

# **Wichita Falls Independent School District**

## **District Improvement Plan**

**2022-2023**



# Mission Statement

**The Mission of the Wichita Falls Independent School District is to prepare all students to become lifelong learners who are productive, responsible and participating members of society.**

Adopted by the Wichita Falls ISD Strategic Plan as approved by the WFISD School Board Spring 2018.

## Goals:

1. We will maximize human potential through a culture of high expectations.
2. WFISD will ensure students engage in meaningful and relevant learning experiences that develop creative problem solvers.
3. We will build a collaborative culture to foster ownership and increase engagement.
4. We will develop systems to identify and meet the physical, emotional, and social needs of students.
5. We will enhance pride and ownership in WFISD by increasing awareness and community outreach.

# Vision

## **WFISD Strategic Plan 2018**

Adopted by the Wichita Falls ISD Strategic Plan as approved by the WFISD School Board Spring 2018.

**Call to Action:** All WFISD learners are resilient problem solvers equipped and excited to create and contribute to a successful future.

**Our Learners Outcomes:** All students ...

- will consistently demonstrate a healthy response to adversity.
- will maintain a state of mental, emotional, and physical well-being.
- will partner with various organizations yearly to complete a community project K-12 with measurable impact.
- 100% of students will demonstrate growth each year.
- will consistently demonstrate ethical behavior.
- will engage in meaningful learning every day.
- will demonstrate problem-solving skills through various approaches.

# Core Beliefs

**Our Beliefs:** We believe ...

- in high expectations coupled with unwavering support.
- public education is a community endeavor.
- diversity of experiences and perspectives creates opportunity.

- education is a lifelong pursuit.
- everyone deserves the resources they need to be successful.
- a culture of safety and support is essential to learning.

# Table of Contents

Comprehensive Needs Assessment	5
Demographics	5
Student Learning	6
Priority Problem Statements	7
Goals	8
Goal 1: Recruit, retain, and support teachers and principals.	9
Goal 2: Build a foundation of literacy and numeracy. * Board Goal: The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 34% to 70% by June 2024.. * Board Goal: The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 37% to 70% by June 2024.	14
Goal 3: Connect high school to career and college. *Board Goal: The percentage of graduates that meet the criteria for CCMR will increase from 59% to 71% by August 2024.	21
Goal 4: Improve low performing schools.	31
State Compensatory	46
Budget for District Improvement Plan	47
Personnel for District Improvement Plan	47
Title I Personnel	48

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Demographics Summary

Enrollment - 13,587

AA - 13.4% Hispanic - 35.5% White - 41.8%

Two or more races - 4.4% Asian - 3.8% EL - 10%

SPED - 13.5% At Risk - 49.6% Drop out rate - 0%

Economically Disadvantaged - 59.8% Mobility Rate - 16.3%

Attendance rate - 97.8% (19-20)

### Demographics Strengths

Diverse student population, reflecting our diverse community

Low drop-out rate/high graduation rate

Dual credit options for high school students with MSU and Vernon College

### Problem Statements Identifying Demographics Needs

Wichita Falls Independent School District  
Generated by Plan4Learning.com

**Problem Statement 1:** Enrollment of students across the district has declined from 14,100 to 13,300. **Root Cause:** Since the COVID pandemic, parents have moved or developed a negative perception of the district.

**Problem Statement 2:** Based on Fall 2021 PEIMS data, the district's 16 K-5 Elementary campuses vary in enrollment from 192 students to 555 students. Three campuses have less than 300 students, and three campuses have more than 500 students. **Root Cause:** Due to the changes in movement across the district, the attendance zones may be outdated.

# Student Learning

## Student Learning Summary

On STAAR performance, all subgroups decreased by at least 1 percentage point in meeting grade level or above from 2019 to 2021 in all subjects all grade levels with the exception of Asians who went from 12%-13% in the MASTERS category from 2019-2021..

In all grades ELA/Reading all subgroups decreased in meeting grade level or above by at least 1 percentage point from 2019 to 2021 except American Inidans which went from 31% to 32%, and EL which remained the same percentage as 2019.

In all grades Mathematics all subgroups decreased in meeting grade level or above by at least 1 percentage point from 2019 to 2021 except American Indians, who increased from 34% to 43%.

In all grades Writing all subgroups decreased in meeting grade level or above by at least 1 percentage point from 2019 to 2021.

In all grades Science all subgroups decreased by at least 1 percentage point in meeting grade level or above from 2019 to 2021.

In all grades Social Studies all subgroups decreased by at least 1 percentage point in meeting grade level or above from 2019 to 2021.

One interesting track of data shows our current 8th graders have been struggling with the reading assessment. Going back to their 5th grade data and tracking up to last year's data when they were in 7th grade shows they consistently performed lower than the group of students a grade behind and ahead of them.

# Priority Problem Statements

# Goals

**Goal 1:** Recruit, retain, and support teachers and principals.

**Performance Objective 1:** The District will increase teacher retention rate to 85.0% or higher compared to the prior year.

**Evaluation Data Sources:** TAPR





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> The district will fund sign-in bonuses for high-need/hard to fill content areas (secondary math, secondary science, special education, languages other than English, and bilingual self contained) and will pay salary stipends for teachers filling these vacancies. <b>Strategy's Expected Result/Impact:</b> Signed teacher contracts payroll documents. <b>Staff Responsible for Monitoring:</b> Director of Human Resources  <b>Funding Sources:</b> - General	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Implement a Strategic Compensation Plan for High Economically Disadvantaged campuses. <b>Strategy's Expected Result/Impact:</b> -Funding signing bonuses for new teachers (\$500) and bonuses for returning teachers (\$1,000). -Reduced number of vacancies at the BOY -Increase teacher retention at HECD. <b>Staff Responsible for Monitoring:</b> Assistant Director of HR and Assistant Director of Federal Programs.  <b>Title I:</b> 2.6 <b>Funding Sources:</b> Payroll - Bonus - Title II Part A - \$188,000, COVID Retention - General - ESSER - \$877,052	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> -Outreach activities with MSU Education candidates in August & January. <b>Strategy's Expected Result/Impact:</b> Increased number of applicants from MSU and alternative certification programs. <b>Staff Responsible for Monitoring:</b> Director of Innovation and Advance Academics.	Formative		
	Nov	Feb	May

Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Provide an early notification of retirement and resignation incentive plan (pending board approval) to help administrators identify potential vacancies. <b>Strategy's Expected Result/Impact:</b> Copies of resignation and retirement letters collected during the incentive period. <b>Staff Responsible for Monitoring:</b> Director - Human Resources  <b>Funding Sources:</b> - General	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> West Teacher of Excellence Awards, Teacher of the Year Celebrations, IDEA Grant Awards, and the Teacher Spotlight Award will be utilized as systems for acknowledging and recognizing teachers for implementing innovative ideas in the classroom. We have also implemented a Brag Board to allow individuals to brag on district staff members who go above and beyond. <b>Strategy's Expected Result/Impact:</b> A list of the various types of teacher celebration events, list of awardees for various grants, and grant applications. <b>Staff Responsible for Monitoring:</b> Community Relation Officer  <b>Funding Sources:</b> - General	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
<b>Strategy 6:</b> New Teacher Academies led by Region 9 <b>Strategy's Expected Result/Impact:</b> An analysis of training schedule, surveys, and sign-in sheets. <b>Staff Responsible for Monitoring:</b> Directors of Elementary Curriculum  <b>Title I:</b> 2.4 <b>Funding Sources:</b> Substitute Pay - Title 1 Part A - \$25,000, - General, Substitutes - General - ESSER III - \$66,000	Formative		
	Nov	Feb	May

Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> Teacher training and classroom support from Curriculum Specialists at the district level and from Campus Instructional Leaders (CILs) and Instructional Coaches (IC) at the campus level, to include teacher mentoring and coaching including but not limited to students with disabilities.</p> <p><b>Strategy's Expected Result/Impact:</b> Training schedules, sign-in sheets, and evaluations.</p> <p><b>Staff Responsible for Monitoring:</b> Directors of Elementary and Secondary Curriculum and Director of Special Education</p> <p><b>Title I:</b> 2.4</p> <p><b>Funding Sources:</b> Curriculum Specialist Salaries, Benefits and Stipends - Title II Part A - \$50,400, Substitute Pay for CILs' PD - Title 1 Part A - \$2,200, Substitute Pay for CILs' PD - Title II Part A - \$5,000, New Teacher Mentoring Program -Subtitute pay - Title 1 Part A - \$24,200, CILs Salaries, Benefits and Stipends - Title 1 Part A - \$281,600, Coaches Salaries, Benefits and Stipends - Title 1 Part A - \$766,700, Coaches Salaries, Benefits and Stipends - Title II Part A - \$91,800, Curriculum Specialist Salaries, Benefits and Stipends - Title 1 Part A - \$234,700, Curriculum Specialist Salaries, Benefits and Stipends - SCE - \$153,100</p>	Formative		
	Nov	Feb	May
Strategy 8 Details	Formative Reviews		
<p><b>Strategy 8:</b> Provide on-going, differentiated and high quality professional development opportunities for teachers, principals, paraprofessional, and district staff, including Special Education, Technology, TBSI, handling with Care, and Classroom Management. All staff will also be trained on policies for reporting and other available resources to address sexual abuse of children, harassment and dating violence, suicide prevention, trafficking, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> Training schedule, sign-in, walk-through documentation.</p> <p>TBSI teams for each campus will be sent to the SPED director and training schedules and sign-in sheets maintained.</p> <p><b>Staff Responsible for Monitoring:</b> - Associate Superintendent</p> <p>- Directors of Elementary and Secondary Curriculum, Social and Emotional Services, Special Education.</p> <p><b>Title I:</b> 2.4</p> <p><b>Funding Sources:</b> Region 9 PD contract - General - ESSER III - \$68,928, Registration &amp; travel costs for PD - Title 1 Part A - \$14,000, Registrations and travel cost for PD - Title II Part A - \$2,200, Extra Duty Pay Stipend to attend PD - Title IV - \$10,000, Administration support - salaries - Title II Part A - \$49,300, Professional development: registration, presenters and travel expenses - Title IV - \$14,100, On-line Professional Development (Eduhero) - General - \$32,000, Administration support - salaries - Title 1 Part A - \$245,700, Supplies and materials - Title II Part A, Online Safe Schools &amp; Compliance Training - General - ESSER III - \$139,655, ESC Instructional Technology Services Corp - General - ESSER III - \$12,000, Instructional Leadership PD Registration and Travel - General - ESSER III - \$67,600, Training Supplies - General - ESSER III - \$130,000, Subs during the day - General - ESSER III - \$33,000, Professional Development Registration and Travel - General - ESSER II - \$10,000, Extra Duty Pay for PD - General - ESSER II - \$50,000</p>	Formative		
	Nov	Feb	May

Strategy 9 Details	Formative Reviews		
<b>Strategy 9:</b> Utilize the TEKS Resource System, which will allow improved planning a collaboration among teachers by having curriculum alignment across the district. May include attending summer TRS Training. <b>Strategy's Expected Result/Impact:</b> Log-in for online access to the system, lesson plans, state assessment results, and walk-through documentation. <b>Staff Responsible for Monitoring:</b> Associate Superintendent  <b>Funding Sources:</b> PD Registration and Travel expenses - Title II Part A, TEKS Resource System - IMA Funds - \$76,000	Formative		
	Nov	Feb	May
Strategy 10 Details	Formative Reviews		
<b>Strategy 10:</b> Train staff and have documented procedures for addressing actions and the consequences related to: Physical and verbal aggression to include bullying prevention. The district's policy on bullying is attached to this plan as an addendum. <b>Strategy's Expected Result/Impact:</b> Training certification, schedule, sign-in sheets, agendas. <b>Staff Responsible for Monitoring:</b> Director of Human Resources Coordinator of Student Services  <b>Funding Sources:</b> - General	Formative		
	Nov	Feb	May
Strategy 11 Details	Formative Reviews		
<b>Strategy 11:</b> All district personnel whose responsibilities include counseling, reporting, and referring students and parents to proper agencies will be trained on policies for reporting and other available resources to address sexual abuse of children, harassment, dating violence, and trafficking. The training will be provided through the use of online videos for all areas.  Training will also include prevention of and the education of unwanted physical or verbal aggression and sexual harassment in school, on school grounds, and in school vehicles. <b>Strategy's Expected Result/Impact:</b> Training certification, schedule, sign-in sheets, agendas. <b>Staff Responsible for Monitoring:</b> Director of Human Resources, Director of Social and Emotional Services, Risk Management Coordinator, and Executive Director of Administration  <b>Funding Sources:</b> - Not Funded	Formative		
	Nov	Feb	May

Strategy 12 Details	Formative Reviews		
<b>Strategy 12:</b> Tiered support for ECD campuses with specific training and follow up (CKH, Seidlitz, HRS) <b>Strategy's Expected Result/Impact:</b> State assessment results, walk-through documents, training schedule, teachers' schedules <b>Staff Responsible for Monitoring:</b> Directors of Elementary Curriculum, and Secondary Curriculum, Curriculum Specialists.  <b>Title I:</b> 2.4, 2.6 <b>Funding Sources:</b> Substitutes for HRS PD - Title 1 Part A - \$16,000, Supplies and materials - Title 1 Part A - \$4,200, Substitute pay - Title II Part A - \$43,900, Contracted Services - Title II Part A - \$26,000, Substitutes and extra duty pay - Title IV - \$30,000, Extra Duty Pay - Title II Part A - \$10,000	Formative		
	Nov	Feb	May
Strategy 13 Details	Formative Reviews		
<b>Strategy 13:</b> District staff climate surveys will be conducted the end of each semester and reviewed annually. <b>Strategy's Expected Result/Impact:</b> Culture and climate data DAC to evaluate data <b>Staff Responsible for Monitoring:</b> Director of Federal and State Programs	Formative		
	Nov	Feb	May
Strategy 14 Details	Formative Reviews		
<b>Strategy 14:</b> The district's policies will have documented procedures and guidelines for discipline management. Staff, students and parents will have access to these procedures and guidelines through the student and teacher handbooks. <b>Strategy's Expected Result/Impact:</b> Discipline data and copies of the handbooks. <b>Staff Responsible for Monitoring:</b> Executive Director of School Administration and Director of Human Resources.  <b>Funding Sources:</b> - General	Formative		
	Nov	Feb	May
Strategy 15 Details	Formative Reviews		
<b>Strategy 15:</b> Provide targeted campuses with Student Support Counselors and Success Counselors to assist with behavior interventions. <b>Strategy's Expected Result/Impact:</b> Class referrals reduced <b>Staff Responsible for Monitoring:</b> Director of Social and Emotional Learning  <b>Funding Sources:</b> Student Support Counselors - SCE	Formative		
	Nov	Feb	May

Strategy 16 Details	Formative Reviews		
<b>Strategy 16:</b> Provide inclusion support training to special and general education teachers. <b>Strategy's Expected Result/Impact:</b> Teachers will be able to better support students in the inclusion setting. Training schedule, sing-in sheets, agendas, walk-through documents. <b>Staff Responsible for Monitoring:</b> Director of Special Education  <b>Funding Sources:</b> Misc Contracted Services: Math Scopes: 1-5 grades - General - ESSER III - \$12,600	Formative		
	Nov	Feb	May
<div> <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div> </div>			

**Goal 2:** Build a foundation of literacy and numeracy.

\* Board Goal: The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 34% to 70% by June 2024..





\* Board Goal: The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 37% to 70% by June 2024.

**Performance Objective 1:** The percent of PreK students that score on grade level or above in Letter Knowledge will increase by 35% from BOY to EOY and Math will increase by 5% from BOY to EOY by June 2023 based on EOY Circle.

