative - YAG, SWAG, Observations
2. Teachers in all subject areas will have access to Discovery Education which provides digital textbooks, multimedia content, and professional development.	Classroom Teachers, Director of Technology, Principal(s)	2024-2025	(L)Instructional Funds, (S)Local Funds	
3. Digital history curriculum (studentsofhistory.org) will be purchased for World Geography and World History to enhance instruction. (Target Group: All) (CSFs: 1)	Classroom Teachers	2024-2025	(L)Instructional Funds	

HARLETON H S

Goal 4. All students in special programs will meet or exceed individual expectations and goals established for them. Harleton High School will work to meet the needs of all students.

Objective 1. HHS will follow all IEPs and meet the needs of students in Special Education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. HHS will follow all Individual Education Plans for each individual student identified as needing special education. (Target Group: SPED)	Asst. Principal of Student Services, Classroom Teachers, Principal(s)	2024-2025	(F)IDEA Special Education	Summative - IEPs, Modification and Accommodation documentation, student progress reports,

HARLETON H S

Goal 4. All students in special programs will meet or exceed individual expectations and goals established for them. Harleton High School will work to meet the needs of all students.

Objective 2. HHS will offer courses for Career and Tech credits and for certification.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students at HHS will have an opportunity to receive CTE (Career & Technology Education) credits, college credits, and industry-based certifications in various classes. (Target Group: CTE) (Strategic Priorities: 3)	Asst. Principal of Student Services, Classroom Teachers, CTE Personnel, Principal(s)	2024-2025	(F)Career and Technology Education (CTE), (S)Local Funds	Summative - Student transcripts
2. HHS will develop a CTE committee to meet and evaluate the secondary CTE program. Each year a survey will be conducted to evaluate student interest levels and possible new programs. (Target Group: CTE)	Asst. Principal of Student Services, CTE Personnel, Principal(s)	2024-2025	(F)Career and Technology Education (CTE)	Summative - Meeting minutes, transcripts

HARLETON H S

Goal 4. All students in special programs will meet or exceed individual expectations and goals established for them. Harleton High School will work to meet the needs of all students.

Objective 3. HHS will offer enrichment activities and courses for students identified as Gifted and Talented.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. HHS will provide enrichment activities for GT student in the classrooms. (Target Group: GT)	Classroom Teachers	2024-2025	(S)Local Funds	Summative - Student and parent survey, SWAGs
2. HHS will offer Honors courses in all core classes to meet the needs of GT students. (Target Group: GT)	Asst. Principal of Student Services, Core Subject Teachers, Principal(s)	2024-2025	(S)GT Funds	Summative - Student enrollment, SWAGs, YAGs, transcripts
3. HHS will offer opportunities for GT students to participate in Robotics, Rocketry, Job Shadowing, College Visits, UIL Competitions, and College Prep Courses. (Target Group: GT)	Asst. Principal of Student Services, Classroom Teachers, CTE Personnel, Principal(s)	2024-2025	(S)GT Funds, (S)Local Funds	Summative - Student participation list, parent and student surveys

HARLETON H S

Goal 4. All students in special programs will meet or exceed individual expectations and goals established for them. Harleton High School will work to meet the needs of all students.

Objective 4. At HHS, the faculty and staff will focus on providing appropriate instruction and support to all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The RTI program will provide consistent monitoring for at-risk students who are experiencing academic setbacks and are in need of intervention. (Target Group: All,AtRisk)	Asst. Principal of Student Services, Classroom Teachers	2024-2025	(S)Local Funds, (S)State Compensatory	Summative - Report cards, student progress documentation
2. Daily tutorials will be offered for all students who are in danger of failing or who are experiencing difficulty in the class. (Target Group: All,ECD,SPED,AtRisk,504)	Classroom Teachers	Daily 2024-2025	(S)Local Funds, (S)State Compensatory	Summative - Student progress documentation, student report cards, tutoring lists
3. Content mastery will be provided to supplement instruction for students who have a need for additional support. (Target Group: All)	Asst. Principal of Student Services, Classroom Teachers, Principal(s)	2024-2025	(F)IDEA Special Education, (S)Local Funds, (S)State Compensatory	Summative - Content mastery lists, report cards, student transcripts
4. HHS staff will continue to train and develop skills for teaching the TEKS, communicating with students and parents, monitoring instruction and progress, accelerated instruction, dyslexia, special education, 504, RTI, ESL and GT. (Target Group: All,ECD,ESL,EB,SPED,GT,AtRisk,504)	Asst. Principal of Student Services, Classroom Teachers, Harrison Co Special Ed Coop, Principal(s)	2024-2025	(F)IDEA Special Education, (F)Title III Bilingual / ESL, (L)Instructional Funds, (S)GT Funds, (S)Instructional Materials Allotment (IMA), (S)Local Funds, (S)State Compensatory	Summative - Teacher staff development records, certifications, teacher goals and goal documentation

HARLETON H S

Goal 4. All students in special programs will meet or exceed individual expectations and goals established for them. Harleton High School will work to meet the needs of all students.

Objective 5. Financial Math/Life 101 will be a mandatory class for all students to help prepare them for life after high school.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students will learn about financial responsibilities such as taxes, applying for loans, student loans, interest rates, credit cards, etc in the Financial Math/Life 101 course. (Target Group: All,11th,12th)	Classroom Teachers, Principal(s)	2024-2025	(S)Instructional Materials Allotment (IMA)	
2. Students will also be given opportunities to learn about practical real-world responsibilities such as car maintenance, addressing envelopes, interview etiquette, etc. (Target Group: All,11th,12th)	Classroom Teachers, Principal(s)	2024-2025	(L)Instructional Funds	

HARLETON H S

Goal 5. Harleton High School will set a goal of maintaining a 97% daily attendance average for the 2024-2025 school year. The dropout rate will be less than 1% for all students and student groups on the campus. HHS will promote a positive learning environment for all students.

Objective 1. Attendance will be monitored daily, warning letters will be mailed to parents, and truancy will be addressed.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The parents/guardians of students with attendance issues will be promptly given a warning letter when the issue arises. Parent conferences will be held after 5 unexcused absences and an intervention plan will be established. HHS will file truancy with the Harrison County court system when the issue becomes excessive. (Target Group: All)	Asst. Principal of Student Services, Campus Office Staff, Principal(s)	2024-2025	(S)Local Funds	Summative - Attendance reports, warning letters, court documentation

HARLETON H S

Goal 5. Harleton High School will set a goal of maintaining a 97% daily attendance average for the 2024-2025 school year. The dropout rate will be less than 1% for all students and student groups on the campus. HHS will promote a positive learning environment for all students.

Objective 2. Attendance incentives will be used to encourage and promote daily attendance. Parents will be well informed on ADA and attendance laws.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Attendance incentives will be given. Students who have perfect attendance will continue to be recognized at the Super Star Assembly and earn an end of year reward. (Target Group: All) (CSFs: 1)	Asst. Principal of Student Services, Campus Office Staff, Principal(s)	2024-2025	(S)Local Funds	Summative - Budget, Attendance reports
2. Truancy will be filed on students meeting truant criteria. (Target Group: All)	Asst. Principal of Student Services, Campus Office Staff, Principal(s)	2024-2025	(S)Local Funds	Summative - Court documentation, attendance records
3. Warning letters will be sent to the parents/guardians of students when they meet the warning criteria. (Target Group: All)	Asst. Principal of Student Services, Campus Office Staff, Principal(s)	2024-2025	(S)Local Funds	Summative - Copies of warning letters, attendance reports.
4. Students in danger of losing credit will be assigned Saturday school to make up missed hours and online curriculum (Edgenuity). (Target Group: All)	Asst. Principal of Student Services, Campus Office Staff, Principal(s)	Every six weeks 2024-2025	(S)Local Funds	Summative - Saturday school attendance report, attendance reports, Edgenuity progress reports
5. The HHS tardy policy will be implemented to reinforce the importance of attending class on time. (Target Group: All)	Asst. Principal of Student Services, Campus Office Staff, Principal(s)	Weekly 2024-2025	(S)Local Funds	Summative - Tardy report, detention lists, attendance reports

HARLETON H S

Goal 5. Harleton High School will set a goal of maintaining a 97% daily attendance average for the 2024-2025 school year. The dropout rate will be less than 1% for all students and student groups on the campus. HHS will promote a positive learning environment for all students.

