

SABINE ISD
District Improvement Plan
2020-2021



Date of School Board Approval

Legal References

- *Each school district shall have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy, by the superintendent with the assistance of the district-level committee. (Section 11.251 of the Texas Education Code)*
- *Each school year, the principal of each school campus, with the assistance of the campus-level committee, shall develop, review, and revise the campus improvement plan for the purpose of improving student performance for all student populations, including students in special education programs under Subchapter A, Chapter 29, with respect to the student achievement indicators adopted under Section 39.051 and any other appropriate performance measures for special needs populations. (Section 11.253 of the Texas Education Code)*

Mission Statement

The mission of the Sabine Independent School District is to provide appropriate, challenging opportunities, in a safe and positive environment, for all students to develop to their potential academically, mentally, emotionally, physically and socially in a way that each student is motivated and enabled to become a confident and competent problem-solver, communicator, collaborative worker, user of technology, and life-long learner so that the student is prepared to become an effective citizen and productive member of society.

District/Campus Improvement Planning and Decision Making Committee

Name	Position (Parent, Business, Community, Teacher, etc.)	Signature
Stacey Bryce	Superintendent	
Shelley Yates	Director of Curriculum	
Kevin Yandell	Director of Business	
Teri Bass	Elementary Principal	
Carrie Mashburn	Elem. Assist. Principal	
Natalie Johnson	Elem. Counselor	
Barbara Watkins	Elem. SPED Teacher	
Jennifer Sparks	Elem. Teacher	
Jennifer Morvan	Elem. Teacher	
Lauryn Kitchen	Elem. Teacher	
Stanton Reaves	Middle School Principal	
Sara Cantrell	MS Assist. Principal	
Sherry Willoughby	MS Teacher	
Jessica Riggs	MS Teacher	

District/Campus Improvement Planning and Decision Making Committee

Name	Position <small>(Parent, Business, Community, Teacher, etc.)</small>	Signature
Marci Patterson	MS Teacher	
Leah Lowery	MS Counselor	
Monty Pepper	High School Principal	
Stephanie Richard	HS Assist. Principal	
Cary Challis	HS Teacher	
Wendi Stevens	HS Teacher	
Greg Jeffers	HS Teacher	
April Washburn	HS Teacher	
Shawn Whited	Technology	
Beth Langley	Parent	
Jenna Warlick	Business/Community	

THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and educational opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family and that parental involvement in the school is essential for the maximum educational achievement of a child.

THE STATE OF TEXAS PUBLIC EDUCATION GOALS

- GOAL 1:** The students in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
- GOAL 2:** The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
- GOAL 3:** The students in the public education system will demonstrate exemplary performance in the understanding of science.
- GOAL 4:** The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

- OBJECTIVE 1:** Parents will be full partners with educators in the education of their children.
- OBJECTIVE 2:** Students will be encouraged and challenged to meet their full educational potential.
- OBJECTIVE 3:** Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
- OBJECTIVE 4:** A well-balanced and appropriate curriculum will be provided to all students.
- OBJECTIVE 5:** Educators will prepare students to be thoughtful, active citizens who have an appreciation for the basic values of our state and national heritage and who can understand and productively function in a free enterprise society.
- OBJECTIVE 6:** Qualified and highly effective personnel will be recruited, developed, and retained.
- OBJECTIVE 7:** The state's students will demonstrate exemplary performance in comparison to national and international standards.
- OBJECTIVE 8:** School campuses will maintain a safe and disciplined environment conducive to student learning.
- OBJECTIVE 9:** Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning.
- OBJECTIVE 10:** Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

TEA COMMISSIONER'S STRATEGIC PRIORITIES:

1 Recruit, support, retain teachers & principals	2 Build a foundation of reading and math	3 Connect high school to career and college	4 Improve low- performing schools
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DISTRICT ESSA REQUIREMENTS

Equity Plan [ESSA Sec. 1112(b)(2)]: The district findings indicated that SISD falls well below the state averages in the inexperienced and out of field areas with the exception of high school inexperienced teachers. With this gap, we have considered the ongoing problem that a small district experiences to fill positions. Inexperienced teachers are largely what small districts can attract as candidates and we have to support and grow these teachers to be effective teachers.

Poverty Criteria [Sec. 1112(b)(4)]:

SABINE ISD determines Title I eligibility and rank/serve order through number of children eligible for free and reduced-priced lunches.

Schoolwide Programs [Sec. 1112(b)(5)]: Sabine ISD utilizes intervention teachers and tutors for small groups in all grade levels and uses the Cardinal Reading Intervention Program at the elementary.

State Compensatory Education

State of Texas Student Eligibility Criteria:

A student under 21 years of age and who:

1. Is in prekindergarten – grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Was not advanced from one grade to the next for one or more school years (students in pre-k and k that are retained at parent request are not considered at-risk).
4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument
5. Is pregnant or is a parent
6. Has been placed in an AEP during the preceding or current school year
7. Has been expelled during the preceding or current school year
8. Is currently on parole, probation, deferred prosecution, or other conditional release
9. Was previously reported through PEIMS to have dropped out of school
10. Is a student of limited English proficiency
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS
12. Is homeless
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home

State Compensatory Education

This district has written policies and procedures to identify the following:

- Students who are at-risk of dropping out of school under state criteria
- Students who are at-risk of dropping out of school under local criteria
- How students are entered into the SCE program
- How students are exited from the SCE program
- The cost of the regular education program in relation to budget allocations per student and/or instructional staff per student ratio.

