

# Whitney Independent School District

## District Improvement Plan

### 2020-2021 Goals/Performance Objectives/Strategies

**Accountability Rating: Not Rated: Declared State of Disaster**



**Board Approval Date:** November 9, 2020

**Public Presentation Date:** November 9, 2020

# **Mission Statement**

Whitney ISD's objective is to become student-centered in all of our classes where we will give every child every chance to become a champion every day.

## **Vision**

In Whitney ISD, our goal is to prepare our students to acquire the necessary skills to meet the challenges of the 21st century by making learning authentic, inspiring, engaging, innovative, and relevant.

## **Motto**

Be a Champion Today!

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# Goals

**Goal 1:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 38% to 50% by June 2024.

**Performance Objective 1:** WISD staff will provide high quality instruction and deliver student-centered lessons.

**Evaluation Data Sources:** Lesson plans, walkthroughs, and evaluations will be used to determine the effectiveness of instruction and lessons.














<b>Strategy 1:</b> WISD will use five critical practices that are at the core of highly effective instruction. These Fundamental Five are: Frame the Lesson, Work in the Power Zone, Frequent, small group, purposeful talk about the learning, Recognize and Reinforce, and Write Critically. <b>Strategy's Expected Result/Impact:</b> Fundamental Five strategies will help teachers to improve instructional rigor and relevance and improve student performance. <b>Staff Responsible for Monitoring:</b> Laura Hunt, Principals <b>Results Driven Accountability</b>	Reviews			
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	Dec	Feb	Apr	June
				
<b>Strategy 2:</b> WISD will use the TEKS Resource System developed by the Texas Curriculum Management Program Cooperative (TCMPC) as the district curriculum. <b>Strategy's Expected Result/Impact:</b> WISD teachers will follow the TRS YAG to determine TEKS scope and sequence. They will utilize the vertical alignment documents, unit pre-tests, and the TRS Gap Implementation Tool to identify potential learning gaps that may need to be addressed by inserting lessons into the scope and sequence. Teachers will also utilize the TEKS Clarification documents to support teacher content knowledge and unpack standards for knowledge and skills specificity. Performance Assessments in the Instructional Focus Documents will also be used to assess student understanding. <b>Staff Responsible for Monitoring:</b> Laura Hunt, Principals <b>Results Driven Accountability</b>	Reviews			
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<b>Strategy 3:</b> WISD will use Professional Learning Communities (PLC) at each campus to improve teaching skills and the academic performance of students. <b>Strategy's Expected Result/Impact:</b> WISD will use Professional Learning Communities as a focus on continuous improvement in staff performance and student learning. The three questions that will drive our Professional Learning Communities are: What do we want each student to learn? How will we know when each student has learned it? How will we respond when a student experiences difficulty in learning? <b>Staff Responsible for Monitoring:</b> Laura Hunt, Principals <b>Results Driven Accountability</b>	Reviews			
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<b>Strategy 4:</b> WISD students will access assignments, assessments, and communication through the Google Classroom LMS (Learning Management System). <b>Strategy's Expected Result/Impact:</b> Google Classroom will be used as a tool for sharing information with students, collecting work, and providing feedback. <b>Staff Responsible for Monitoring:</b> Laura Hunt, Principals	Reviews			
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**Goal 1:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 38% to 50% by June 2024.

**Performance Objective 2:** WISD students and teachers will use technology for content instruction while integrating the 21st century skills of communication, collaboration, creativity, and critical thinking.













**Evaluation Data Sources:** Lesson plans will document that teachers apply appropriate technologies to instructional tasks in order to enrich the learning of both traditional and 21st century content, as well as promote the development of 21st century skills.














<b>Strategy 1:</b> WISD will identify and purchase appropriate digital tools that align with the scope and sequence of 21st century skills, district-approved curriculum, Texas State Standards, and identified research-based strategies and techniques. <b>Strategy's Expected Result/Impact:</b> Implementation of technology standards will ensure that students have the opportunity to gain and apply critical 21st Century digital knowledge and skills. <b>Staff Responsible for Monitoring:</b> Laura Hunt, Kristy Smith, Principals	Reviews			
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<b>Strategy 2:</b> WISD will implement an initiative to provide access to an iPad for every student, teacher, instructional aide in grades PK - 3rd. <b>Strategy's Expected Result/Impact:</b> WISD will use technology integration to positively affect student achievement and academic performance. <b>Staff Responsible for Monitoring:</b> Principals, Kristy Smith	Reviews			
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<b>Strategy 3:</b> WISD will implement an initiative to provide access to a laptop or desktop for every student, teacher, instructional aide in grades 4th -12th. <b>Strategy's Expected Result/Impact:</b> WISD will use technology integration to positively affect student achievement and academic performance. <b>Staff Responsible for Monitoring:</b> Principals, Kristy Smith	Reviews			
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**Goal 1:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 38% to 50% by June 2024.

**Performance Objective 3:** WISD staff will use high quality instructional programs and services to improve student achievement.