Objective 3. HHS will provide a positive learning experience for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. HHS will assess school climate, work ethics, discipline management, and procedures for acknowledging accomplishments on campus. (Target Group: All)	Asst. Principal of Student Services, Campus Office Staff, Classroom Teachers, Principal(s)	2024-2025	(S)Local Funds	Summative - Parent and student surveys
2. HHS will maintain a tiered discipline system for consistency and fairness. (Target Group: All)	Asst. Principal of Student Services, Principal(s)	2024-2025	(S)Local Funds	Summative - Discipline reports
3. Student success will be celebrated at Super Star assemblies each six weeks. Students will be recognized for academic excellence, perfect attendance, no discipline, work ethic, etc. (Target Group: 9th,10th,11th,12th) (CSFs: 6)	Asst. Principal of Student Services, Campus Office Staff, Classroom Teachers, Principal(s)	each six weeks, 2024-2025	(S)Local Funds	Summative - assembly certificates, drawings for perfect attendance, no discipline, no tardies

HARLETON H S

Goal 5. Harleton High School will set a goal of maintaining a 97% daily attendance average for the 2024-2025 school year. The dropout rate will be less than 1% for all students and student groups on the campus. HHS will promote a positive learning environment for all students.

Objective 4. HHS will have a dropout rate of 1% or less.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. HHS will inform students of options (GED, credit recovery, scheduling options, early graduation). (Target Group: AtRisk)	Asst. Principal of Student Services, Principal(s)	2024-2025		Summative - Drop-out rate
2. Inform students about certification programs (welding, Quick Books, etc.) and Career and Technology programs (Health Science, Welding, Print Shop, Accounting, Engineering, Animal Science). (Target Group: AtRisk)	Asst. Principal of Student Services, CTE Personnel, Principal(s)	2024-2025	(L)Instructional Funds	Summative - CTE enrollment reports
3. Motivate students to get involved with extracurricular activities. (Target Group: AtRisk)	Asst. Principal of Student Services, Classroom Teachers, Principal(s)	2024-2025		

HARLETON H S

Goal 6. Motivational and team-building strategies will be used to encourage and support the staff to promote the recruitment and retention of highly qualified employees.

Objective 1. Create a positive and productive work environment and boost staff morale.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Motivational treats and notes will be given to the staff periodically during the year (Teacher Appreciation Week, Testing Week, Holidays). (Target Group: All) (Strategic Priorities: 1)	Asst. Principal of Student Services, Campus Office Staff, Principal(s)	2024-2025	(S)Local Funds	Summative - Staff survey
2. Continue and improve upon highlighting teacher successes in and out of the classroom (Facebook, Website, Super Star Teacher, Teacher of the Year) (Target Group: All) (Strategic Priorities: 1) (CSFs: 1,6,7)	Asst. Principal of Student Services, Principal(s)	2024-2025		
3. A select group of teachers will work with the principal to assist in evaluating campus morale and provide ideas on how to promote campus positivity.	Assistant Principal(s), Asst. Principal of Student Services, Classroom Teachers, Principal	2024-2025		

HARLETON H S

Goal 6. Motivational and team-building strategies will be used to encourage and support the staff to promote the recruitment and retention of highly qualified employees.

Objective 2. Provide teachers with resources and learning opportunities that will assist them in meeting their needs and individual goals.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Staff meetings, trainings, readings, and discussions will be used throughout the year for continued individual growth among the staff. (Target Group: All)	Asst. Principal of Student Services, Curriculum/Special Programs Director, Principal(s)	2024-2025	(S)Local Funds	Summative - Staff survey, goal documentation, TTESS, Personnel files
2. The HHS staff will set goals and meet with the principal to discuss the progress towards these goals during the school year. TTESS will be used to monitor and evaluate. (Target Group: All)	Principal(s)	2024-2025	(S)Local Funds	Summative - TTESS, Goal documentation

HARLETON H S

Goal 6. Motivational and team-building strategies will be used to encourage and support the staff to promote the recruitment and retention of highly qualified employees.

Objective 3. The theme/motto, "One School - One Team - Making a Difference" will be implemented at HHS.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Our theme, "Be the Reason," will highlight our enthusiasm for student success with a specific emphasis each six weeks. (Target Group: All)	Asst. Principal of Student Services, Campus Office Staff, Curriculum/Special Programs Director, Principal(s)	2024-2025	(S)Local Funds	Summative - Staff Survey

HARLETON H S

Goal 7. Harleton High School will focus on improving performance on state and college readiness assessments.

Objective 1. All students will pass the STAAR EOC test required for graduation and show growth from year to year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Freshman Lab will be utilized to work with small groups and/or one-on-one with students in tested areas (Algebra I, Biology, English I, and US History). Focus will be on helping all students improve using the strategy of pulling from the top up. (Target Group: All) (CSFs: 1,2,4)	Asst. Principal of Student Services, Core Subject Teachers, Curriculum/Special Programs Director, Principal(s)	2024-2025		
2. Use assessment data from the previous year (benchmark scores), BOY assessment, and data collected every six weeks to identify student weaknesses and develop interventions plans. (Target Group: AtRisk) (CSFs: 1)	Asst. Principal of Student Services, Classroom Teachers, Curriculum/Special Programs Director, Principal(s)	2024-2025		
3. Economically Disadvantaged students will be monitored for academic need and intervention will be offered based on academic need. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Asst. Principal of Student Services, Classroom Teachers, Core Subject Teachers, Principal(s)	2024-2025	(L)Instructional Funds	Summative - Summative - ED student performance

HARLETON H S

Goal 7. Harleton High School will focus on improving performance on state and college readiness assessments.

Objective 2. HHS will offer learning opportunities for students and teachers to improve ACT/SAT/TSIA-2 scores.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. HHS will offer at least one student learning opportunity for ACT/SAT preparation (boot camps, tutorials). (Target Group: All) (CSFs: 1)	Asst. Principal of Student Services, Curriculum/Special Programs Director, Principal(s)	2024-2025	(L)Instructional Funds, (S)Local Funds	Summative - ACT/SAT scores
2. Upper level core teachers will work together to assess ACT/SAT data and find ways to incorporate interventions in the classroom. (Target Group: All) (CSFs: 1,2)	Core Subject Teachers, Principal(s)	2024-2025		Summative - ACT/SAT data

HARLETON H S

Goal 7. Harleton High School will focus on improving performance on state and college readiness assessments.

Objective 3. HHS will increase the number of students who show college, career, or military readiness to 90%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The TSIA (College Readiness Exam) will be offered on the HHS campus at least 4 times a year. (Target Group: All) (CSFs: 1)	Asst. Principal of Student Services, Principal(s)	2024-2025	(S)Local Funds	Summative - TSI participation counts
2. Free TSI study guides will be provided to interested students at the beginning of the school year. Students will also be informed of various online tools that can be used to study for the assessment. (Target Group: All) (CSFs: 1)	Principal(s)	2024-2025		
3. Office staff will track student progress towards TSI completion. (Target Group: 9th,10th,11th,12th)	Asst. Principal of Student Services, Campus Office Staff, Principal	2024-2025		
4. Students will be given the opportunity to obtain industry-based certifications through Career and Technology Education courses. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Assistant Principal(s), Classroom Teachers, Principal	2024-2025	(F)Career and Technology Education (CTE)	
5. Students who have not shown college readiness by their senior year will be enrolled in a math and/or reading remediation course provided by Texas College Bridge. (Target Group: 12th) (Strategic Priorities: 2)	Assistant Principal(s), Principal(s)	2024-2025		

HARLETON H S

Goal 8. HHS will provide and promote a climate that is safe for students, faculty, parents, and community.

Objective 1. HHS will be proactive in maximizing campus safety in order to ensure the best possible learning environment for students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. HHS will follow District Emergency Procedures and Crisis Management Plan. All staff will have access to proper emergency procedural guidelines posted in their classroom. (Target Group: 9th,10th,11th,12th) (CSFs: 6)	Campus Office Staff, Classroom Teachers, Principal(s)	2024-2025		Summative - Drills, safety audits
2. HHS will follow guidelines on mandatory school drills and exercises to prepare district students and employees for responding to an emergency. (Target Group: 9th,10th,11th,12th)	Asst. Principal of Student Services, Campus Office Staff, Principal(s)	2024-2025		Summative - Safety audits, drill documentation
3. At HHS, we will actively monitor campus grounds/buildings by being present and watching cameras.	Asst. Principal of Student Services, Campus Office Staff, Classroom Teachers, Principal(s)	2024-2025		
4. All visitors will have to provide a state identification that will be processed by the RAPTOR system.	Campus Office Staff	daily, 2024-2025		
5. All students who drive on campus will be required to provide a valid driver's license, current insurance, and receive a parking permit.	Asst. Principal of Student Services, Campus Office Staff, Principal(s)	2024-2025		Summative - parking permit data, parking lot checks
6. All campus entrances will remained locked throughout the day. Students and faculty will use ID badges to enter the building. All visitors must be granted entry and check in through the high school/central office.	Asst. Principal of Student Services, Business Manager, Campus Office Staff, Director of Technology, Principal(s), Superintendent	2024-2025		Summative - Daily use of doors

HARLETON H S

Goal 9. Harleton High School will monitor the mental health of our students. Staff will aim to identify the social and emotional needs of our students and provide support for those needs