**HB3 Goal**

**Evaluation Data Sources:** EOY CIRCLE Assessment

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Provide ongoing and high quality professional development for principals, teachers, paraprofessionals and district staff regarding reading and math for early learning. <b>Strategy's Expected Result/Impact:</b> Systematic training through out the year. <b>Staff Responsible for Monitoring:</b> Director of Elementary Curriculum  <b>Title I:</b> 2.4, 2.5 <b>Funding Sources:</b> Substitute pay - Title 1 Part A, - Title II Part A, Extra Duty Pay - General - ESSER III, Speakers for Early Learning Transition Program - General - ESSER III - \$18,000	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Continue with the Parents as Teachers (PAT) program to help foster appropriate parenting skills for qualifying adults.  Coordinate with the Parents as Teachers Supervisor and educators to work toward a shared goal to target families with children birth through the time they enroll in school, focusing on families who need the most assistance. <b>Strategy's Expected Result/Impact:</b> Home visits documentation such as sign-in sheets, service plans, and time sheets for interpreter. <b>Staff Responsible for Monitoring:</b> Director or Elementary Curriculum  <b>Title I:</b> 2.6	Formative		
	Nov	Feb	May

Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Provide supplemental resources and programs for Early Learning students. <b>Strategy's Expected Result/Impact:</b> List of resources provided, assessment data from use of resources <b>Staff Responsible for Monitoring:</b> Director of Elementary Curriculum  <b>Funding Sources:</b> Supplies for Purposeful Play - General - ESSER III - \$120,000	Formative		
	Nov	Feb	May
<div> <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div> </div>			

**Goal 2:** Build a foundation of literacy and numeracy.

\* Board Goal: The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 34% to 70% by June 2024..

\* Board Goal: The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 37% to 70% by June 2024.

**Performance Objective 2:** The percent of K students that score on grade level or above in Literacy will increase by 20% from BOY to EOY on TX-KEA and Math will increase by 17 pts from BOY to EOY by June 2023 based on EOY MAP Assessment.

**HB3 Goal**

**Evaluation Data Sources:** EOY MAP Assessment

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Pre-K and Kindergarten Bilingual summer program to improve their English language proficiency for qualifying students. <b>Strategy's Expected Result/Impact:</b> Testing results and LPAC documentation, student and teacher, schedules, payroll ledger, and contracts. <b>Staff Responsible for Monitoring:</b> EB/Bilingual Director  <b>Title I:</b> 2.6 <b>Funding Sources:</b> - Title III Part A LEP, - Title 1 Part A	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Continue with implementation of our phonics program in kindergarten, providing training and support for program implementation. <b>Strategy's Expected Result/Impact:</b> Meet expected BOY to EOY growth in TxKEA <b>Staff Responsible for Monitoring:</b> Director of Elementary Curriculum  <b>Title I:</b> 2.6 <b>Funding Sources:</b> - IMA Funds	Formative		
	Nov	Feb	May
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>			

**Goal 2:** Build a foundation of literacy and numeracy.





\* Board Goal: The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 34% to 70% by June 2024..

\* Board Goal: The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 37% to 70% by June 2024.

**Performance Objective 3:** The percent of 1st grade students that score on grade level or above in Reading will increase 17.5 pts from BOY to EOY and Math will increase by 16 pts from BOY to EOY by June 2023 based on MAP Assessment.

### HB3 Goal

**Evaluation Data Sources:** EOY MAP Assessment

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Continue supporting phonemic awareness in grade 1 by continuing the use of the Heggerty Phonemic Awareness program. For phonics and decoding, we are continuing the use of Fountas and Pinnell phonics. Utilize Bridging the Gap with Heggerty for 2nd grade phonemic awareness to fill in gaps for students when needed. <b>Strategy's Expected Result/Impact:</b> Improved achievement scores as indicated by BOY MOY, and EOY Map testing results <b>Staff Responsible for Monitoring:</b> Director of Elementary Curriculum  <b>Title I:</b> 2.4, 2.5, 2.6	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Implement phonics programs through small groups to support decoding. <b>Strategy's Expected Result/Impact:</b> Improved achievement scores as indicated by BOY MOY, and EOY Map testing results <b>Staff Responsible for Monitoring:</b> Director of Elementary Curriculum	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Periodic data disaggregation analysis to effectively differentiate instruction. <b>Strategy's Expected Result/Impact:</b> Improved achievement scores as indicated by BOY MOY, and EOY Map testing results <b>Staff Responsible for Monitoring:</b> Director of Strategic Planning and Assistant Superintendent  <b>Funding Sources:</b> Eduphoria Data Disaggregation Tool - General - ESSER III - \$51,400, Eduphoria TEKS Bank - General - ESSER III - \$9,400, MAPS Growth + Reading Fluency Renewal, MAPS Growth Math, Rdg, Lang Isage GR 9, MAPS Growth Single Subject Rdg GR 10 - General - ESSER III - \$170,030	Formative		
	Nov	Feb	May
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 2:** Build a foundation of literacy and numeracy.

\* Board Goal: The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 34% to 70% by June 2024..

\* Board Goal: The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 37% to 70% by June 2024.

**Performance Objective 4:** The percent of 2nd grade students that score on grade level or above in Reading will increase 13 pts from BOY to EOY and Math will increase by 14 pts from BOY to EOY by June 2023 based on EOY MAP Assessment.

### HB3 Goal

**Evaluation Data Sources:** EOY MAP Assessment

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Continue the Read2Learn program to encourage reading in 2nd grade across the district. <b>Strategy's Expected Result/Impact:</b> Readiness Assessment and Volunteer List. <b>Staff Responsible for Monitoring:</b> PIE Coordinator  <b>Title I:</b> 2.4 <b>Funding Sources:</b> - Title 1 Part A, - General	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Campus Interventionists on identified high need campuses. <b>Strategy's Expected Result/Impact:</b> State assessment results, student and teacher, schedules, payroll ledger, and contracts. <b>Staff Responsible for Monitoring:</b> Director of Elementary Curriculum and campus principals.  <b>Title I:</b> 2.4, 2.6 <b>Funding Sources:</b> Salaries and Benefits - SCE, Salaries and Benefits - Title 1 Part A	Formative		
	Nov	Feb	May
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>			

**Goal 2:** Build a foundation of literacy and numeracy.

\* Board Goal: The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 34% to 70% by June 2024..





\* Board Goal: The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 37% to 70% by June 2024.

**Performance Objective 5:** The percent of 3rd grade students that score on grade level or above in Reading will increase 11 pts from BOY to EOY and Math will increase by 13 pts from BOY to EOY by June 2023 based on EOY MAP Assessment

**HB3 Goal**

**Evaluation Data Sources:** EOY MAP Assessment Report

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Continue with Balanced Literacy to address reading gaps and deficiencies. Training at the elementary level for teachers and administrators.. <b>Strategy's Expected Result/Impact:</b> Training schedule, sign-in sheets, certification, and walk-through documentation. <b>Staff Responsible for Monitoring:</b> Director of Elementary Curriculum  <b>Title I:</b> 2.4, 2.5, 2.6 <b>Funding Sources:</b> Supplies and Materials - Title II Part A - \$7,740, Supplies and Materials - Title 1 Part A, Library and Media - Title 1 Part A - \$5,000	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Continue to use Guided Math in the lower grade levels to increase student success in math, which will include training and supplies. <b>Strategy's Expected Result/Impact:</b> Contract, training schedule, sign-in sheets, certification, lesson plans, and walk-through documentation. <b>Staff Responsible for Monitoring:</b> Director of Elementary Curriculum, District Math Specialist  <b>Title I:</b> 2.4, 2.6 <b>Funding Sources:</b> Library and Media - Title 1 Part A - \$10,000, Misc Contracted Services - Title II Part A - \$4,000, Supplies and materials - Title II Part A - \$4,000, Supplies and Materials - Title 1 Part A	Formative		
	Nov	Feb	May

Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Reading Academy for all kindergarten, first, and second, as well as any new third grade teachers, instructional coaches, and building principals to ensure that all designated staff have been trained. <b>Strategy's Expected Result/Impact:</b> Contract, training schedule, sign-in sheets, certification, lesson plans, and walk-through documentation. <b>Staff Responsible for Monitoring:</b> Director of Elementary Education  <b>Funding Sources:</b> Extra Duty Pay - General - ESSER III - \$20,000	Formative		
	Nov	Feb	May
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>			

**Goal 3:** Connect high school to career and college.





\*Board Goal: The percentage of graduates that meet the criteria for CCMR will increase from 59% to 71% by August 2024.