**Evaluation Data Sources:** Program reviews will show student growth.

<b>Strategy 1:</b> WISD will utilize a mixture of resource and an inclusion model using Texas Co-Teaching Guidelines to serve students in Special Education.  <b>Strategy's Expected Result/Impact:</b> WISD will use the inclusive service delivery model to fulfill the needs of diverse learners by allowing general and special educators to differentiate and deliver instruction with assurances that all students have full access to the grade-level expectations of the general curriculum. However, resource will still be used for students who need more individualized instruction.  <b>Staff Responsible for Monitoring:</b> Laura Hunt, Melody Haley, Principals  <b>Results Driven Accountability</b>	Reviews			
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<b>Strategy 2:</b> WISD will use the four essential components of the Response to Intervention (RtI) Model: a school-wide, multi-level instructional and behavioral system for preventing school failure, universal screening, progress monitoring, and data-based decision making for instruction.  <b>Strategy's Expected Result/Impact:</b> The implementation of RtI will contribute to more meaningful identification of learning and behavioral problems, improve instructional quality, provide all students with the best opportunities to succeed in school, and assist with the identification of learning disabilities and other disabilities.  <b>Staff Responsible for Monitoring:</b> Laura Hunt, Melissa Marbut, Principals	Reviews			
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<b>Strategy 3:</b> WISD will strengthen the Guided Reading Programs at WES and WIS.  <b>Strategy's Expected Result/Impact:</b> Guided Reading can: -help students understand that reading involves thinking and meaning making, -help students develop the skills and understandings necessary to be strategic in reading a wide variety of texts, -provide experience in a wide variety of text types, -increase student ability to self-select and apply purposes for comprehending, -develop comprehension of text and maximizing thinking, and -build confidence as readers.  <b>Staff Responsible for Monitoring:</b> Laura Hunt, Amber Seely, Russell Gauer	Reviews			
	Formative			Summative
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<b>Strategy 4:</b> WISD will provide a high-quality literacy program that includes instruction in phonemic awareness, phonics, vocabulary, comprehension, and fluency at WES and WIS.  <b>Strategy's Expected Result/Impact:</b> WES and WIS teachers will use effective, research-based, classroom strategies to help build and strengthen literacy skills.  <b>Staff Responsible for Monitoring:</b> Laura Hunt, Amber Seely, Russell Gauer	Reviews			
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<b>Strategy 5:</b> WES will use the Edmark Reading Program with SPED students as an alternative to Saxon phonics. <b>Strategy's Expected Result/Impact:</b> WES will use the Edmark Reading Program with SPED students to improve sight word, reading, and comprehension skills. <b>Staff Responsible for Monitoring:</b> Laura Hunt, Amber Seely	<b>Reviews</b>			
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<b>Strategy 6:</b> WISD will provide staff development through Hill County SSA (HCSSA) on using appropriate strategies in the classroom to assist individual learning styles and provide success to all students with special needs. <b>Strategy's Expected Result/Impact:</b> HCSSA will provide research-based training to prepare special education personnel are fully qualified and possess the skills and knowledge needed to serve children with disabilities. <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Principals	<b>Reviews</b>			
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<b>Strategy 7:</b> WISD hired Region 12 for assistance with administration of the Title I, Part A program.  6200 - \$17,952 Contract Services: District level reservation - ESC Grant Support and Monitoring Fee <b>Strategy's Expected Result/Impact:</b> Grant Support and Monitoring for 2019-2020 so that all federal dollars are accounted for accurately <b>Staff Responsible for Monitoring:</b> Melody Haley	<b>Reviews</b>			
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**Goal 1:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 38% to 50% by June 2024.

**Performance Objective 4:** WISD will use appropriate analysis and interpretation of data to make informed decisions that positively affect student outcomes.

**Evaluation Data Sources:** Data analysis will provide a snapshot of what students know, what they should know, and what can be done to meet their academic needs.

Data will be collected from:







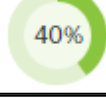
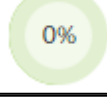

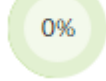
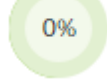
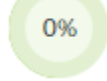
Demographic data: student population, participation, attendance, and least restrictive environment for students with disabilities

Program data: school programs

Student learning data: STAAR, DMAC, mClass, Circle, TMSFA

Disciplinary data: office disciplinary referrals, suspensions, and disciplinary alternative education program

Perception data: surveys

<b>Strategy 1:</b> WISD will administer benchmark assessments during the first semester of 2020-2021 to inform instruction and evaluate the quality of the learning environment. <b>Strategy's Expected Result/Impact:</b> Data will be analyzed to determine the effectiveness of instruction or intervention and make adjustments to improve student outcomes. <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Laura Hunt, Principals	Reviews			
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<b>Strategy 2:</b> WISD will utilize data analysis through district software to identify and track students' strengths, weaknesses, and progress toward mastery of the TEKS. <b>Strategy's Expected Result/Impact:</b> DMAC data will track improved student performance. <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Laura Hunt, Principals	Reviews			
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No Progress



Accomplished



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**Goal 3:** The percentage of graduates that meet the criteria for CCMR will increase from 46% to 58% by August 2024.