Objective 1. HHS will administer the PASS survey to identify school-wide needs and then create a plan of action to support those needs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will be informed on the referral process for T-CHAT which is a virtual counseling tool provided free of charge. (Target Group: 9th,10th,11th,12th)	Asst. Principal of Student Services, Classroom Teachers, Principal	2024-2025		
2. Presentations will be incorporated throughout the year that focus on making the right choices and character. (Target Group: 9th,10th,11th,12th)	Asst. Principal of Student Services, Principal	2024-2025		

Resources

Resource	Source
Career and Technology Education (CTE)	Federal
IDEA Special Education	Federal
Instructional Funds	Local
GT Funds	State
Instructional Materials Allotment (IMA)	State
Local Funds	State
State Compensatory	State

Comprehensive Needs Assessment

Comprehensive Needs Assessment Data Sources

ACT/SAT Data
Disaggregated STAAR Data
Discipline Referrals
Drop-out Rates
Expulsion/Suspension Records
Failure Lists
Federal Program Guidelines
Graduation Records
Highly Qualified Staff
Maintenance Records
Multi-Year Trends
Parent Participation
PEIMS Reports
Report Card Grades
Semester Exam Grades
Special Programs Evaluations
Staff Development
Standardized Tests
Survey and Interviews of Students/Staff/Parents
Teacher Turnover Rates

HARLETON ISD

District Improvement Plan

2024/2025

Be the Reason

*2022-2023 District Rating by the Texas Education Agency
Pending TEA Release*



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Date Reviewed:

DMAC Solutions ®

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Date Approved:

10/4/2024

HARLETON ISD

Mission

HISD is committed to building a community of learners dedicated to academic achievement, personal growth and social responsibility.

Vision

We are committed to providing a safe environment where every student can thrive academically, socially, and emotionally.

Nondiscrimination Notice

HARLETON ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

Summary of the Comprehensive Needs Assessment Process

The Comprehensive Needs Assessment for the development of the 2023-2024 District Improvement Plan (DIP) is a continuation of the work from previous years, and includes input from several stakeholder groups, including the needs of the campuses, parent, family, community, and business representatives, and the District Site-Based Decision-Making Committee. Guidance is provided by the Harleton ISD Superintendent and Board of Trustees.

While the Comprehensive Needs Assessment is an ongoing process, the goals, objectives, and strategies have been updated to reflect new and changing needs in response to the pandemic caused by the coronavirus. Strategies will be revised and updated as new needs arise. Timely and meaningful consultation with all required stakeholders is achieved through a variety of formats, including:

- Site-based meetings held periodically throughout the year, as specified by district policy
- Formal and informal feedback
- Surveys
- Quarterly reviews of benchmark data
- School board meetings

Harleton Independent School District utilizes the Multiple Measures of Data model provided by Dr. Victoria Bernhardt which incorporates both quantitative and qualitative data at both the district and campus levels, and emphasizes the following four areas:

- Who are we? (Demographics)
- How well do we do business? (Perceptions)
- How are our students doing? (Student Achievement)
- What are our procedures, methods, and practices? (Processes and Programs)

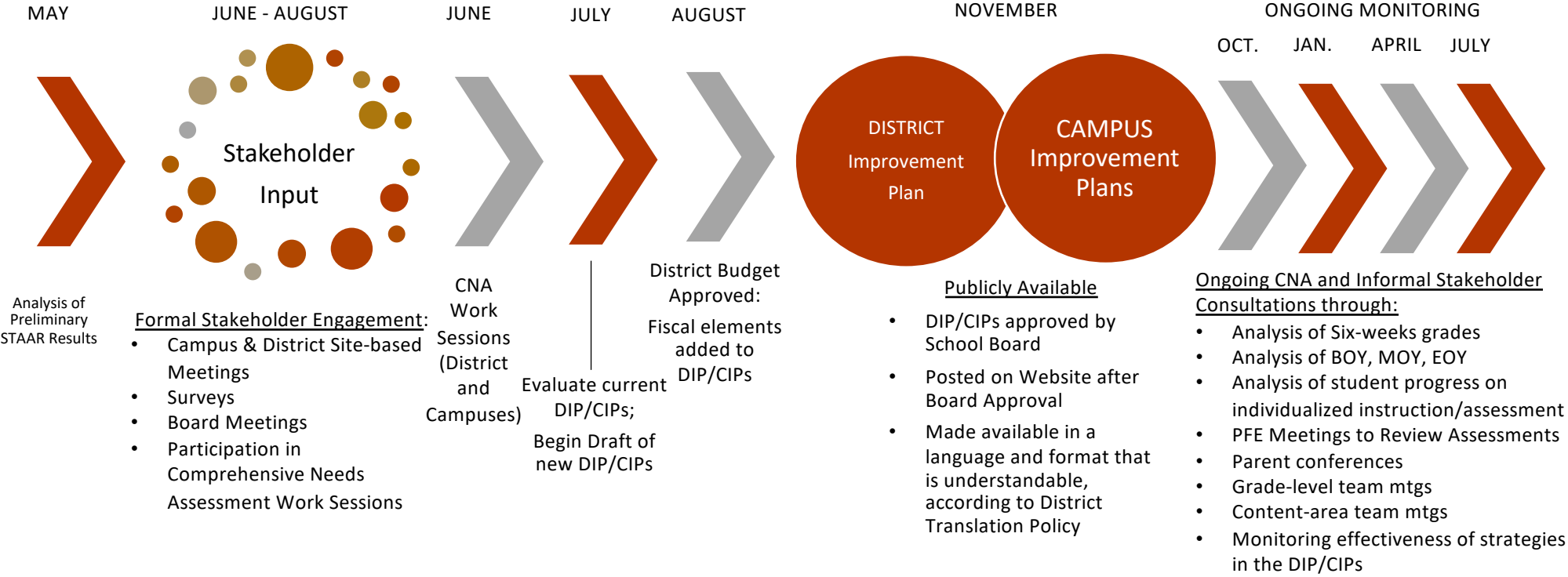
Through an analysis of the data, and utilizing a root cause analysis protocol, strengths, needs, and root causes are identified. Strategies are then developed based on the identified root causes. Finally, stakeholders use a voting method to prioritize strategies with the most potential for having a positive impact on student outcomes.

The purpose of this process is to provide a clear vision, leadership, and guidance for the district and to support all campuses in Harleton ISD in providing quality and equitable opportunities for all students.

The District Improvement Plan is available as hard copy at the District Administration Building, and electronically on the district website at Harleton ISD website. **The plan is in English and made available in Spanish upon request.**

The following timeline is used to develop, monitor, review, revise, and evaluate the ongoing process of the Comprehensive Needs Assessment and evaluate the plan for effectiveness.

Comprehensive Needs Assessment Timeline



HARLETON ISD Site Base

Name	Position
Ratcliff, Jay	Superintendent
Winsted, Kimberly	District Counselor
Cox, Tina	Business Manager
Brown, Blake	District DMAC Site Administrator
Brock, Crystal	Campus Administrator
Jones, Traci	District Manager
Jones, Kevin	Technology
Ready, Melinda	Campus Administrator
Harper, Mike	Maintenance and Transportation
Walker, Meagan	Campus Manager
Clynch, Kim	Librarian
Ratcliff, Honey	Campus Administrator
Wilson, Brandy	parent
Childress, Kelli	Teacher
Little, Nicole	Teacher
Minor, Jana	Special Education Teacher
Player, Rhonda	Teacher
Ebarb, Ashley	Teacher
Howeth, Lori	Business Representative
Brown, Shelly	District Representative

Comprehensive Needs Assessment

Demographics

Demographics Data Sources

PEIMS Reports

Demographics Strengths

The percent of Economically Disadvantaged students (48.5%) is below the state average (62%).
The percent of English Learners (1.6%) is significantly below the state average (23%).
The percent of At-Risk students (32.8%) is below the state average (53.3%).
Average class sizes are smaller than the state average in almost all grades:

Elementary:

Kindergarten District=14.7 State=18.7
Grade 1 District=17.3 State=19.1
Grade 2 District=18.3 State=19.1
Grade 3 District=16.7 State=19.3
Grade 4 District=20.0 State=19.4
Grade 5 District=17.0 State=20.8
Grade 6 District=11.1 State=19.2

Secondary:

English/Language Arts District=10.1 State=16.2
Foreign Languages District=13.4 State=18.8
Mathematics District=10.3 State=17.5
Science District=13.4 State=18.5
Social Studies District=12.8 State=18.9

Demographics Weaknesses

The Retention Rate is higher than the state average in elementary:

- Kindergarten (2.3%); State (1.5%)
- Kindergarten Special Education (20.0%); State (4.5%)

Comprehensive Needs Assessment

Demographics Weaknesses (Continued)

- Grade 1 (4.4%); State (2.5%)
- Grade 2 (4.8%); State (1.6%)
- Grade 4 (2.3%); State (0.5%)

Student Achievement

Student Achievement Data Sources

Disaggregated STAAR Data
Drop-out Rates
Graduation Records

Student Achievement Strengths

The overall student performance rate is at or above state performance levels.
Strong attendance rate.
Dropout rate is 0%.
100% of students are on the Recommended (or higher) Graduation Plans.
Masters Grade levels in HJH

Student Achievement Weaknesses

Based on the 22-23 TAPR report, there is a sharp decrease between meets and masters on the STAAR test.