**Performance Objective 1:** The percent of Annual Graduates that Met TSI Criteria in Both Reading and Math will increase from 33% to 50% by August 2023.

**HB3 Goal**

**Evaluation Data Sources:** 2022-23 accountability report

Strategy 1 Details		Formative Reviews		
<b>Strategy 1:</b> Advise students regarding honors courses in Middle School and High School, which lead to Advance Placement, IB, and Dual Credit courses  <b>Strategy's Expected Result/Impact:</b> State Assessment Results, students' and teachers' schedule, and graduation plans. <b>Staff Responsible for Monitoring:</b> Associate Superintendent, Directors of Innovation and Advance Academics, Secondary Curriculum, Social and Emotional Services.  <b>Title I:</b> 2.5 <b>Funding Sources:</b> Other Tuition for students - Title IV - \$25,000		Formative		
		Nov	Feb	May
Strategy 2 Details		Formative Reviews		
<b>Strategy 2:</b> Provide targeted enrichment for identified Gifted and Talented students in grades K-8, through primary projects, TAG, and specific elective sections at middle school.  <b>Strategy's Expected Result/Impact:</b> State assessment results, student and teacher, schedules, payroll ledger, and contracts. <b>Staff Responsible for Monitoring:</b> Director of innovation and Advanced Academics		Formative		
		Nov	Feb	May
Strategy 3 Details		Formative Reviews		
<b>Strategy 3:</b> Provide students with learning opportunities in well rounded educational areas to include fine arts, foreign language, field experiences, and other.  <b>Strategy's Expected Result/Impact:</b> Student participation in well-rounded activities. <b>Staff Responsible for Monitoring:</b> Director of Federal & State Programs, Director of Fine Arts and Director of Bilingual and LOTE.  <b>Title I:</b> 2.5 <b>Funding Sources:</b> Extra Duty Pay for Summer Camps - Title 1 Part A - 10000, Substitutes - Title IV - \$1,500, Supplies and Materials - Title IV - \$25,600, Music Lessons for Small Group - General - ESSER III - \$25,000, Field trips - entrance fees and travel - General - ESSER III - \$78,000, Ipads and Cases for Fine Arts - General - ESSER III - \$46,500, Supplies and Materials - General - ESSER III - \$5,000		Formative		
		Nov	Feb	May

Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> All high school counselors will provide Parent Conferences to discuss students' "Day After Graduation" Plan <b>Strategy's Expected Result/Impact:</b> Meeting schedules, sign-in sheets, surveys and agendas. <b>Staff Responsible for Monitoring:</b> Associate Superintendent, Director of Social and Emotional  <b>Title I:</b> 2.5 <b>Funding Sources:</b> - Title 1 Part A, - General	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> College and Career Advisors in the Middle School and High School to ensure alignment of student progress in High School Endorsements <b>Strategy's Expected Result/Impact:</b> Increase of students participating in high school endorsements/pathways. <b>Staff Responsible for Monitoring:</b> Director of Secondary Curriculum , Director of Social and Emotional Services  <b>Title I:</b> 2.5 <b>Funding Sources:</b> Salaries and benefits - SCE, - Perkins Grant	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
<b>Strategy 6:</b> Provide Career Exploration and College & Career Prep classes in all middle schools. <b>Strategy's Expected Result/Impact:</b> 100% of middle school students will have taken course in middle school. <b>Staff Responsible for Monitoring:</b> Director of Social and Emotional Learning and Director of CTE  <b>Funding Sources:</b> Salaries - SCE	Formative		
	Nov	Feb	May
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>			





**Goal 3:** Connect high school to career and college.

\*Board Goal: The percentage of graduates that meet the criteria for CCMR will increase from 59% to 71% by August 2024.

**Performance Objective 2:** The percent of AP/IB students (Grades 11-12 and who take the AP/IB exam) that meet the passing criteria (Examinees >= Criterion) will increase from 13% to 50% by August 2023.

**HB3 Goal**

**Evaluation Data Sources:** 2022 College, Career, and Military Readiness Data Table

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Ensure that students in AP, IB, and dual credit courses have passed the TSI test to determine if they are "college ready." <b>Strategy's Expected Result/Impact:</b> % of students passing AP/IB tests increase. <b>Staff Responsible for Monitoring:</b> Director of Innovation and Advance Academics  <b>Funding Sources:</b> General Supplies - General - ESSER III - \$6,000	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Secondary school teachers will be provided with professional development opportunities designed to increase rigor in Honors/AP/IB associated classes at the secondary school level which will result in eventual improvement in student success in high school advanced coursework. <b>Strategy's Expected Result/Impact:</b> % of AP/IB students are successful on the appropriate tests. <b>Staff Responsible for Monitoring:</b> Director of Innovation and Advance Academics  <b>Funding Sources:</b> Substitutes - Title IV - \$12,000	Formative		
	Nov	Feb	May
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 3:** Connect high school to career and college.

\*Board Goal: The percentage of graduates that meet the criteria for CCMR will increase from 59% to 71% by August 2024.

**Performance Objective 3:** The percent of Annual Graduates who take the SAT that are At/Above Criterion for SAT Results for Reading will increase from 24% to 50% by August 2023.

**HB3 Goal**

**Evaluation Data Sources:** 2022 College, Career, and Military Readiness Data Table

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> High school counselors will provide a minimum of two strategic and purposeful FAFSA sessions per semester. <b>Strategy's Expected Result/Impact:</b> Graduation plans <b>Staff Responsible for Monitoring:</b> Director of Social and Emotional Services.  <b>Title I:</b> 2.5 <b>Funding Sources:</b> - General	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Establish study preps for PSAT, SAT, ACT, and TSIA exams <b>Strategy's Expected Result/Impact:</b> Results of Exams <b>Staff Responsible for Monitoring:</b> Director of Advance Academics  <b>Title I:</b> 2.5 <b>Funding Sources:</b> - General, - Title 1 Part A	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>			





**Goal 3:** Connect high school to career and college.

\*Board Goal: The percentage of graduates that meet the criteria for CCMR will increase from 59% to 71% by August 2024.

**Performance Objective 4:** The percent of Annual Graduates who take the SAT that are At/Above Criterion for SAT Results for math will increase from 15% to 50% by August 2023.

**HB3 Goal**

**Evaluation Data Sources:** 2022 College, Career, and Military Readiness Data Table

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Increase the number of students enrolled in Dual Credit programs by allowing more structured flexibility at Vernon College and Midwestern State University-Texas. <b>Strategy's Expected Result/Impact:</b> State Assessment Results, students' and teachers' schedule, college enrollment documentation, transcripts, training schedules, and sign-in sheets. <b>Staff Responsible for Monitoring:</b> Associate Superintendent, Director of Innovation and Advance Academics, Director of Secondary Curriculum, Director of Social and Emotional Services.  <b>Title I:</b> 2.5 <b>Funding Sources:</b> - General, - Title IV, - Title 1 Part A	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Increase the number of courses students are able to gain Articulated Credit. <b>Strategy's Expected Result/Impact:</b> State Assessment results, students' and teachers' schedule, graduation plans, transcripts. <b>Staff Responsible for Monitoring:</b> Director of CTE  <b>Title I:</b> 2.5 <b>Funding Sources:</b> - General, - CATE	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Provide support for students taking college and career classes at the Career and Education Center by hiring a supplemental aide. <b>Strategy's Expected Result/Impact:</b> Course completion <b>Staff Responsible for Monitoring:</b> Associate Superintendent, Director of CTE, Director of SES  <b>Funding Sources:</b> - Title IV - \$15,000	Formative		
	Nov	Feb	May
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 3:** Connect high school to career and college.

\*Board Goal: The percentage of graduates that meet the criteria for CCMR will increase from 59% to 71% by August 2024.





**Performance Objective 5:** The percent of Annual Graduates that receive Approved Industry Based Certifications will increase from 16% to 25% by August 2023.