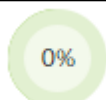
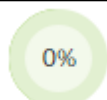
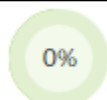


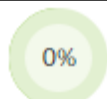
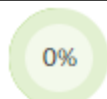




**Performance Objective 1:** WISD will provide opportunities and information to assist students in preparing for CCMR (College, Career, and/or Military Readiness).

**Evaluation Data Sources:** Participation rates will increase.














Participation opportunities and information will be documented in the student handbook, published in the local paper, and disseminated as appropriate.

<b>Strategy 1:</b> WISD will provide parent meetings to guide parents in preparing students for CCMR. <b>Strategy's Expected Result/Impact:</b> With appropriate developmental information related to careers, educational pathways, and self-knowledge, students are able to begin to make effective goals for the future. <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Amy Leech, Counselors	Reviews			
	Formative			Summative
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<b>Strategy 2:</b> WHS will have a counselor meet with each student and parent/guardian entering grade 9 to review/create a Personal Graduation Plan that includes an identified course of study that promotes college and workforce readiness, career placement and advancement, and the facilitation of the student's transition from secondary to post-secondary education. <b>Strategy's Expected Result/Impact:</b> Counselors will explain the benefits of choosing a PGP that includes distinguished level of achievement and includes one or more endorsements to enable the student to achieve top 10%. In addition, the student and student's parent/guardian will confirm and sign the PGP. <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Amy Leech, Counselors	Reviews			
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<b>Strategy 3:</b> WISD will provide instruction that prepares all 8th grade students for high school, college, and career readiness. <b>Strategy's Expected Result/Impact:</b> WMS and WHS will help all 8th graders create a Personal Graduation Plan for high school.  Compliance with Texas Education Code Sec. 28.016 <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Jennifer Penney	Reviews			
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<b>Strategy 4:</b> WISD will provide Dual Credit opportunities. <b>Strategy's Expected Result/Impact:</b> Dual credit courses allow students to earn credit for both college courses and high school courses while they are still in high school. <b>Staff Responsible for Monitoring:</b> Laura Hunt, Amy Leech, Counselors	Reviews			
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<b>Strategy 5:</b> WISD will offer Advanced Placement opportunities. <b>Strategy's Expected Result/Impact:</b> Advanced Placement is a program run by College Board that allows students to take courses in high school that can earn college credit and/or qualify them for more advanced classes when they begin college. <b>Staff Responsible for Monitoring:</b> Laura Hunt, Amy Leech, Counselors	<b>Reviews</b>			
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<b>Strategy 6:</b> WISD will provide all eighth grade students opportunities to use Virtual Job Shadow. <b>Strategy's Expected Result/Impact:</b> Virtual Job Shadow will allow students opportunities to explore and develop skills relevant to a chosen career pathway.  Compliance with requirements of HB 18 <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Jennifer Penney	<b>Reviews</b>			
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<b>Strategy 7:</b> WISD will use Odysseyware courses to provide students with the instruction, practice, and assessment experiences needed to prepare them for success on college entrance exams. <b>Strategy's Expected Result/Impact:</b> WISD will increase the passing rate of SAT, ACT, and TSIA testers. <b>Staff Responsible for Monitoring:</b> Laura Hunt, Amy Leech, Jody Ferguson	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<b>Strategy 8:</b> WISD will offer TSIA, SAT, and ACT exams to all students. <b>Strategy's Expected Result/Impact:</b> Numbers will increase for students who meet the TSI requirements in both Reading and Math. <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Counselors	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<b>Strategy 9:</b> WISD will increase the number of students who complete a program of study and earn Industry-Based Certifications. <b>Strategy's Expected Result/Impact:</b> WISD's students will meet the goal of the commissioner of education and the legislature by having 60% of young adults post-secondary ready by the year 2030. <b>Staff Responsible for Monitoring:</b> Jody Ferguson, Brad Coffelt, Amy Leech	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<b>Strategy 10:</b> WISD will increase the number of CTE Programs of Study from 2 to 4 for the 2020-2021 school year. <b>Strategy's Expected Result/Impact:</b> WISD offered Agriculture, Food, and Natural Resources, and Human Services in 2019-2020 but will add Health Science and Business, Marketing, and Finance in 2020-2021. Offering more courses will allow students more opportunities to complete a program and possibly earn a certification. <b>Staff Responsible for Monitoring:</b> Jody Ferguson, Brad Coffelt, Amy Leech	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				