Student Achievement Needs

Comprehensive Needs Assessment

There is a need to provide early exposure to various career opportunities with emphasis on the necessary and recommended educational requirements.

There is a need to provide additional support for students who are need of intervention.

Student Achievement Summary

Students in Harleton ISD perform well overall. However, there are gaps between the Economically Disadvantaged student group and the All Students group. More support is needed for the Economically Disadvantaged students and their families.

School Culture and Climate

School Culture and Climate Data Sources

Staff/Parents/Community/ Business members involved w/SBDM
Survey and Interviews of Students/Staff/Parents

School Culture and Climate Strengths

Students feel safe. (87%)

Students feel like they have someone to talk to. (82%)

Students feel staff encourages them to do their best. (80%)

School Culture and Climate Weaknesses

Support for staff in SEL training.

School Culture and Climate Needs

Comprehensive Needs Assessment

There is a need to communicate the reasons for the rules and expectations.
Using a pre- and post-survey in early fall and before testing "season" would be helpful.

School Culture and Climate Summary

Overall, students feel safe, encouraged, and that they have someone they can go to if they have problems or need help.

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Data Sources

Highly Qualified Staff
Teacher Turnover Rates

Staff Quality, Recruitment and Retention Strengths

The district has an experienced staff. The average years of experience=14 years; state average = 11 years.
HISD teachers with 10 years or less experience=29%; state=56%.
Turnover rate for Teachers is less than the state average. HISD=8%; state average=21%.

Staff Quality, Recruitment and Retention Weaknesses

Only 8.5% of staff have Master's Degree; state=25%.
Average years of experience of Principals (3.8 years) is lower than the state average (6.1 years).

Staff Quality, Recruitment and Retention Needs

There is a need to review extended education opportunities for staff.

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Needs (Continued)

There is a need to highlight our classrooms in order to draw attention to our district.

Staff Quality, Recruitment and Retention Summary

Harleton ISD has a quality and experienced staff. Increasing the tenure of principals in the district is an area of growth.

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Data Sources

Disaggregated STAAR Data

Curriculum, Instruction and Assessment Strengths

TEKS Resource System is utilized for curriculum and alignment resources. DMAC and TFAR are utilized for benchmarks and data analysis.

HISD STAAR results are well above state average in all grade levels and subject areas.

Higher percentages above state average are obtained for Approaches and most Meets Grade Level Standard.

Curriculum, Instruction and Assessment Weaknesses

The percentage of District STAAR results above state average is not as high for the Masters Grade Level Standard as it is for the Approaches and Meets Grade Level Standards.

Curriculum, Instruction and Assessment Needs

Comprehensive Needs Assessment

There is a need to analyze why the percentage above state average is not as high for the Masters Grade Level Standard.

There is a need to target Math HOTS skills due to STAAR data.

All math tests masters level

district 17% state 19%

Curriculum, Instruction and Assessment Summary

HISD student performance is significantly higher than the state averages in all grade levels and content areas.

Family and Community Involvement

Family and Community Involvement Data Sources

Staff/Parents/Community/ Business members involved w/SBDM

Survey and Interviews of Students/Staff/Parents

Family and Community Involvement Strengths

Parents, Families, and the Community are involved in HISD activities.

PFE is active and effective.

Information is communicated in multiple ways.

Parents are provided information on how to access resources from home.

Family and Community Involvement Weaknesses

There is a lack of training opportunities for families on how to support learning at home.

Family and Community Involvement Needs

Comprehensive Needs Assessment

Family and Community Involvement Needs (Continued)

There is a need to provide training for parents and families on how to support their child's learning at home.
There is a need to find additional ways for effective communication.
There is a need to provide incentives for parents to participate in training programs.

Family and Community Involvement Summary

HISD has great support from the parents, families, and the community. More training opportunities are needed to give parents the ability to better support the learning of their children. Strategies are needed to support families of the Economically Disadvantaged student group.

School Context and Organization

School Context and Organization Strengths

Open communication.
Staff feels supported.
HISD makes data driven decisions.

School Context and Organization Weaknesses

There is a lack of program evaluations,
There is a lack of monitoring of our goals.

School Context and Organization Needs

Vertical Alignment should be implemented in reading and math.

School Context and Organization Summary

Comprehensive Needs Assessment

HISD will assess our curriculum and programs.

Technology

Technology Data Sources

Staff/Parents/Community/ Business members involved w/SBDM
Survey and Interviews of Students/Staff/Parents

Technology Strengths

The number of technology devices are greater than 1-to-1.
Technology devices are two years old or newer.
Infrastructure
There is wifi in all classrooms with adequate bandwidth.
Staff have adequate devices.

Technology Weaknesses

There is a perceived lack of available student devices.
Recent cyber attacks on other schools has caused HISD to need to better prepare for cyber attacks.

Technology Needs

There is a need to provide clear communications regarding the availability of technology devices.
There is a need to provide additional technology training for staff.
There is a need to prepare against a possible cyber attack.

Technology Summary

Comprehensive Needs Assessment

Harleton ISD has very good availability to technology devices and wifi access.
Staff will benefit from additional training for technology integration and how to access online resources.

Other

Other Strengths

Facilities Strengths

Air purifiers are provided throughout the district.
Sanitizing practices are in place.

School Safety

A safety team has been established and a plan written.
School guardians have been trained.

Other Weaknesses

There is not enough covered outdoor spaces.

Other Needs

There is a need to replace old doors.

Other Summary

HISD is continuing to provide safety safety features.

Comprehensive Needs Assessment Data Sources

ACT/SAT Data
Disaggregated STAAR Data
Discipline Referrals
Drop-out Rates
Expulsion/Suspension Records
Failure Lists
Federal Program Guidelines
Graduation Records
Highly Qualified Staff
Maintenance Records
Multi-Year Trends
Parent Participation
PEIMS Reports
Promotion/Retention Rates
Report Card Grades
Semester Exam Grades
Special Programs Evaluations
Staff Development
Staff/Parents/Community/ Business members involved w/SBDM
Standardized Tests
Survey and Interviews of Students/Staff/Parents
Teacher Turnover Rates

HARLETON ISD

Goal 1. Ensure all students obtain 21st Century Skills needed for college, a career/future employment, or to enter the military.

Objective 1. HISD will achieve excellent equitable outcomes for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Provide teachers with the ability to utilize the TEKS Resource System to aide in instructional planning. The system will also aide instructional staff in the development of higher-ordered lessons and the design of engaging work for students. (Title I SW Elements: 2.4,2.5) (Target Group: All,ECD,AtRisk) (Strategic Priorities: 2,3) (ESF: 1.2,4,4.1,5,5.1,5.3)</p>	Principal(s), Superintendent	Monthly, as needed.	(F)Title I, (L)Instructional Funds, (S)Instructional Materials Allotment (IMA), (S)Local Funds, (S)State Compensatory	<p>Criteria: Usage reports of TEKS Resource System</p> <p>Formative - Principals will ensure that teachers are utilizing the TEKS Resource System by checking Six Weeks at Glance (SWAGs)plans on a weekly basis.</p>
<p>2. A teacher-developed assessment will be given and disaggregated each six weeks in order to determine and monitor strengths and weaknesses of students and to ensure that all populations tested will meet the state standard on STAAR subject areas. (Title I SW Elements: 2.2,2.5,2.6) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 4.1,5.3)</p>	Classroom Teachers, Principal(s)	Each six weeks	(L)Instructional Funds, (S)Local Funds	<p>Criteria: Assessment results</p> <p>Formative - Teachers will develop six weeks tests. Campus principals will provide to the superintendent disaggregated data along with plans for improvement within one week after receiving assessment results.</p>
<p>3. Continue the use of a 3-tiered Response to Intervention (RTI) program, maintained through DMAC abd Success Ed, to serve students who are experiencing difficulties succeeding without interventions. The district and each campus will continually evaluate the effectiveness of this program and the strategies utilized and will make changes or revisions as needed. (Title I SW Elements: 2.2,2.4,2.5,2.6) (Target Group: AtRisk) (Strategic Priorities: 2,4) (ESF: 4,4.1)</p>	Asst. Principal of Student Services, Classroom Teachers, Counselor(s), Principal(s), Superintendent	Ongoing	(F)IDEA Special Education, (L)Instructional Funds, (S)State Compensatory	<p>Criteria: RTI Reports Data Meetings Reports</p> <p>Summative - Minutes of RTI meetings.</p>
<p>4. The District will contract with Region 7 Educational Service Center to provide support for teachers and instructional staff. Teachers and paraprofessionals will attend professional development during the course of the school</p>	Business Manager, Principal(s), Superintendent	On-Going	(F)IDEA Special Education, (F)Title I, (F)Title IIA Principal and Teacher Improvement, (F)Title III Bilingual / ESL, (F)Title IV Safe and Drug Free,	<p>Criteria: Region 7 participant report. Parent communication logs.</p> <p>Summative - Region 7 participant</p>

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Goal 1. Ensure all students obtain 21st Century Skills needed for college, a career/future employment, or to enter the military.