**HB3 Goal**

**Evaluation Data Sources:** 2022 College, Career, and Military Readiness Data Table

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> College and Career Field Trips for 8th grade students to the Career Education Center and Universities <b>Strategy's Expected Result/Impact:</b> State assessment results, travel details and expenditure. <b>Staff Responsible for Monitoring:</b> Director of Innovation and Advance Academics, Director of Social and Emotional Services, Director of Career Technology Education.  <b>Title I:</b> 2.4, 2.5 <b>Funding Sources:</b> - Perkins Grant	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Establish Coherent Sequence for CTE courses to enable more students the ability to gain career related certifications. <b>Strategy's Expected Result/Impact:</b> Course schedule, students' and teachers' schedules, state assessment results, graduation plans. <b>Staff Responsible for Monitoring:</b> Director of CTE  <b>Funding Sources:</b> - General, - CATE, - Perkins Grant	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Continue CTE Advisory Committees to increase community awareness and collaboration with businesses and WFISD. <b>Strategy's Expected Result/Impact:</b> Meeting schedule, sign-in sheets, and agenda. <b>Staff Responsible for Monitoring:</b> Director of CTE  <b>Title I:</b> 2.5 <b>Funding Sources:</b> - Not Funded	Formative		
	Nov	Feb	May

Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Foster Community/Business Partnerships with the district to enhance the needs of the district. <b>Strategy's Expected Result/Impact:</b> Meeting schedule, sign-in sheets, and agenda. <b>Staff Responsible for Monitoring:</b> Director of CTE  <b>Title I:</b> 2.5 <b>Funding Sources:</b> - Title 1 Part A, - General	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> Encourage CEC Facility tours with outside stakeholders to demonstrate the college and career path programs. <b>Strategy's Expected Result/Impact:</b> Tour schedule and sign-in sheets <b>Staff Responsible for Monitoring:</b> Director of CTE, Principal, Parent and Family Engagement Liaison, and Community Relations Officer.  <b>Title I:</b> 2.5 <b>Funding Sources:</b> - Title 1 Part A, - General	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
<b>Strategy 6:</b> Complete Career Interest Inventories in the Middle Schools to allow course alignments in the high schools. <b>Strategy's Expected Result/Impact:</b> Contract and graduation plans, Career Cruising Documents. <b>Staff Responsible for Monitoring:</b> Director of CTE  <b>Title I:</b> 2.5 <b>Funding Sources:</b> - General	Formative		
	Nov	Feb	May
Strategy 7 Details	Formative Reviews		
<b>Strategy 7:</b> Track student Industry Certifications to determine growth or areas in need of attention. <b>Strategy's Expected Result/Impact:</b> Contract and graduation plans, Career Cruising Documents. <b>Staff Responsible for Monitoring:</b> Director of CTE and Principal  <b>Title I:</b> 2.5 <b>Funding Sources:</b> - Perkins Grant, - General	Formative		
	Nov	Feb	May

Strategy 8 Details	Formative Reviews		
<b>Strategy 8:</b> Ensure there are opportunities for students to be enrolled in appropriate Career Practicums <b>Strategy's Expected Result/Impact:</b> Contract and graduation plans, Career Cruising Documents. <b>Staff Responsible for Monitoring:</b> Director of CTE  <b>Title I:</b> 2.5 <b>Funding Sources:</b> - Perkins Grant, - General	Formative		
	Nov	Feb	May
Strategy 9 Details	Formative Reviews		
<b>Strategy 9:</b> Professional development to address CTE teacher recruitment and retention, especially for staff entering the profession from business and industry, through participation in the CTE New Teacher Conference and/or the CTE New Mentoring Program. <b>Strategy's Expected Result/Impact:</b> Contracts and professional development schedules, sign-in sheets, agendas. <b>Staff Responsible for Monitoring:</b> Director of CTE  <b>Funding Sources:</b> - General, - Perkins Grant	Formative		
	Nov	Feb	May
Strategy 10 Details	Formative Reviews		
<b>Strategy 10:</b> Support/promote student membership in Career-Tech organizations to engage in activities integral to the instructional program such as leadership development and participation in competitive events. <b>Strategy's Expected Result/Impact:</b> Results of local and state competitions,. <b>Staff Responsible for Monitoring:</b> Director of CTE  <b>Title I:</b> 2.5 <b>Funding Sources:</b> - Perkins Grant, - General	Formative		
	Nov	Feb	May
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 3:** Connect high school to career and college.

\*Board Goal: The percentage of graduates that meet the criteria for CCMR will increase from 59% to 71% by August 2024.

**Performance Objective 6:** The percent of Annual Graduates that are enrolled in Dual Credit Courses will increase from 16% to 20% by August 2023.

**HB3 Goal**

**Evaluation Data Sources:** 2022 College, Career, and Military Readiness Data Table

**Goal 3:** Connect high school to career and college.

\*Board Goal: The percentage of graduates that meet the criteria for CCMR will increase from 59% to 71% by August 2024.

**Performance Objective 7:** The percent of Annual Graduates who enroll in dual credit courses and complete the course in any subject will increase to 85% by August 2023.

**HB3 Goal**

**Evaluation Data Sources:** 2022 College, Career, and Military Readiness Data Table

**Goal 4:** Improve low performing schools.

**Performance Objective 1:** Students scoring Meets Grade Level Standard or higher in Reading will increase from 42% in 2022 to 50% by 2023.





**Evaluation Data Sources:** 2022-23 accountability report

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Utilize reading programs to monitor reading levels in 1st-5th. <b>Strategy's Expected Result/Impact:</b> Readiness Assessment Results and walk-through documents. <b>Staff Responsible for Monitoring:</b> Director of Elementary Curriculum  <b>Title I:</b> 2.4, 2.6 <b>Funding Sources:</b> Reading A to Z, Really Great Reading, Fountas and Pinnell, etc. - Title 1 Part A	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Students will be referred and evaluated for special district programs, as determined through a district approved process. Services to students will be provided through special programs as determined by the appropriate teams. Special programs are those such as SPED, MTSS, 504, Dyslexia Treatment Program, Pregnancy Related Services, the Gifted and Talented Program, ESL/Bilingual <b>Strategy's Expected Result/Impact:</b> Referral documentation, services documented through students' schedules, IEPs, 504 Plans, graduation plans etc. and student assessment results. <b>Staff Responsible for Monitoring:</b> Directors of Elementary, Secondary, Special Education, Bilingual, and Advance Academics.  <b>Title I:</b> 2.6 <b>Funding Sources:</b> - General, - IDEA	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Provide accelerated instruction: Identify students who are at-risk for academic failure and/or dropping out of school and provide them with supplemental instruction, support and timely interventions. (including class-size reduction teachers, Dean of Instruction, EOC Bootcamps, remediation classes, after school tutoring, and other programs) <b>Strategy's Expected Result/Impact:</b> Job descriptions, logs, timesheets, and state assessment results. <b>Staff Responsible for Monitoring:</b> Director of Federal & State Programs  <b>Title I:</b> 2.4, 2.5, 2.6 <b>Funding Sources:</b> Salaries & Benefits - SCE, - Title 1 Part D - \$80,918, - Title 1 Part A	Formative		
	Nov	Feb	May

Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Summer Academic Program for targeted students to include core and elective programs. <b>Strategy's Expected Result/Impact:</b> State assessment results, student and teacher schedules, and survey. <b>Staff Responsible for Monitoring:</b> Director of Federal and State Programs, Directors of Elementary and Secondary Curriculum, and Director of Bilingual Services  <b>Title I:</b> 2.6 <b>Funding Sources:</b> Summer School - Title 1 Part A - \$84,897, Summer School - SCE - \$182,000	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> Instructional coaches - Provide tiered math and reading interventions for students at-risk of not meeting state achievement goals and early childhood numeracy and literacy activities. <b>Strategy's Expected Result/Impact:</b> State assessment results, student and teacher, schedules, payroll ledger, and contracts. <b>Staff Responsible for Monitoring:</b> Director of Elementary Curriculum and campus principals.  <b>Title I:</b> 2.6 <b>Funding Sources:</b> - Title 1 Part A, Coaches Salaries, Benefits and Stipends - SCE - \$1,016,000	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
<b>Strategy 6:</b> Supplemental Aides for targeted campuses with high needs. <b>Strategy's Expected Result/Impact:</b> State assessment results, student and teacher, schedules, payroll ledger, and contracts. <b>Staff Responsible for Monitoring:</b> Director of Federal & State Programs  <b>Title I:</b> 2.6 <b>Funding Sources:</b> Salaries & Benefits - Title 1 Part A, Salaries & Benefits - SCE, - General, - IDEA, - Pre-K	Formative		
	Nov	Feb	May
Strategy 7 Details	Formative Reviews		
<b>Strategy 7:</b> Incorporate programs to foster a positive school culture and climate, such as Capturing Kids Hearts <b>Strategy's Expected Result/Impact:</b> State assessment results, training schedule, sign-in sheets, walk-through documents and contracts. <b>Staff Responsible for Monitoring:</b> Associate Superintendent and Director of Social and Emotional Services  <b>Title I:</b> 2.5 <b>Funding Sources:</b> - Focus/Priority Funds, - Title IV - \$80,000, CKH For West and Shepard - General - ESSER III - \$22,000	Formative		
	Nov	Feb	May