<b>Strategy 11:</b> WISD will offer BIM 1 at Whitney Middle School in 2020-2021 and forward. <b>Strategy's Expected Result/Impact:</b> Offering BIM 1 at WMS will increase the opportunities for students to complete a program of study. <b>Staff Responsible for Monitoring:</b> Jody Fergason, Jennifer Penney	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<b>Strategy 12:</b> WISD will offer the College Prep Courses in Reading and Math. <b>Strategy's Expected Result/Impact:</b> Under Section 28.014 of the Texas Education Code, each school district is required to partner with at least one institution of higher education to develop and provide college preparatory courses in English language arts and mathematics. <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Counselors	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<b>Strategy 13:</b> WISD will provide students in grades 10 through 12 an opportunity to take the Armed Services Vocational Aptitude Battery (ASVAB) test and consult with a military recruiter. <b>Strategy's Expected Result/Impact:</b> The ASVAB can help students determine interests and aptitude when considering the military or are undecided. Recruiters can inform interested students of the benefits and opportunities related to the military. Compliance with Texas Education Code 29.9015 <b>Staff Responsible for Monitoring:</b> Jody Fergason, Kathy Auten	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				








**Goal 4:**

WISD will provide learning environments that are safe, drug-free, and conducive to learning by promoting the physical, emotional, and social well-being of students and staff.

**Performance Objective 1:** WISD will implement a back to school plan that includes safety protocols according to the direction of the CDC, the Department of State Health Services, TEA, and local health authorities.

**Evaluation Data Sources:** WISD will implement practices to prevent or cut down on the COVID-19 virus from entering the school.

<b>Strategy 1:</b> WISD will require staff and students to self-screen for COVID-19 symptoms before entering a campus each day. <b>Strategy's Expected Result/Impact:</b> WISD will implement practices to prevent or cut down on the COVID-19 virus from entering the school. <b>Staff Responsible for Monitoring:</b> Principals, Jeanne Thompson, Campus Nurses	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 2:</b> WISD will not allow visitors and volunteers on campus unless a formal appointment is made with the campus. All visitors will be screened prior to admittance on campus. <b>Strategy's Expected Result/Impact:</b> WISD will implement practices to prevent or cut down on the COVID-19 virus from entering the school. <b>Staff Responsible for Monitoring:</b> Principals, Jeanne Thompson, Campus Nurses	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 3:</b> Anyone with COVID-19 symptoms or a lab-confirmed case of COVID-19 will be required to remain off campus until the criteria for reentry is satisfied. <b>Strategy's Expected Result/Impact:</b> WISD will implement practices to prevent or cut down on the COVID-19 virus from entering the school. <b>Staff Responsible for Monitoring:</b> Principals, Jeanne Thompson, Campus Nurses	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 4:</b> WISD will require all staff, students in grades 3-12, and all bus riders to wear face coverings. <b>Strategy's Expected Result/Impact:</b> WISD will implement practices to prevent or cut down on the COVID-19 virus from entering the school. <b>Staff Responsible for Monitoring:</b> Principals, Jeanne Thompson, Campus Nurses	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				













<b>Strategy 5:</b> WISD will implement additional cleaning and disinfecting procedures during the day. <b>Strategy's Expected Result/Impact:</b> WISD will implement additional practices to prevent or cut down on the COVID-19 virus from entering the school. <b>Staff Responsible for Monitoring:</b> Brian Caperton	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				














**Goal 4:**
















WISD will provide learning environments that are safe, drug-free, and conducive to learning by promoting the physical, emotional, and social well-being of students and staff.











**Performance Objective 2:** WISD will provide, promote, and monitor staff and student safety.

**Evaluation Data Sources:** WISD will use multiple sources of information to guide improvement and demonstrate the impact.

<b>Strategy 1:</b> WISD will maintain a local School Health Advisory Council to assist the district in ensuring that local community values are reflected in the district's health education instruction.  <b>Strategy's Expected Result/Impact:</b> WISD will use the SHAC to reinforce the knowledge and skills children need to stay healthy and to strengthen the connection between health and academic achievement.  Compliance with HB 1386 <b>Staff Responsible for Monitoring:</b> Jeanne Thompson	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 2:</b> WISD will increase staff awareness and recognition of issues of bullying prevention, dating violence, and signs of child abuse.  <b>Strategy's Expected Result/Impact:</b> Training and awareness education ensures that all are prepared to address the issues in an appropriate, effective manner.  Compliance with SB 471 and HB 1942 <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Principals, Counselors	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 3:</b> WISD will develop procedures for reporting allegations of bullying and cyberbullying.  <b>Strategy's Expected Result/Impact:</b> WISD will develop ways to allow students to safely and anonymously report acts of bullying or other school-safety concerns.  Compliance with TEC 11.252 <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Principals, Counselors	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 4:</b> WISD will increase staff awareness and recognition of issues of maltreatment and sexual abuse of children, including prevention techniques and options for affected students.  <b>Strategy's Expected Result/Impact:</b> Training and awareness education ensures that all are prepared to address the issues in an appropriate, effective manner.  Compliance with HB 1041 <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Principals, Counselors	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				