Objective 1. HISD will achieve excellent equitable outcomes for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
year that focuses on subject area knowledge, instructional strategies, working with students with special needs, improving home/school communication, students from poverty, and assessment of student performance. (Title I SW Elements: 1.1,2.1,2.4) (Target Group: All) (Strategic Priorities: 1,2,3,4) (ESF: 1.1,3.4,4.1)			(F)Title VI, Part B Rural/Low Income, (L)Instructional Funds, (S)GT Funds, (S)Local Funds, (S)State Compensatory	report. Parent communication logs.
5. Campuses will provide accelerated instruction to students at-risk of failing a class or one or more of the state assessments. (Title I SW Elements: 2.4,2.5,2.6) (Target Group: AtRisk) (Strategic Priorities: 2,4) (ESF: 3.3,4.1,5.1)	Asst. Principal of Student Services, Counselor(s), Principal(s), Superintendent	Monthly	(S)State Compensatory	Criteria: Tutorial schedule Rosters/sign-in sheets Summative - Documentation forms from tutorial teachers and sign-in sheets for Content Mastery classes.
6. Continue to provide instructional aides in critical areas to assist teachers as needed in an effort to provide assistance to individual or small groups of students. (Title I SW Elements: 2.4,2.6) (Target Group: AtRisk) (Strategic Priorities: 2,4) (ESF: 2.1,3.1)	Business Manager, Classroom Teachers, Harrison Co Special Ed Coop, Principal(s), Superintendent	Monthly	(F)IDEA Special Education, (F)Title I, (F)Title VI, Part B Rural/Low Income, (L)Instructional Funds, (S)State Compensatory	Criteria: List of aides/assignments Summative - Documentation of instructional aide assignments and activities.
7. Identify and provide GT certification training for all staff who are not certified in this area. State requires 6 hour update to remain current. (Title I SW Elements: 1.1) (Target Group: GT) (Strategic Priorities: 1) (ESF: 5)	Principal(s), Region 7 ESC, Superintendent	Ongoing	(S)GT Funds	Criteria: Staff Development Reports Staff Development Evaluations Summative - Certificates for all district teachers showing GT certifications.
8. Core classroom teachers will work to develop a Student Learning Objective (SLO) plan for one classroom/one objective to meet the requirements for the T-TESS. (Title I SW	Asst. Principal of Student Services, Classroom Teachers, Counselor(s), Principal(s), Superintendent	End of first six weeks	(L)Instructional Funds, (S)Local Funds	Criteria: SLO Plans completed Summative - A summary of each teacher's SLO will be monitored

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Goal 1. Ensure all students obtain 21st Century Skills needed for college, a career/future employment, or to enter the military.

Objective 1. HISD will achieve excellent equitable outcomes for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Elements: 1.1,2.4) (Target Group: All,ECD,AtRisk) (Strategic Priorities: 2,4) (ESF: 5.3)				each six weeks by the campus principal. A year-end summary will be presented to the superintendent.
9. Ensure campuses are addressing Drop-out prevention and college/career readiness options with students. (Title I SW Elements: 1.1,2.6) (Target Group: AtRisk) (Strategic Priorities: 3) (ESF: 3.1)	Asst. Principal of Student Services, Counselor(s), Principal(s)	Each Six Weeks	(F)Title I, (L)Instructional Funds, (S)Local Funds	Criteria: Graduation Plans Summative - The superintendent and campus principals will meet each six weeks to discuss these issues.
10. Campus principals will document classroom walk-throughs. (Title I SW Elements: 1.1,2.4,2.5) (Target Group: All) (Strategic Priorities: 1,4) (ESF: 1.2,5.2)	Principal(s)	Weekly	(S)Local Funds	Criteria: Walkthrough reports Summative - DMAC reports showing walk-throughs completed.
11. Campus principals will meet with teachers each six weeks to discuss data analysis, including: attendance, student performance, student discipline reports, curriculum planning, campus & classroom needs. The campus principal should lead instructional staff in the development of Professional Learning Communities where teachers are able to analyze data in order to make decisions concerning instruction. (Title I SW Elements: 1.1,2.4) (Target Group: All) (Strategic Priorities: 1,4) (ESF: 5.3)	Classroom Teachers, Principal(s)	Each Six Weeks	(S)Local Funds	Criteria: Documentation of meetings. Summative - Agendas from six weeks meetings with instructional staff. Principal reports to the superintendent of campus analysis and plans for improvements.
12. Campuses will work to maintain an attendance rate of at least 97%. (Title I SW Elements: 2.6) (Target Group: All) (Strategic	Asst. Principal of Student Services, Campus Office Staff, Classroom Teachers,	Ongoing	(S)Local Funds	Criteria: Attendance Reports Summative - Six weeks

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Goal 1. Ensure all students obtain 21st Century Skills needed for college, a career/future employment, or to enter the military.

Objective 1. HISD will achieve excellent equitable outcomes for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Priorities: 4) (ESF: 3.4)	Principal(s)			attendance reports
13. The High School campus will offer Life 101/Financial Math. This course will provide students with practical life math skills and support basic life on one's own skills (i.e., fill out resume, open bank account, etc.) (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Asst. Principal of Student Services, CTE Personnel, Principal(s)	Ongoing	(F)Career and Technology Education (CTE), (L)Instructional Funds, (S)Local Funds	Criteria: Skyward Reports Summative - The HS course manual will reflect the addition of the Life 101/Financial Math course.
14. The High School campus will offer Art and Theater Arts I, II, III and IV to students. (Title I SW Elements: 1.1) (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3) (ESF: 3.1)	Asst. Principal of Student Services, Principal(s)	Ongoing	(L)Instructional Funds, (S)Local Funds	Criteria: Skyward Reports of Class Size Summative - The HS course manual will reflect the addition of Art I & II.
15. The High School campus will continue to offer Certified Nursing Assistant (CNA) course for students wanting to pursue a career in the Health Services field. This course will be a dual-credit course in partnership with Panola College and Jefferson Nursing Home. (Title I SW Elements: 1.1) (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3) (ESF: 4.1)	Asst. Principal of Student Services, Principal(s)	Ongoing	(F)Career and Technology Education (CTE), (S)Local Funds	Criteria: Skyward Reports of Class Size Summative - The HS course manual will reflect the addition of the CNA program.
16. The Engineering program will continue with participation in the Systems Go Rocketry program. (Title I SW Elements: 1.1) (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3) (ESF: 4.1)	Principal(s)	Ongoing	(F)Career and Technology Education (CTE), (S)GT Funds, (S)Local Funds	Criteria: Skyward Reports of Class Size Summative - Inclusion of the Rocketry class in the HS course manual.

HARLETON ISD

Goal 1. Ensure all students obtain 21st Century Skills needed for college, a career/future employment, or to enter the military.

Objective 1. HISD will achieve excellent equitable outcomes for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
17. Harleton ISD will provide students with the opportunity to participate in the Wildcat Honors Track. This track will allow students to take Honors courses in all core subject areas. (Title I SW Elements: 1.1,2.4) (Target Group: All,ECD,ESL,AtRisk) (Strategic Priorities: 3) (ESF: 4.1)	Asst. Principal of Student Services, Core Subject Teachers, Principal(s), Superintendent	Ongoing	(S)Local Funds	Criteria: Skyward Reports Summative - Master course schedule will reflect participants in the Wildcat Honors Track.
18. All campuses will have a tutorial, remediation, or acceleration time built into their schedules. (Title I SW Elements: 2.5,2.6) (Target Group: AtRisk) (Strategic Priorities: 2,4) (ESF: 4.1,5.1,5.3)	Asst. Principal of Student Services, Counselor(s), Principal(s), Superintendent	Ongoing	(F)IDEA Special Education, (F)Title I, (S)State Compensatory	Criteria: Tutorial Schedules List of Students Summative - Documentation will be kept of all tutorial times including student participation and instructional strategies utilized.

HARLETON ISD

Goal 1. Ensure all students obtain 21st Century Skills needed for college, a career/future employment, or to enter the military.