Strategy 8 Details	Formative Reviews		
<b>Strategy 8:</b> Provide supports for EL students, parents & families and staff. <b>Strategy's Expected Result/Impact:</b> Contracts, Training Schedule, Sign-in sheets, and walkthrough documentation. <b>Staff Responsible for Monitoring:</b> Director or ESL & Bilingual Services  <b>Title I:</b> 2.4 <b>Funding Sources:</b> - Title III Part A LEP - \$119,842, - Title I Part A, - SCE, Interactive Smart Board - General - ESSER III - \$130,000, Reading Materials - General	Formative		
	Nov	Feb	May
Strategy 9 Details	Formative Reviews		
<b>Strategy 9:</b> Provide supports for Special Education students, staff, parents & families. <b>Strategy's Expected Result/Impact:</b> Contracts, Training Schedule, Sign-in sheets, and walkthrough documentation <b>Staff Responsible for Monitoring:</b> Director of Special Education  <b>Funding Sources:</b> - IDEA, Sound Amplification - General - ESSER III - \$176,000, Technology Items - General - ESSER III - \$15,000 , AT Supplies - General - ESSER III - \$10,000, OT Supplies - General - ESSER III - \$2,000, PT Supplies - General - ESSER III - \$1,500, Classroom Supplies - General - ESSER III - \$10,000	Formative		
	Nov	Feb	May
Strategy 10 Details	Formative Reviews		
<b>Strategy 10:</b> Provide administrative support to district and campus staff, parents, families, community and participating Private-Non-Profit schools. <b>Strategy's Expected Result/Impact:</b> -PNP notices, agendas and consultation meeting notes. -Trainings & communications -Ensure completion of comprehensive needs assessments and campus plans. <b>Staff Responsible for Monitoring:</b> Director of Federal and State Programs, Assistant Director of Federal and State Programs, DCSI.  <b>Title I:</b> 2.4 <b>Funding Sources:</b> - Title I Part A - \$11,913, - Title II Part A - \$13,431, - Title IV - \$7,260	Formative		
	Nov	Feb	May

Strategy 11 Details	Formative Reviews		
<b>Strategy 11:</b> Provide services to address the individual needs of students identified as Foster Care, Homeless and Economically Disadvantaged. <b>Strategy's Expected Result/Impact:</b> Transportation for homeless and foster care students. Tutoring logs <b>Staff Responsible for Monitoring:</b> Director of Federal and State Programs, Director of Social and Emotional Learning.  <b>Title I:</b> 2.4 <b>Funding Sources:</b> - Title 1 Part A - \$2,000	Formative		
	Nov	Feb	May
Strategy 12 Details	Formative Reviews		
<b>Strategy 12:</b> The attendance office will implement a drop-out prevention program by partnering with district and campus personnel to include the staff of the following auxiliary programs: CIS and BTW At-Risk Coordinator. <b>Strategy's Expected Result/Impact:</b> Students attendance records, CIS contract, parent consent forms, at-risk coding and services documentation. <b>Staff Responsible for Monitoring:</b> Assistant Director of Administrative Services  <b>Funding Sources:</b> - General, - SCE	Formative		
	Nov	Feb	May
Strategy 13 Details	Formative Reviews		
<b>Strategy 13:</b> At-Risk Coordinators - Early warning systems that include nonacademic indicators to find students most at-risk of not meeting academic achievement goals and/or not graduating from high school. <b>Strategy's Expected Result/Impact:</b> State assessment results, walk-through documents, training schedule, teachers' schedules <b>Staff Responsible for Monitoring:</b> Director of State and Federal Programs Director of Social and Emotional Services  <b>Title I:</b> 2.6 <b>Funding Sources:</b> - SCE, - General	Formative		
	Nov	Feb	May





Strategy 14 Details	Formative Reviews		
<b>Strategy 14:</b> Students will receive timely intervention as needed related to drug prevention and behavior intervention, conflict resolution, early mental health intervention, and suicide prevention programs. District staff will be trained to identify symptoms and direct adequate resources to students who are in need. <b>Strategy's Expected Result/Impact:</b> Training documentation in Handle with Care, TBSI Teams list for each campus and training documentation for counselors on students' services. <b>Staff Responsible for Monitoring:</b> Director of Social and Emotional Services  <b>Funding Sources:</b> SES Director - Title IV - \$48,500, Social & Emotional Curriculum - Title IV - \$4,200, SES- 6300s - Title IV - \$8,150, SES-6400s - Title IV - \$5,000, SES - Clerk - SCE - \$21,900	Formative		
	Nov	Feb	May
Strategy 15 Details	Formative Reviews		
<b>Strategy 15:</b> Instructional Coaches and Campus Instructional Leaders in math, reading, science and social studies will facilitate PLC data disaggregation, lesson planning, and intervention. <b>Strategy's Expected Result/Impact:</b> Sign-in sheets, agendas, lesson plans <b>Staff Responsible for Monitoring:</b> Director of Elementary Curriculum, Director of Secondary Curriculum  <b>Funding Sources:</b> Eduphoria TEKS Bank - General - ESSER III - \$9,400, Eduphoria Data Disaggregation - General - ESSER III - \$51,400, MAPS - General - ESSER III - \$170,030	Formative		
	Nov	Feb	May
Strategy 16 Details	Formative Reviews		
<b>Strategy 16:</b> Provide appropriate supplemental programs, technology, and materials for differentiated instruction for reading including but not limited to Reading Assistant Plus and Booknook. <b>Strategy's Expected Result/Impact:</b> State assessment results, walk-through documents, and purchase orders. <b>Staff Responsible for Monitoring:</b> Directors of Curriculum  <b>Title I:</b> 2.4, 2.6 <b>Funding Sources:</b> Software - Screencastify - Title IV - \$17,000, On-line Programs: G Suite Enterprise - Title 1 Part A - \$38,000, - Title III Part A LEP, - Title 1 Part D, - IDEA, - Perkins Grant, - DoDEA, - SCE	Formative		
	Nov	Feb	May
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 4:** Improve low performing schools.

**Performance Objective 2:** Students scoring Meets Grade Level Standard or higher in Math will increase from 33% in 2022 to 44% by 2023.