<b>Strategy 5:</b> WISD will conduct safety drills. <b>Strategy's Expected Result/Impact:</b> Training and awareness education ensures that all are prepared to address the issues in an appropriate, effective manner. <b>Staff Responsible for Monitoring:</b> Bob Kruse, Brian Caperton, Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<b>Strategy 6:</b> WISD will maintain a Crisis Management/Response Plan and provide annual training on the plan and emergency procedures. <b>Strategy's Expected Result/Impact:</b> Training and awareness education ensures that all are prepared to address the issues in an appropriate, effective manner. <b>Staff Responsible for Monitoring:</b> Bob Kruse, Brian Caperton	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<b>Strategy 7:</b> WISD will conduct annual upkeep and improvements on the district facilities. <b>Strategy's Expected Result/Impact:</b> Upkeep and improvements will effectively maintain facility resources, thereby providing a healthy, safe, and reliable environment for students and staff. <b>Staff Responsible for Monitoring:</b> Brian Caperton	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<b>Strategy 8:</b> WISD will determine the best methods for addressing the needs of students for early mental health intervention, special programs: suicide prevention, conflict resolution, drug and violence prevention, dyslexia, and pregnancy related services. <b>Strategy's Expected Result/Impact:</b> Training and awareness education ensures that all are prepared to address the issues in an appropriate, effective manner. <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Principals, Counselors	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<b>Strategy 9:</b> WISD will provide training on harassment and dating violence. <b>Strategy's Expected Result/Impact:</b> Training and awareness education on harassment and dating violence ensures that all are prepared to address the issues in an appropriate, effective manner.  Compliance with TEC 11.252(3)(B)(iii), 37.001, and 37.0831  Compliance with family Code 71.0021 <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				

<b>Strategy 10:</b> WISD will provide training on sexual abuse awareness and prevention and other maltreatment of children. <b>Strategy's Expected Result/Impact:</b> Training and awareness education on sexual abuse awareness and prevention and other maltreatment of children ensures that all are prepared to address the issues in an appropriate, effective manner.  Compliance with TEC 38.0041 (c) and 11.252(9)  <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<b>Strategy 11:</b> WISD will provide training on suicide prevention. <b>Strategy's Expected Result/Impact:</b> Teachers and others who interact with students daily are in a prime position to recognize the signs of suicide risk and to make appropriate referrals. Effective training will help personnel build the skills and confidence to identify and assist vulnerable youth.  Compliance with TEC 11.252(3)(B)(i) <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<b>Strategy 12:</b> WISD will maintain a safe traffic flow for students through drop-off and pick-up zones, parent communication, and traffic signs. <b>Strategy's Expected Result/Impact:</b> WISD will keep children, staff, and schools safe. <b>Staff Responsible for Monitoring:</b> Brian Caperton, Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<b>Strategy 13:</b> WISD will maintain security through controlled access, locked classroom and hallways doors, key logs/inventories, visitor sign-ins/badges, visitor checks, and check in and out procedures. <b>Strategy's Expected Result/Impact:</b> WISD will use these measures to ensure the safety of students, staff, and visitors. <b>Staff Responsible for Monitoring:</b> Brian Caperton, Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<b>Strategy 14:</b> American Red Cross CPR Recertification workshops will be conducted during the two-week staff development schedule. <b>Strategy's Expected Result/Impact:</b> Staff will earn certification and be prepared to serve students. <b>Staff Responsible for Monitoring:</b> Jeanne Thompson	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				







<b>Strategy 15:</b> WISD will implement the School Safety Training (Guardian Plan) as passed by the Texas Legislature in 2013. <b>Strategy's Expected Result/Impact:</b> The purpose of the Guardian Plan is to provide students and staff an armed self defense option prior to the arrival of Law Enforcement in the event of an active shooter on campus. <b>Staff Responsible for Monitoring:</b> Bob Kruse	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 16:</b> WISD will continue to use the ALICE (Alert, Lockdown, Inform, Counter, and Evacuate) Program and will provide training to all employees. <b>Strategy's Expected Result/Impact:</b> The purpose of the training is to supply staff members with the ability to anticipate potential dangers and to take precautions to protect the students from those dangers. <b>Staff Responsible for Monitoring:</b> Bob Kruse	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4:**






WISD will provide learning environments that are safe, drug-free, and conducive to learning by promoting the physical, emotional, and social well-being of students and staff.