Objective 2. Technology hardware and software will be provided to support 100% of the Technology TEKS standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The District will continue to integrate technology into the curriculum and instruction on a daily basis. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 2) (ESF: 4.1,5.1)	Director of Technology, Librarian/Media Service, Principal(s), Superintendent, Technology Staff	Daily	(L)Instructional Funds, (S)Instructional Materials Allotment (IMA), (S)Local Funds	Criteria: Walkthrough reports Summative - Principals will check lesson plans on a weekly basis. Walkthrough observation reports.
2. The District will contract with Region 7 ESC to provide professional development opportunities to instructional staff in technology literacy and integration of technology in classroom instruction. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 1) (ESF: 1.2,5.1)	Business Manager, Director of Technology, Principal(s), Superintendent	Monthly	(F)Title IIA Principal and Teacher Improvement, (L)Instructional Funds, (S)Instructional Materials Allotment (IMA), (S)Local Funds	Criteria: List of contracted services with ESC7. PD report from ESC7. Formative - Sign in sheets for local trainings. Region 7 EOY reports for training.
3. Continue the rotation and replacement plan for the maintenance and upgrading of district technological hardware. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 1.2)	Director of Technology, Principal(s), Technology Staff	Ongoing	(S)Local Funds	Criteria: Inventory Reports Summative - Budget plans for technology will be presented to the superintendent.
4. Continue the use of Skyward Student Information System and gradebook program. This program also works to provide parents with real-time information about student performance. (Title I SW Elements: 1.1,2.6) (Target Group: All) (Strategic Priorities: 2) (ESF: 3.4)	Director of Technology, Technology Staff	Ongoing	(S)Local Funds	Criteria: Log of parent conferences Formative - The Skyward program will be functional and accessible.

HARLETON ISD

Goal 1. Ensure all students obtain 21st Century Skills needed for college, a career/future employment, or to enter the military.

Objective 3. The Total Credit for CCMR Criteria will increase to 90% on the next accountability report.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. HISD Administration will monitor CCMR for every student and conduct conferences with students when needed. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3) (ESF: 5)	Assistant Principal(s), Principal	Throughout the year	(S)Local Funds	Criteria: CCMR report score

HARLETON ISD

Goal 2. Recruit and retain highly qualified employees at all levels.

Objective 1. Turnover rate for teachers will be less than 20% yearly.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue to offer the insurance stipend to all employees of up to \$1000 each year. This will be evaluated on a yearly basis. (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Business Manager, Superintendent	Annually	(S)Local Funds	Criteria: Pay Scale Summative - Teacher retention rates. Approved budget.
2. The District will recognize years of service (5, 10, 15, 20, 25, etc.) in education and will provide these employees with a reward at the end of year staff meeting. (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Superintendent Secretary	Annually in May	(S)Local Funds	Criteria: List of service awards Summative - List of awards and requisition of service awards to the superintendent by March.
3. The District will purchase each employee a "spirit" item in the Fall semester to wear or take to athletic and academic events. (Target Group: All) (Strategic Priorities: 1)	Superintendent Secretary	Annually in August	(S)Local Funds	Criteria: Invoice Summative - Invoice for order of items.
4. The District will provide employees with an appreciation meal three times during the school year (beginning of school, Christmas break, and at the end of school). (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Superintendent, Superintendent Secretary	August, December, May	(S)Local Funds	Criteria: P.O.'s Summative - Invoices for meals.
5. The District will seek to serve all students with teachers that are certified in the courses that they are teaching. Any teacher not certified must have a written plan describing how certification will be obtained. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Principal(s), Superintendent, Superintendent Secretary	Ongoing	(S)Local Funds	Criteria: Certification records Summative - A list of non-certified personnel will be delivered to the superintendent by August 28, 2020, along with the plans for gaining certification for these employees.
6. The District will utilize a hiring committee	Principal(s), Superintendent	Ongoing	(S)Local Funds	Criteria: Committee list

HARLETON ISD

Goal 2. Recruit and retain highly qualified employees at all levels.

Objective 1. Turnover rate for teachers will be less than 20% yearly.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
made up of teachers and administrators when possible to interview prospective hires. (Title I SW Elements: 2.1) (Target Group: All) (Strategic Priorities: 1)				Summative - A list of hiring committee members will be submitted to the superintendent.
7. Each campus principal will develop and implement a Mentoring/Induction program for new employees. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1)	Principal(s)	Annually in August	(S)Local Funds	Criteria: Schedule of mentoring activities Summative - A summary of the mentoring/induction program activities will be submitted to the superintendent annually in June.
8. The District will form partnerships with surrounding universities and teacher preparation programs in order to recruit new teachers to the district. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1)	Principal(s), Superintendent	Ongoing	(S)Local Funds	Criteria: List of partnerships Summative - Principals will obtain contact information for preparation program students when needed.
9. The District will provide teachers and paraprofessionals opportunities to attend professional development that promotes high quality teaching and the development of skills to teach the TEKS, to improve communication with and involvement of parents, to monitor instruction for mastery, and to develop strategies for special areas including accelerated instruction, dyslexia, special education, ESL, GT, and College Readiness. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 1)	Teacher(s)	Monthly	(L)Instructional Funds, (S)Local Funds	Criteria: Professional Development reports from ESC7
10. The District will pay for the testing of any teacher who takes and passes the ESL	Business Manager, Superintendent	Each semester	(F)Title III Bilingual / ESL	Criteria: List of ESL certifications obtained

HARLETON ISD

Goal 2. Recruit and retain highly qualified employees at all levels.

Objective 1. Turnover rate for teachers will be less than 20% yearly.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
certification examination. This is to ensure that each grade level has a teacher certified to instruct ESL students. (Title I SW Elements: 2.4,2.5) (Target Group: ESL) (Strategic Priorities: 1,2)				

HARLETON ISD

Goal 3. Provide an optimal learning climate in a safe environment while maximizing the use of current facilities.

Objective 1. Increase perceptions of having a positive school climate by 10% in the 2023-2024 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The School Health Advisory Committee (SHAC) will meet 4 times a year during the year to assess and evaluate the food and nutrition program, the health education program, the sex education program, the mental health program, SEL, and the wellness program for the district. (Target Group: All,ECD,AtRisk) (Strategic Priorities: 1)	Principal(s), SHAC Committee, Superintendent	4 times a year	(S)Local Funds	Criteria: Notice of Meeting(s) Agendas Minutes Sign-in Sheets Summative - A copy of the agendas and minutes from the SHAC meetings will be provided to the superintendent.
2. The District will review the Emergency Management Plan. Findings from the review will be used for revision to the Emergency Operating Procedures Manual. (Title I SW Elements: 1.1) (Target Group: All)	Campus Site-based Teams, Directors, Principal(s), SHAC Committee, Superintendent	Ongoing	(S)Local Funds	Criteria: Manual completed Formative - A copy of the revised Emergency Operating Procedures Manual will be presented to the superintendent.
3. The district will follow state guidelines for conducting emergency drills including each campus practicing emergency drills at least one time per month. Drills will cover different emergency situations throughout the year. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1) (ESF: 3.1)	Principal(s)	Monthly	(S)Local Funds	Criteria: Drill Logs Summative - Each campus will document monthly drills and send a copy of that report to the superintendent.
4. The Board will continue to plan for the maintenance and improvements of the District's facilities. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1) (ESF: 3.1)	Board of Trustees, Business Manager, Superintendent	Ongoing	(S)Local Funds	Criteria: Budget Report of Expenditures Summative - Adopted budget
5. Each campus will develop a Student Code of Conduct which reflects the discipline management policies that will be employed on	Campus Site-based Teams, Principal(s)	Annually by August 31	(S)Local Funds	Criteria: Skyward Reports Summative - Campuses will

HARLETON ISD

Goal 3. Provide an optimal learning climate in a safe environment while maximizing the use of current facilities.

Objective 1. Increase perceptions of having a positive school climate by 10% in the 2023-2024 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
each campus. (Title I SW Elements: 2.3) (Target Group: All) (Strategic Priorities: 2) (ESF: 3.1,3.2,3.3,3.4)				present their Student Handbooks and Student Code of Conduct to the Board for review at the July or August Board meeting.
6. The Board will continue to recognize Student of the Month from each campus at the monthly Board meeting. (Title I SW Elements: 3.1) (Target Group: All) (Strategic Priorities: 2) (ESF: 3.4)	Classroom Teachers, Principal(s)	Monthly	(S)Local Funds	Criteria: List of students Board minutes Summative - Each campus will maintain a list of the students of the month for the year.
7. ParentSquare will be used by the District in order to notify parents in times of emergency. (Title I SW Elements: 1.1,2.3) (Target Group: All) (Strategic Priorities: 1) (ESF: 3.1)	Business Manager, Director of Technology, Superintendent	Ongoing	(S)Instructional Materials Allotment (IMA), (S)Local Funds	Criteria: Parent Square Reports Summative - Listing of messages sent from each campus in the Parent Square system.
8. The District will continue to provide a counselor or an Assistant Principal of Student Services at each campus to provide guidance to students and programs. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2) (ESF: 3.1,3.2)	Business Manager, Superintendent	Ongoing	(F)Title VI, Part B Rural/Low Income, (S)Local Funds	Criteria: Documentation of Meetings Summative - Meeting agendas, documentation of parent notifications
9. The SHAC will address sexual abuse issues according to district policy BQ(LEGAL). The committee will provide information concerning child sexual abuse and action steps for victims seeking and obtaining help and counseling. The committee will make sure that students are aware of the 1-800# located on the posters in	SHAC Committee	Ongoing	(S)Local Funds	Criteria: SHAC reports Summative - The Student Handbooks from each campus will reflect these issues.