**Evaluation Data Sources:** 2022-23 accountability report





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Provide appropriate supplemental programs, technology, and materials for differentiated instruction for math. (including but not limited to Zearn, Mentoring Minds, Imagine Learning, etc). <b>Strategy's Expected Result/Impact:</b> State assessment results, walk-through documents, and purchase orders. <b>Staff Responsible for Monitoring:</b> Directors of Curriculum, CSR, Dean of Instruction  <b>Title I:</b> 2.4, 2.6 <b>Funding Sources:</b> - Title III Part A LEP, - Title 1 Part D, - IDEA, - Perkins Grant, - DoDEA, Software - Screencastify - Title IV - \$17,000, On-line Programs: G Suite Enterprise - Title 1 Part A - \$38,000, - SCE, Misc Contracted Services: Math Scopes: 1-5 grades - General - ESSER III - \$80,000, Math Fluency Kits - General - ESSER III - \$55,000, Go Guardian - General - ESSER II - \$219,100, RAB Group - General - \$39,700	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Provide a School Improvement Specialist for campuses rated as 4th Year IR (Kirby) <b>Strategy's Expected Result/Impact:</b> State assessment results, walk-through documents, Targeted Improvement Plans, Turnaround Plans, and lesson plans. <b>Staff Responsible for Monitoring:</b> Director of Human Resources, Principal, District Coordinator of School Improvement.  <b>Title I:</b> 2.4, 2.5, 2.6 <b>Funding Sources:</b> - Title 1 Part A, - SCE, - Focus/Priority Funds	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Continue to strengthen the STEAM community and enrichment activities on the identified campuses (STEAM 5.0) <b>Strategy's Expected Result/Impact:</b> List of student participants, purchase orders, and results of participation in local and state competitions.	Formative		
	Nov	Feb	May

<p><b>Staff Responsible for Monitoring:</b> Associate Superintendent and Director of Instructional Technology.</p> <p><b>Title I:</b> 2.5</p> <p><b>Funding Sources:</b> - Title IV, - Title 1 Part A</p>			
<div> <div>  No Progress </div> <div>  Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>			

**Goal 4:** Improve low performing schools.

**Performance Objective 3:** Students scoring Meets Grade Level Standard or higher in Science will increase from 41% in 2022 to 50% by 2023.





**Evaluation Data Sources:** 2022-23 accountability report

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Instructional Coaches and Science Campus Instructional Leaders will lead PLC data disaggregation, lesson planning, and intervention planning following each unit assessment. <b>Strategy's Expected Result/Impact:</b> State Assessment Results, PLC meeting agendas/minutes, lesson plans, unit assessment results <b>Staff Responsible for Monitoring:</b> Directors of Curriculum	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Science teachers will be provided district designed professional development opportunities throughout the school year that are designed to facilitate student engagement in science instruction. <b>Strategy's Expected Result/Impact:</b> State Assessment Results, training agendas/minutes/sign-ins, unit assessment results <b>Staff Responsible for Monitoring:</b> Directors of Elementary and Secondary Curriculum	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Upgraded equipment will be provided to secondary science teachers in order to address learning loss. <b>Strategy's Expected Result/Impact:</b> Class and state Assessment results <b>Staff Responsible for Monitoring:</b> Director of Secondary Curriculum Science Curriculum Specialist  <b>Funding Sources:</b> Microscopes and balances - General - ESSER III - \$35,820	Formative		
	Nov	Feb	May
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 4:** Improve low performing schools.

**Performance Objective 4:** Students scoring Meets Grade Level Standard or higher in Social Studies will increase from 45% in 2022 to 58% by 2023.

**Evaluation Data Sources:** 2022-23 accountability report

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Social Studies teachers will be provided district designed professional development opportunities throughout the school year that are designed to facilitate student engagement in social studies instruction. <b>Strategy's Expected Result/Impact:</b> State Assessment Results, training meeting agendas/minutes/sign-ins, unit assessment results <b>Staff Responsible for Monitoring:</b> Elementary and Secondary Curriculum Directors	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Instructional Coaches and Social Studies Campus Instructional Leaders will lead PLC data disaggregation, lesson planning, and intervention planning following each unit assessment. <b>Strategy's Expected Result/Impact:</b> State Assessment Results, PLC meeting agendas/minutes, lesson plans, unit assessment results <b>Staff Responsible for Monitoring:</b> Elementary and Secondary Curriculum Directors	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 4:** Improve low performing schools.

**Performance Objective 5:** The district overall will have at least 75 Parent & Family Engagement events by the end of the school year.

**Evaluation Data Sources:** 2022-23 accountability report

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Seek regular input from parent focus group in regards to PFE activities and needs. <b>Strategy's Expected Result/Impact:</b> State assessment results, contracts, training schedules, parent engagement proposals. surveys, sign-in sheets <b>Staff Responsible for Monitoring:</b> Director of Social and Emotional Services  <b>Title I:</b> 4.2 <b>Funding Sources:</b> - General, - Title 1 Part A	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> A District Homeless Liaison and campus homeless liaisons to support parent and student needs though programs such as Homeless/McKinney-Vento Act. <b>Strategy's Expected Result/Impact:</b> State assessment results, contracts, students' rosters, qualifying documents, and purchase orders <b>Staff Responsible for Monitoring:</b> Director of Federal Programs Director of Social and Emotional Services District Parent Liaison  <b>Title I:</b> 2.6, 4.2 <b>Funding Sources:</b> Salaries - district liaison - McKinney-Vento - \$13,300, - Title 1 Part A, Salaries - district liaison - SCE - \$13,700	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Translation and Interpretations services targeting LEP and Deaf Ed/Hearing Impaired parents. <b>Strategy's Expected Result/Impact:</b> State assessment results, contracts, students' rosters, qualifying documents, translation/interpretation request form/documentation, IEPs, and payroll documents. <b>Staff Responsible for Monitoring:</b> Director of Federal Programs  <b>Title I:</b> 4.2 <b>Funding Sources:</b> Interpretation Services - Title 1 Part A - \$5,000, - Title III Part A LEP, - General	Formative		
	Nov	Feb	May

Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Conduct a parent satisfaction survey and communicate the results. <b>Strategy's Expected Result/Impact:</b> *Parent Survey Instrument *Action Plan <b>Staff Responsible for Monitoring:</b> Director of Federal and State Programs  <b>Title I:</b> 4.2	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> Provide effective parent and family engagement programs and use survey results to increase participation and collaboration. <b>Strategy's Expected Result/Impact:</b> *Advertisement to parents *Sign-ins <b>Staff Responsible for Monitoring:</b> Director of Federal and State Programs PFE Liaison  <b>Title I:</b> 4.1, 4.2 <b>Funding Sources:</b> Salaries and Benefits - Title 1 Part A - \$34,906, Internet Services - Title 1 Part A - \$1,500, Supplies and Materials - Title 1 Part A - \$2,000, Misc Operating Costs - Title 1 Part A - \$528, Pop Up Book Tent - Summer - General - ESSER III - \$25,000	Formative		
	Nov	Feb	May
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>			

**Goal 4:** Improve low performing schools.





**Performance Objective 6:** 100% of students will be provided instruction during the current pandemic, by funding academic supports, social/emotional supports, health/safety, and continuity of services.

**Evaluation Data Sources:** Tutorial records

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> WFISD will apply for grants to purchase portable wifi devices to be checked out to students that do not have internet at home. <b>Strategy's Expected Result/Impact:</b> Student usage <b>Staff Responsible for Monitoring:</b> Director of Federal Programs and Director of Technology  <b>Title I:</b> 2.5 <b>Funding Sources:</b> - General, - Title 1 Part A	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Use additional funds allotted in carryover (Title I part A) to implement a pilot program at one secondary campus. <b>Strategy's Expected Result/Impact:</b> Students will be able to access the internet at home with school assigned technology device. <b>Staff Responsible for Monitoring:</b> Director of Federal Program, Director of Instructional Technology.  <b>Title I:</b> 2.5	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> To provide all campuses with an additional paraprofessional to assist with classroom instruction and other administrative requirements. <b>Strategy's Expected Result/Impact:</b> Contracts, assessment data <b>Staff Responsible for Monitoring:</b> Associate Superintendent  <b>Title I:</b> 2.6 <b>Funding Sources:</b> ESSER Para - ESSER II - ESSER II - \$650,000	Formative		
	Nov	Feb	May

Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Provide social skills training for Special Education students in the mainstream setting through a social skills club. <b>Strategy's Expected Result/Impact:</b> Observations <b>Staff Responsible for Monitoring:</b> Director of Special Education  <b>Funding Sources:</b> Extra Duty Pay - ESSER III - ARP - ESSER - \$12,000	Formative		
	Nov	Feb	May
Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> Provide a transition specialist who will help transition students to and from alternative settings to campus. <b>Strategy's Expected Result/Impact:</b> Grade reports, assessment data <b>Staff Responsible for Monitoring:</b> Director of Social and Emotional Services	Formative		
	Nov	Feb	May
Strategy 6 Details	Formative Reviews		
<b>Strategy 6:</b> Improve connectivity for all campuses by replacing Wi/Fi. <b>Strategy's Expected Result/Impact:</b> Student and staff accessibility at school <b>Staff Responsible for Monitoring:</b> Director of Technology  <b>Funding Sources:</b> Access points - General - ESSER III - \$349,000	Formative		
	Nov	Feb	May
Strategy 7 Details	Formative Reviews		
<b>Strategy 7:</b> Update end of life storage for essential storage environment <b>Staff Responsible for Monitoring:</b> Director of Technology  <b>Funding Sources:</b> 2 Storage Flash Arrays - ESSER II - ESSER II	Formative		
	Nov	Feb	May
Strategy 8 Details	Formative Reviews		
<b>Strategy 8:</b> Replace end of life VMware server environment <b>Staff Responsible for Monitoring:</b> Director of Technology	Formative		
	Nov	Feb	May
Strategy 9 Details	Formative Reviews		
<b>Strategy 9:</b> Provide social and emotional supports to students and staff to address after effects of the COVID Pandemic. <b>Staff Responsible for Monitoring:</b> Director of Social and Emotional Learning  <b>Funding Sources:</b> Gaggle - General - ESSER II - \$55,000, SEL Curriculum - ESSER III - ARP - ESSER - \$48,000	Formative		
	Nov	Feb	May

Strategy 10 Details	Formative Reviews		
<b>Strategy 10:</b> Provide high impact tutoring to address learning loss from the COVID Pandemic. <b>Strategy's Expected Result/Impact:</b> Report card grades, assessment data, tutor time sheets <b>Staff Responsible for Monitoring:</b> Directors of Curriculum Assistant Superintendent  <b>Funding Sources:</b> Tutoring - ESSER III - ARP - ESSER III - \$33,000, Online Tutoring - ESSER III - ARP - ESSER III - \$50,000, Tutoring Buses - Title II Part A - ESSER II - \$100,000, Tutoring - ESSER II - ESSER II - \$500,000	Formative		
	Nov	Feb	May
Strategy 11 Details	Formative Reviews		
<b>Strategy 11:</b> Replace, repair, and/or upgrade chromebooks for students. <b>Staff Responsible for Monitoring:</b> Director of Technology  <b>Funding Sources:</b> Chromebooks - ESSER II - ESSER II - \$1,000,000, Chromebook repair supplies - ESSER II - ESSER II - \$66,000	Formative		
	Nov	Feb	May
Strategy 12 Details	Formative Reviews		
<b>Strategy 12:</b> Maximize staffing to ensure continuity of services. <b>Strategy's Expected Result/Impact:</b> Secondary Master Schedule <b>Staff Responsible for Monitoring:</b> Director of Secondary Curriculum Associate Superintendent  <b>Funding Sources:</b> Cardonex - ESSER II - ESSER II - \$60,000	Formative		
	Nov	Feb	May
Strategy 13 Details	Formative Reviews		
<b>Strategy 13:</b> Purchase supplies to sanitize and clean buildings and implement other activities to minimize the spread of the COVID virus. <b>Staff Responsible for Monitoring:</b> Director of Maintenance  <b>Funding Sources:</b> Supplies - Title II Part A - ESSER II - \$100,000, supplies - ESSER III - ARP - \$90,000	Formative		
	Nov	Feb	May
Strategy 14 Details	Formative Reviews		
<b>Strategy 14:</b> Address the health and safety of our students by installing vaping sensors in hard to monitor areas of the school. <b>Strategy's Expected Result/Impact:</b> Decrease the number of students vaping in the buildings as noted by discipline referrals in Skyward. <b>Staff Responsible for Monitoring:</b> Asst Dir of School Administration Campus Principals	Formative		
	Nov	Feb	May

Strategy 15 Details	Formative Reviews		
<b>Strategy 15:</b> Supplement necessary supplies and materials as well as services such as tutoring to assist students for qualifying students as a valid means of increasing the academic performance of ESL and immigrant students <b>Strategy's Expected Result/Impact:</b> Student and staff attendance records will be maintained for the program. STAAR/EOC, LPAC data will be reviewed and use to drive decisions. <b>Staff Responsible for Monitoring:</b> Director of Federal and State Programs Curriculum Directors/Specialists Teachers Principals Other Staff  <b>Title I:</b> 2.4, 2.6	Formative		
	Nov	Feb	May
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>			

# State Compensatory

## Budget for District Improvement Plan

**Total SCE Funds:**

**Total FTEs Funded by SCE:** 18.617

**Brief Description of SCE Services and/or Programs**

--

## Personnel for District Improvement Plan

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Bailey, Leslie	Student Success Counselor	1
Barton, Carol M	Restorative Practice Specialist	0.67
Benavides, Greta	Director: Foreign Languages	0.2
Chang, Crystal	Restorative Practice Specialist	0.67
Davenport, Jennifer	Reading Academy Specialist	0.34
Davis, Brittany	Curriculum Specialist: Elementary	0.2
Dorman, Kory	Assist. Dir. : Federal & State Programs	0.15
Edmondson, Clinton	Teacher - State Hospital	1
Garde, Arlene	Teacher	0.597
Gonzalez, Debbie	Homeless/Parent Engagement Coordinator	0.2
Griffiths, Ana	Director: Federal & State Prog	0.02
Hare, Kellie	Curriculum Specialist: Elementary Scienc	0.2
Harrington, Rhonda	Teacher	1
Hart., Wesley	State Hospital	1
Helton, Jerry	Student Support Counselor	1
Henderson, Steve	Curriculum Specialist: Secondary Science	0.2
Jaramillo, Evelyn	College & Career Advisor	1
Jordan, Heather	Restorative Practice Specialist	0.67
Kimbrough, Michelle	Teacher - State Hospital	1

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Knight, Mary	Clerk I - Social & Emotional Services	1
Kowalick, Melanie	Curriculum Specialist: Elementary MTSS	0.2
Li, Tara	College & Career Advisor	1
Mackey, Shannon	Student Support Counselor	1
Murray, Taleigha	Director: Secondary Curriculum Math 6-12	0.2
Norton, Shonna	Director: Social & Emotional Services	0.1
Parker, Sherry	Curriculum Specialist: Secondary SS 3-12	0.2
Parsons, Stephanie	Curriculum Specialist: Elementary: Kinde	0.2
Rasmussen, Shera	Curriculum Specialist: Secondary English	0.2
Rogers, Alice	Student Support Counselor	1
Sandoval, Gabriel	College & Career Advisors	1
Taack, April	Secretary: Federal & State Programs	0.2
Vacant	State Hospital	1
Walker, Mae	Curriculum Specialist: Elementary ELAR 3	0.2
Williamson, Shayla	Aide	0

# Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Adame, Greta	Director: Foreign Languages		.60
Baird, Susan	Support Personnel: Federal & State Progr		1
Davis, Brittany	Curriculum Specialist: Elementary		.45
Dipprey, Debbie	Director of Secondary Curriculum		.40
Dorman, Kory	Assistant Director: Federal & State Prog		.85
Garde, Arlene	Juvenile Detention Teacher	Title I Part D	.403
Gonzales, Amanda	Curriculum Specialist - BIL/ESL		.20
Gonzalez, Debbie	Homeless/Parent Engagement Coordinator		.606
Griffiths, Ana	Director of Federal & State Programs		.80
Hare, Kellie	Curriculum Specialist: Elementary Scienc		.45
Henderson, Steve	Curriculum Specialist: Secondary Science		.20
Kowalick, Melanie	Curriculum Specialist: MTSS		.20
McDonald, Rebecca	Aide - County Detention	Title I Part D	1
Murray, Taleigha	Director: Secondary Curriculum Math 6-12		.20
Parker, Sherry	Curriculum Specialist: Secondary SS 3-12		.45
Parsons, Stephanie	Curriculum Specialist: Elementary Kinder		.20
Rasmussen, Shera	Curriculum Specialist: Secondary English		.20
Spear, Misti	Director: Elementary Curriculum		.40
Taack, April	Secretary: Federal & State Programs		.50
Taack, April	Secretary: Federal & State Programs	Title I Part D	.5
Walker, Mae	Curriculum Specialist: Elementary ELAR 3		.20