**Performance Objective 3:** WISD will implement positive, proactive discipline management strategies.

**Evaluation Data Sources:** 425 Records and Results Driven Accountability (RDA) will show increased compliance in WISD.

<b>Strategy 1:</b> WISD will revise and distribute the Discipline Plan, Student Code of Conduct, and Student Handbook annually. <b>Strategy's Expected Result/Impact:</b> The goal is to increase student achievement, school improvement, and school safety.  Compliance with TEC 11.252(3) (E) <b>Staff Responsible for Monitoring:</b> Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 2:</b> WISD will ensure that parents and students are informed of their rights and responsibilities. <b>Strategy's Expected Result/Impact:</b> The goal is to increase student achievement, school improvement, and school safety.  Compliance with TEC 11.252(3) (E) <b>Staff Responsible for Monitoring:</b> Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 3:</b> Campus and district administration will review 425 disciplinary records for ISS, OSS, Expulsion, and DAEP placements. <b>Strategy's Expected Result/Impact:</b> The goal is to maintain accurate state reports and improve district-wide efficacy.  Compliance with TEC 11.252(3) (E) <b>Staff Responsible for Monitoring:</b> District PEIMS Director, Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
<b>Strategy 4:</b> WISD will offer staff development that provides teachers with discipline techniques. <b>Strategy's Expected Result/Impact:</b> Training will provide teachers with techniques to use to strengthened desired behaviors and decrease undesired behaviors. <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
















<b>Strategy 5:</b> WISD will implement Positive Behavior Support strategies from the Texas Behavior Support Initiative (TBSI). <b>Strategy's Expected Result/Impact:</b> TBSI will provide WISD with the foundational knowledge for the use of positive behavior interventions and supports for all students, including those with disabilities.  Compliance with SB 1196 and TAC SS89.1053. <b>Staff Responsible for Monitoring:</b> Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 6:</b> WISD will reduce the difference between the Discretionary ISS Placements and the Special Education Discretionary ISS Placements by at least 5 percent and lessen the time students are removed from the primary instructional setting. <b>Strategy's Expected Result/Impact:</b> Through the implementation of effective behavior strategies, learning time for students with disabilities will be increased and student achievement will be positively impacted. <b>Staff Responsible for Monitoring:</b> Principals <b>Results Driven Accountability</b>	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 4:**

WISD will provide learning environments that are safe, drug-free, and conducive to learning by promoting the physical, emotional, and social well-being of students and staff.

**Performance Objective 4:** In addition to in person instruction, WISD will offer asynchronous instruction for the 2020-2021 school year.















**Evaluation Data Sources:** By offering asynchronous learning where students will be expected to complete instruction and school work independently with intermittent teacher interaction, WISD will provide educational services to those students who do not feel safe returning to campus due to COVID-19.

<b>Strategy 1:</b> WISD will develop and implement a plan to ensure that students learning remotely receive the same level of rigor, feedback, and sense of community as those receiving in-person instruction. <b>Strategy's Expected Result/Impact:</b> Students will receive the supports needed to excel and master the same content as peers receiving in-person instruction. <b>Staff Responsible for Monitoring:</b> Laura Hunt, Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 2:</b> WISD will provide daily, predictable interaction with academic content to all remote learners. <b>Strategy's Expected Result/Impact:</b> Students will receive the supports needed to excel and master the same content as peers receiving in-person instruction. <b>Staff Responsible for Monitoring:</b> Laura Hunt, Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 3:</b> WISD will ensure that remote students and families will have access to quality instructional materials aligned with the TEKS. <b>Strategy's Expected Result/Impact:</b> Students will receive the supports needed to excel and master the same content as peers receiving in-person instruction. <b>Staff Responsible for Monitoring:</b> Laura Hunt, Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 5:** WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff by rewarding excellence and providing opportunities for continual growth.

**Performance Objective 1:** WISD will report 100% State Qualified teachers at all campuses and 100% Highly Qualified paraprofessionals at WES and WIS.











**Evaluation Data Sources:** WISD will report 100% State Qualified teachers at all campuses and 100% Highly Qualified paraprofessionals at WES and WIS.




<b>Strategy 1:</b> WISD will recruit and hire individuals that help maintain a 100% State Certified status for all core classroom teachers. If needed, DOI will be used to ensure qualified educators are serving students. <b>Strategy's Expected Result/Impact:</b> WISD will meet state certification requirements. <b>Staff Responsible for Monitoring:</b> Principals, Melissa Marbut	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 2:</b> WISD will recruit and hire SPED individuals that help maintain a 100% State Certified status and a a 100% Highly Qualified status. <b>Strategy's Expected Result/Impact:</b> WISD will meet state certification requirements and federal SPED certification requirements. <b>Staff Responsible for Monitoring:</b> Principals, Melissa Marbut	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 3:</b> WISD will recruit and hire individuals that help maintain a 100% Highly Qualified status for paraprofessionals at WES and WIS. All individuals who are not properly certified will attend a paraprofessional academy. <b>Strategy's Expected Result/Impact:</b> WISD will meet federal certification requirements. <b>Staff Responsible for Monitoring:</b> Principals, Melissa Marbut	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 4:</b> WISD will conduct recruitment activities to sustain placement of state qualified and highly qualified, as appropriate, personnel in all positions. <b>Strategy's Expected Result/Impact:</b> WISD will meet state certification requirements and federal SPED certification requirements. <b>Staff Responsible for Monitoring:</b> Principals, Melissa Marbut	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				





**Goal 5:** WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff by rewarding excellence and providing opportunities for continual growth.