HARLETON ISD

Goal 3. Provide an optimal learning climate in a safe environment while maximizing the use of current facilities.

Objective 1. Increase perceptions of having a positive school climate by 10% in the 2023-2024 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
each campus to report any sexual abuse or harassment. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2) (ESF: 3.1,3.2,3.3)				
10. Campus administrators will maintain a record of positive contacts to parents and students throughout the year. (Title I SW Elements: 3.1) (Target Group: All) (Strategic Priorities: 2)	Principal(s)	Ongoing	(S)Local Funds	Criteria: Contact logs Summative - Positive Contact logs will be kept and submitted to the superintendent.

HARLETON ISD

Goal 4. Increase parent, family, and community engagement in the active learning of students and to build school involvement and pride.

Objective 1. Increase parent, family, and community engagement by 10% during the 2023-2024 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Each campus principal will develop a monthly calendar that will inform stakeholders of upcoming events. (Target Group: All)	Principal(s)	Monthly.	(O)Local Districts	Criteria: Monthly calendars available.
2. Each campus will encourage parental involvement through the use of Parent and Open House nights. (Title I SW Elements: 3.1) (Target Group: All) (Strategic Priorities: 2)	Campus Site-based Teams, Classroom Teachers, Principal(s)	Each Semester	(S)Local Funds	Criteria: Notice of Meeting Agendas Sign-in sheets Summative - # of meetings held
3. Each campus will have a Site-based Decision Making Committee comprised of teachers, auxiliary personnel, parents, business leaders, and community members. The SBDM will be charged with assessing the campus climate and programs, as well as, providing an avenue for communications with the community. (Title I SW Elements: 2.1,3.1,3.2) (Target Group: All) (Strategic Priorities: 1,2,3)	Campus Site-based Teams, Parent Volunteers, Principal(s)	Ongoing	(S)Local Funds	Criteria: List of Committee Members Notice of Meeting(s) Agendas Minutes Sign-in sheets Summative - Agendas from SBDM meetings will be collected and presented to the superintendent.
4. The High School will hold a conference with each student and their parents during the summer months to ensure that each student's educational plans are clear and effective. (Title I SW Elements: 2.5,2.6,3.1) (Target Group: All,ECD,AtRisk,8th,9th,10th,11th) (Strategic Priorities: 3)	Asst. Principal of Student Services, Principal(s)	Each summer	(S)Local Funds	Criteria: Student 4-Year Plans completed. Summative - Principal will have documentation of all student/parent conferences.
5. Develop a series of "on demand" resources for parents focused on strategies to facilitate and enhance their child's learning at home. (Target Group: ECD,AtRisk)	Counselor(s), Principal(s), Technology Staff	Two each semester.	(S)State Compensatory	Criteria: Parent Training Series available on district website.
6. Campuses will have parent support groups	Principal(s)	Once per	(O)Local Districts	Criteria: Notice of Meeting(s)

HARLETON ISD

Goal 4. Increase parent, family, and community engagement in the active learning of students and to build school involvement and pride.

Objective 1. Increase parent, family, and community engagement by 10% during the 2023-2024 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(i.e., WIN Committee, PTO) that will meet periodically throughout the school year. Campus administration will use this group as an avenue for communication of campus goals and activities. (Title I SW Elements: 2.5,2.6) (Target Group: All) (Strategic Priorities: 2,3)		semester.		Agendas Sign-in Sheets Minutes
7. Communication with parents, students, and the community will be provided in various forms, including ParentSquare, email, the District webpage, Facebook, Twitter, Remind, Skyward messages, marquees, etc. (Target Group: All,ECD,AtRisk) (Strategic Priorities: 2)	Principal(s), Technology Staff	Monthly	(O)Local Districts	Criteria: Reports of communications posted.

HARLETON ISD

Goal 5. Operate a balanced budget to maintain fiscal responsibility and transparency.

Objective 1. Maintain a fund balance of at least three months operating expenses and maintain a Superior rating from the state's FIRST financial accountability system at all times.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The superintendent and business manager will ensure that the District fund balance is invested appropriately. (Target Group: All)	Business Manager, Superintendent	Monthly	(S)Local Funds	Criteria: Finance report Formative - Monthly Financial report to the Board of Trustees
2. The District will hire an independent auditor to conduct a financial audit annually. (Target Group: All)	Business Manager, Superintendent	By January 31st each year	(S)Local Funds	Criteria: Finance report Summative - Board minutes will reflect that the Board has approved the contracting of the independent auditor.
3. The District will continue to work with internal controls so that no material weaknesses will be evident in the fiscal audit. (Target Group: All)	Business Manager, Superintendent	Monthly	(S)Local Funds	Criteria: Finance report Formative - Monthly budget reports
4. The District will work in cooperation with the Harrison County Tax Collector's office to ensure that the tax collection rate is greater than or equal to 96%. (Target Group: All)	Business Manager	Monthly	(S)Local Funds	Criteria: Finance report Summative - By January 31st each year, the District will contact the Tax Collector's office to inquire about the tax collection percentage and recommend a course of action to the superintendent.
5. The District will utilize the services of tax attorneys to seek to gain an increase in the collection of delinquent taxes. (Target Group: All)	Business Manager, Superintendent	Monthly	(S)Local Funds	Criteria: Finance report Summative - Overall tax collections report for the fiscal year

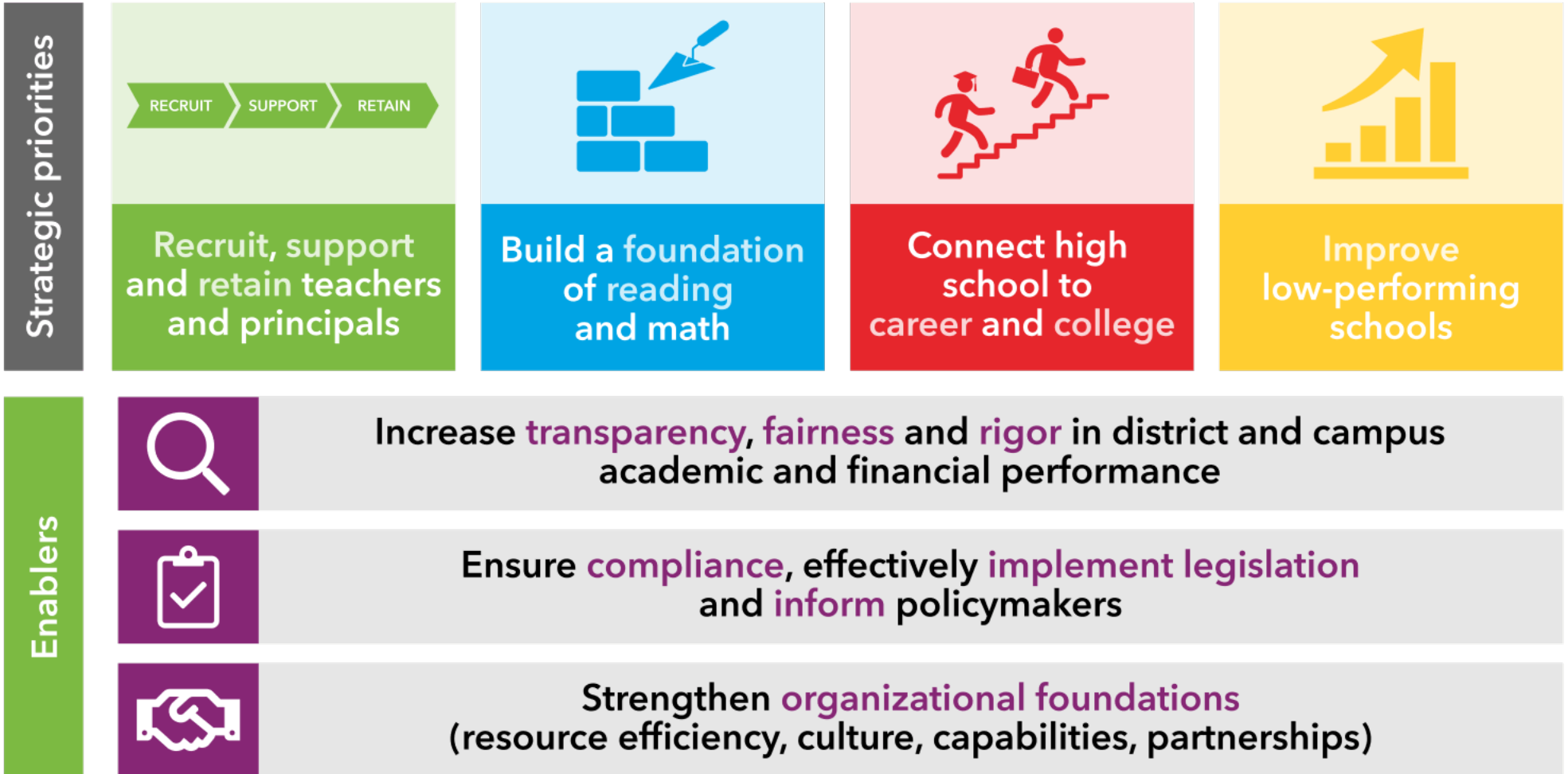
HARLETON ISD

Goal 5. Operate a balanced budget to maintain fiscal responsibility and transparency.