**Performance Objective 2:** WISD will train and use qualified individuals to ensure compliance with State and Federal Programs.

**Evaluation Data Sources:** The end-of year compliance and grant reports will document WISD's compliance with State and Federal Programs.

<b>Strategy 1:</b> WISD will use certified personnel to provide gifted/talented students with an assortment of learning opportunities that lead to the development of advanced level products or performance. <b>Strategy's Expected Result/Impact:</b> WISD will meet the requirements of the Texas State Plan for the Education of Gifted/Talented Students. <b>Staff Responsible for Monitoring:</b> Laura Hunt, Principals, Counselors	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 2:</b> WISD has an enrollment of less than 20 LEP students in the same grade level on each campus; therefore, WISD shall provide an English as a second language (ESL) program to all students of limited English proficiency in grades Pre-Kindergarten through 12th grade in accordance with 19 Texas Administrative Code, Chapter 89 using staff members who hold the ESL Certification or are serving under a state waiver. <b>Strategy's Expected Result/Impact:</b> The goal of the ESL program is to enable second language learners to become competent in the comprehension, speaking, reading, and composition of the English language.  Meet Compliance with 19 Texas Administrative Code, Chapter 89 <b>Staff Responsible for Monitoring:</b> Laura Hunt, Principals, PEIMS	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 3:</b> Whitney ISD will train staff members to use progress monitoring to assess students' academic performance, to quantify a student rate of improvement or responsiveness to instruction, and to evaluate the effectiveness of instruction. <b>Strategy's Expected Result/Impact:</b> Progress monitoring will inform and improve instruction and student performance. <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Laura Hunt, Principals <b>Results Driven Accountability</b>	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 4:</b> WISD will use appropriately certified staff to assess and serve students with dyslexia and related disorders. <b>Strategy's Expected Result/Impact:</b> Students who have a specific learning disability in reading (dyslexia) need a specialized approach to reading instruction to make progress.  Compliance with TEC 11.252(a)(3)(B)(iv) <b>Staff Responsible for Monitoring:</b> Laura Hunt, Maggi Massengale, Principals, Counselors	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				








<b>Strategy 5:</b> WISD will use interventionists at WES and WIS to provide an intensive reading program that appropriately addresses students' reading difficulties and needs. <b>Strategy's Expected Result/Impact:</b> Reading Interventionists will be used to help students develop proficient reading skills that will contribute to their academic growth. They will work extensively with students to help them improve specific reading skills such as letter-naming, initial sounds, phoneme segmentation, and comprehension strategies. <b>Staff Responsible for Monitoring:</b> Laura Hunt, Russell Gauer, Amber Seely <b>Results Driven Accountability - Equity Plan</b>	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				















 No Progress
  Accomplished
  Continue/Modify
  Discontinue

**Goal 5:** WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff by rewarding excellence and providing opportunities for continual growth.

**Performance Objective 3:** WISD will provide staff development based on needs through data, administration/staff conversations, T-TESS, student needs, state and federal constraints, and content specific requirements.

**Evaluation Data Sources:** All staff development opportunities will be aligned with the needs assessment.













<b>Strategy 1:</b> WISD will provide Professional Learning Communities (PLC) training to administrators and teacher leaders. <b>Strategy's Expected Result/Impact:</b> WISD will use Professional Learning Communities as a focus on continuous improvement in staff performance and student learning. The three questions that will drive our Professional Learning Communities are:  What do we want each student to learn? How will we know when each student has learned it? How will we respond when a student experiences difficulty in learning? <b>Staff Responsible for Monitoring:</b> Laura Hunt <b>Results Driven Accountability</b>	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 2:</b> WISD will provide the required T-TESS update with teachers during the two-week staff development schedule in 2020-2021. <b>Strategy's Expected Result/Impact:</b> Orientation will provide teachers with an understanding of T-TESS, its components, key staff roles and responsibilities, information and resources available during implementation, where to seek assistance, and how to write goals and professional development plans.  Compliance of TAC 150.1006 <b>Staff Responsible for Monitoring:</b> Laura Hunt, Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 3:</b> WISD teachers who serve students in the Gifted and Talented program will receive the 30 hours of required Gifted and Talented training and will receive the required annual 6 hour update. <b>Strategy's Expected Result/Impact:</b> Teachers who are trained in gifted education will be able to foster higher-level thinking, allow for greater student expression, consider individual student strengths and weaknesses, and provide a variety of learning experiences to challenge students.  Compliance with the Texas State Plan for the Education of Gifted/Talented Students <b>Staff Responsible for Monitoring:</b> Laura Hunt, Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				