Objective 1. Maintain a fund balance of at least three months operating expenses and maintain a Superior rating from the state's FIRST financial accountability system at all times.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Federally funded grants will be submitted for Title funds, as well as, other funding opportunities that apply. (Title I SW Elements: 1.1) (Target Group: ECD,ESL,Migrant,EB,SPED,GT,CTE,AtRisk,Dys,504) (Strategic Priorities: 2)	Region 7 ESC, Superintendent	As required	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (F)Title III Bilingual / ESL, (F)Title IV Safe and Drug Free, (F)Title VI, Part B Rural/Low Income, (L)Instructional Funds, (S)GT Funds, (S)State Compensatory	Criteria: List of grants Formative - Copies of the grants will be given to the superintendent as they are completed.
7. The District will conduct a Business Case Efficiency Audit with Ideal Impact, to measure efficiency in order to effectively cut costs where available. (Target Group: All)	Business Manager, Directors, Principal(s), Superintendent	November 2022	(S)Local Funds	Criteria: Audit report Formative - Findings will be presented to the Board to determine if any strategies can be implemented for cost savings.
8. The District will utilize Ascender Software to increase efficiency and effectiveness of district operations. (Target Group: All)	Business Manager, Superintendent	Ongoing	(S)Local Funds	Criteria: Finance report Formative - Monthly analysis of budget

Every child, prepared for success in college, a career or the military.



**adapted from TEA Strategic Plan - <https://tea.texas.gov>*

Sept. 27, 2024

To Whom It May Concern,

Yearly the cafeteria does an updated pricing for both student and adults for breakfast and lunches. This year the students will have the opportunity to have both breakfast and lunch at no charge. However, the adults will still have to pay for both breakfast and lunch. The Adult Meal Calculator Worksheet we use from the TDA is attached and shows that we are needing to go up on the prices for both Adult breakfast and lunches. We are recommending that breakfast change from \$1.50 to \$3.29 and lunch change from \$3.50 to \$4.90. Please see the attached document worksheet to see why the prices need to be adjusted.

Thank you for your consideration.

Child Nutrition Director

Connie Burrell

Child Nutrition Program Rep

Tammy Vance

Adult Meal Calculator Worksheet


This worksheet provides the information needed to calculate adult meal prices using both approved methods. Choose the method of calculation (see the *Administrator's Reference Manual (ARM), Section 19, Meal Pricing* for additional information on which method to use). If the rate applies, record the rate in the *Amount CE Receives* cell. If using Method 1, record the local student paid charge in the designated *Local Student Paid Charge* cell. If using Excel, this worksheet will automatically calculate the amounts in the *Minimum Adult Charge* and *Total Federal Funds* cells. All amounts are carried to 4 digits and must be rounded up when determining the adult meal price. Non-pricing programs must always use Method 2. TDA posts the current reimbursement rates at SquareMeals.org.

Use the applicable rates for the school year when the adult meal prices will apply.

Method 1 Lunch	
Federal Funds/Reimbursement Rate	Amount CE Receives
Paid Reimbursement Rate	
Performance-Based Rate	
Severe Need Lunch Rate	
USDA Foods Rate	
Total Federal Funds Received	\$ -
Highest Local Student Price Charged	
Minimum Adult Charge	\$ -
Method 2 Lunch	
Federal Funds/Reimbursement Rate	Amount CE Receives
Free Reimbursement Rate	\$ 4.43
Performance-Based Rate	
Severe Need Lunch Rate	\$ 0.02
USDA Foods Rate	\$ 0.45
Total Federal Funds Received	\$ 4.90
Minimum Adult Charge	\$ 4.90

Method 1 Breakfast	
Federal Funds/Reimbursement Rate	Amount CE Receives
Paid Reimbursement Rate	
Severe Need Breakfast Rate	
USDA Foods Rate (Add if USDA Foods are used at breakfast)	
Total Federal Funds Received	\$ -
Highest Local Student Price Charged	
Minimum Adult Breakfast Charge	\$ -
Method 2 Breakfast	
Federal Funds/Reimbursement Rate	Amount CE Receives
Free Reimbursement Rate	\$ 2.37
Severe Need Breakfast Rate	\$ 0.47
USDA Foods Rate (Add if USDA Foods are used at breakfast)	\$ 0.45
Total Federal Funds Received	\$ 3.29
Minimum Adult Breakfast Charge	\$ 3.29

English

 (rss2?topicID=22047&siteID=1287)

PK-8



(https://

Breakfast

files.gabbart.com/1287/
breakfast_menu_for_pk-8_for_sept-24.pdf)

HES



(https://

Lunch

files.gabbart.com/1287/
lunch_menu_for_pk-5_for_sept-24.pdf)

HJH



(https://

Lunch

files.gabbart.com/1287/
lunch_menu_for_6-8_for_sept-24.pdf)

Meal Prices:

Breakfast:

Students – Free – Adult Staff – \$1.50 Visitors \$2.00

Lunch:

Students – Free – Adult Staff – \$3.50 Visitors – \$4.50

School Enrollment

001 HARLETON HIGH SCHOOL

Grade	American Ind		Asian		Black		Nat Hawaiian		White		Hisp/Lat Eth		Multi-Race		Total		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
09	0	0	0	0	1	0	0	0	20	24	7	6	1	0	29	30	59
10	0	0	0	0	0	0	0	0	27	27	1	3	2	1	30	31	61
11	0	0	0	0	1	0	0	0	18	17	2	6	2	1	23	24	47
12	0	0	0	0	1	0	0	0	23	21	3	1	3	2	30	24	54
TOTAL	0	0	0	0	3	0	0	0	88	89	13	16	8	4	112	109	221

School Enrollment

041 HARLETON JR HIGH SCHOOL

Grade	American Ind		Asian		Black		Nat Hawaiian		White		Hisp/Lat Eth		Multi-Race		Total		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
06	0	0	0	0	0	0	0	0	32	27	2	1	1	2	35	30	65
07	0	0	0	0	0	1	0	0	26	24	0	7	1	1	27	33	60
08	0	0	0	0	0	0	0	0	20	15	1	2	0	1	21	18	39
TOTAL	0	0	0	0	0	1	0	0	78	66	3	10	2	4	83	81	164

School Enrollment

101 HARLETON ELEMENTARY SCHOOL

Grade	American Ind		Asian		Black		Nat Hawaiian		White		Hisp/Lat Eth		Multi-Race		Total		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
01	0	0	0	0	1	0	0	0	25	26	0	1	2	2	28	29	57
02	0	0	0	0	0	0	0	0	17	18	1	3	3	3	21	24	45
03	0	0	0	0	0	0	0	0	13	28	2	1	1	0	16	29	45
04	0	0	0	0	0	1	0	0	29	26	3	2	1	3	33	32	65
05	0	0	0	0	0	1	0	0	18	20	5	2	0	1	23	24	47
KG	0	0	0	0	0	0	0	0	16	15	5	2	0	4	21	21	42
PK	0	0	0	0	0	0	0	0	7	7	3	1	2	0	12	8	20
TOTAL	0	0	0	0	1	2	0	0	125	140	19	12	9	13	154	167	321

Totals for All Schools

Grade	American Ind		Asian		Black		Nat Hawaiian		White		Hisp/Lat Eth		Multi-Race		Total		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
01	0	0	0	0	1	0	0	0	25	26	0	1	2	2	28	29	57
02	0	0	0	0	0	0	0	0	17	18	1	3	3	3	21	24	45
03	0	0	0	0	0	0	0	0	13	28	2	1	1	0	16	29	45
04	0	0	0	0	0	1	0	0	29	26	3	2	1	3	33	32	65
05	0	0	0	0	0	1	0	0	18	20	5	2	0	1	23	24	47
06	0	0	0	0	0	0	0	0	32	27	2	1	1	2	35	30	65
07	0	0	0	0	0	1	0	0	26	24	0	7	1	1	27	33	60
08	0	0	0	0	0	0	0	0	20	15	1	2	0	1	21	18	39
09	0	0	0	0	1	0	0	0	20	24	7	6	1	0	29	30	59
10	0	0	0	0	0	0	0	0	27	27	1	3	2	1	30	31	61
11	0	0	0	0	1	0	0	0	18	17	2	6	2	1	23	24	47
12	0	0	0	0	1	0	0	0	23	21	3	1	3	2	30	24	54
KG	0	0	0	0	0	0	0	0	16	15	5	2	0	4	21	21	42
PK	0	0	0	0	0	0	0	0	7	7	3	1	2	0	12	8	20
TOTAL	0	0	0	0	4	3	0	0	291	295	35	38	19	21	349	357	706