<b>Strategy 4:</b> WISD will develop and implement a plan to ensure that all ELAR teachers who are providing English as a Second Language (ESL) instruction have ESL certification by the end of 2020-2021. Likewise, WISD will apply for a waiver for any eligible teachers who are not currently ESL certified but serve ESL students.  <b>Strategy's Expected Result/Impact:</b> The ESL Certification will ensure teachers have foundational knowledge in the second language acquisition process and its impact on content-area instruction and student achievement and will be well equipped for working with and supporting ELs.  Compliance with TEC 29.061 <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Laura Hunt, Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 5:</b> Whitney ISD will use the Mentor Group at each campus to train teachers new to the district to become 21st century educators that integrate technology and help students develop 21st century skills.  <b>Strategy's Expected Result/Impact:</b> Our goal is to become student-centered in all of our classes.  Compliance with TEC 11.252(3)(F) <b>Staff Responsible for Monitoring:</b> Laura Hunt, Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 6:</b> WISD will provide a Legal Overview with Dennis Eichelbaum from Eichelbaum, Wardell, Hansen, Powell, & Mehl, P.C. on August 10, 2020.  <b>Strategy's Expected Result/Impact:</b> The session will cover the First Amendment, FERPA, Social Media, and Harassment Training.  <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Melody Haley	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 7:</b> WISD will certify that 100% of all test coordinators are fully trained on state testing protocols and requirements so they may train campus staff.  <b>Strategy's Expected Result/Impact:</b> Campus coordinators are required to receive annual training on test security and general testing procedures, as well as procedures unique to specific testing circumstances.  <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Counselors	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				











**Goal 6:** WISD will include all parents, community members, and educators as active partners in the education of students.

**Performance Objective 1:** WISD will use a variety of techniques to build strong, trusting relationships with parents/guardians to promote and increase student achievement and school improvement.

**Evaluation Data Sources:** WISD will use survey results, meeting minutes, and parent/guardian attendance (sign in sheets) to measure participation and growth.

<b>Strategy 1:</b> WISD will ensure that information is provided in languages that parents/guardians can understand. <b>Strategy's Expected Result/Impact:</b> Schools will communicate with parents/guardians in their home language and work to effectively bring them in to the classroom and the school community. <b>Staff Responsible for Monitoring:</b> Principals, Secretaries, Counselors	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 2:</b> WISD will ensure that parents/guardians and students are informed of their rights and responsibilities. <b>Strategy's Expected Result/Impact:</b> Parents/guardians and students will be well informed of the rights and responsibilities involved in the education of each student and the district. <b>Staff Responsible for Monitoring:</b> Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 3:</b> WISD will provide a Parent Portal for parents to monitor a child's attendance, grades, and discipline. <b>Strategy's Expected Result/Impact:</b> Parent engagement has a direct correlation to student success; therefore, Parent Portal will provide access student grades, attendance and absences, discipline, upcoming assignments, and announcements. <b>Staff Responsible for Monitoring:</b> Cindy Bellah, Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 4:</b> WISD will use a variety of methods to conduct teacher/parent conferences. <b>Strategy's Expected Result/Impact:</b> Conferences will be used to discuss a child's progress and find enhancements or solutions to academic or behavioral needs. <b>Staff Responsible for Monitoring:</b> Principals, Secretaries, Teachers	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
















<b>Strategy 5:</b> WISD will maintain a district and campus websites to keep parents/guardians and community members informed. <b>Strategy's Expected Result/Impact:</b> Parents/guardians and students will be well informed of the happenings of the district and will have the opportunity to be involved in the education of each student and the district. <b>Staff Responsible for Monitoring:</b> Kristy Smith, Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 6:</b> WISD will use multiple channels and approaches for communicating with families. <b>Strategy's Expected Result/Impact:</b> Keeping parents informed and inviting them to become part of the educational process will significantly influence the success of students. Therefore, WISD must share information about opportunities for families to be involved with school through email, mail, social media, class apps, school newsletters, and letters sent home with students. <b>Staff Responsible for Monitoring:</b> Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 6:** WISD will include all parents, community members, and educators as active partners in the education of students.

**Performance Objective 2:** WISD will increase the opportunities for all parents, community members, and educators to become active partners in the education of students.

**Evaluation Data Sources:** WISD will use survey results, meeting minutes, and parent/guardian attendance (sign in sheets) to measure participation and growth.

<b>Strategy 1:</b> WISD will host open houses, back-to-school nights, meet-the-teacher nights, and other opportunities to actively recruit parents/guardians as partners in the education of their children. <b>Strategy's Expected Result/Impact:</b> Research has proven that parent/community involvement in education is instrumental to students' academic achievement. <b>Staff Responsible for Monitoring:</b> Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 2:</b> WISD will work to expand partnerships with local businesses and organizations. <b>Strategy's Expected Result/Impact:</b> Parent-school-community partnerships will improve schools, strengthen families, build community support, and increase student achievement and success. <b>Staff Responsible for Monitoring:</b> Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<b>Strategy 3:</b> WISD include parents and community members as active members of district and campus planning groups. <b>Strategy's Expected Result/Impact:</b> Any processes which look at addressing academic success are more effective when a range of perspectives are included. <b>Staff Responsible for Monitoring:</b> Melissa Marbut, Principals	Reviews			
	Formative			Summative
	Dec	Feb	Apr	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				