Total FTEs funded through SCE at this District: 6.49

The process we use to identify students at-risk is: *The district identifies students using the criteria list for definition of at-risk students.*

The process we use to exit students from the SCE program who no longer qualify is: *The district will exit students from an SCE program when they do not meet criteria list for definition of at-risk students.*

***Optional for Title I Schoolwide schools:
At Sabine ISD, School State Compensatory Funds are used to support Title I initiatives.***

State Compensatory Education

STAAR	Math % Met Standard			Reading/ELA % Met Standard			Writing % Met Standard			Science % Met Standard			Social Studies % Met Standard		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Students At-Risk	16	27	31	21	26	32	8	24	17	22	33	41	16	18	47
Students Not At-Risk	59	67	69	67	66	68	59	71	66	63	74	79	66	70	77

	Drop Out Data		Completion Data	
	2017-2018	2018-2019	2017-2018	2018-2019
Students At-Risk	1	1	27	24
Students Not At-Risk	2	1	68	65

The comprehensive, intensive, accelerated instruction program at this district consists of intervention teachers for small group and pull out tutorials for students at risk.

Upon evaluation of the effectiveness of this program the committee finds that this has been very effective in supporting students to meet performance standards on the state assessments. K-2 grades are assessed by teachers with Dibels and students receive instruction and intervention according to the data.

Federal, State and Local Funding Sources

Federal funding sources will be integrated and coordinated with State and Local funds to meet the needs of all students.

This schoolwide program will consolidate funds in the following way: **Title I, Part A only** [ESSA Sec. 1114(b)(7)(B)]

Federal	
Program/Funding Source	Amount of Funding
Title I, Part A (18-19 & 19-20)	259,380
Title II, Part A	32,205
Title III, Part A	14,425
Title IV, Part A	29,371
IDEA-B-Formula	-0-
IDEA-B-Formula (17-18, 18-19, 19-20)	1,005,398
IDEA-B Preschool	-0-
IDEA-B Preschool 19-20	2,870
Carl Perkins (Region 7 SSA)	3,000
State	
Program/Funding Source (% Required Spend)	Amount of Funding
Foundation-Dyslexia (55%)	53,592
Foundation-Career/Tech (55%)	1,249,546
Foundation-Special Ed (55%)	1,337,588
Foundation-Comp Ed (55%)	1,075,228
Foundation-Bilingual/ESL (55%)	78,326
Foundation-Early Childhood (100%)	144,101
Foundation-CCMR Outcomes Bonus (55%)	
Local	
Program/Funding Source	Amount of Funding
Tax Revenue	3,926,878
Contrib to Spec Ed SSA	294,500
Contrib to DAEP SSA	42,100

Comprehensive Needs Assessment Attendees

Date(s):

Name	Position <small>(Parent, Business, Community, Teacher, etc.)</small>	Signature
Stacey Bryce	Superintendent	
Shelley Yates	Director of Curriculum	
Kevin Yandell	Director of Business	
Teri Bass	Elementary Principal	
Carrie Mashburn	Elem. Assist. Principal	
Natalie Johnson	Elem. Counselor	
Barbara Watkins	Elem. SPED Teacher	
Jennifer Sparks	Elem. Teacher	
Jennifer Morvan	Elem. Teacher	
Lauryn Kitchen	Elem. Teacher	
Stanton Reaves	Middle School Principal	
Sara Cantrell	MS Assist. Principal	
Sherry Willoughby	MS Teacher	

Comprehensive Needs Assessment Attendees

Date(s):

Name	Position (Parent, Business, Community, Teacher, etc.)	Signature
Jessica Riggs	MS Teacher	
Marcy Patterson	MS Teacher	
Leah Lowery	MS Counselor	
Monty Pepper	High School Principal	
Stephanie Richard	HS Assist. Principal	
Cary Challis	HS Teacher	
Wendi Stevens	HS Teacher	
Greg Jeffers	HS Teacher	
April Washburn	HS Teacher	
Shawn Whited	Technology	
Beth Langley	Parent	
Jenna Warlick	Business/Community	

Comprehensive Needs Assessment Summary 2020-2021

Section 1 – District Profile

Sabine ISD is a 3A district with one high school campus (9-12), one middle school campus (6-8) and one elementary campus (PK-5). Total student enrollment is 1527 with total staff at 208. Student demographics are: African American 3.9%, Hispanic 23.4%, White 66.9%, American Indian .5%, Asian .5%, Two or More Races 4.8%. Our economically disadvantaged population is 49.19%.

Section 2 – Data Reviewed

State Assessments, Unit Assessments, PBMAS, Discipline Data, Attendance Data, Discipline Data, Accountability Data, 2018-19 DIP/CIP, DMAC Data, TAPR, AP Results, Participation Records, SuccessEd Program Resources, Dibels

Section 3 – Findings/Conclusions

As a district, we found, based on our data, that our focus needs to be in the areas of 5th grade reading, math and science, 6th grade reading and math, 7th grade math, reading and writing, Algebra I, English I and II. We will also target closing the gaps in all subjects across the sub-pops. Technology integration in the classrooms is improving across all campuses. We are not performing terribly, but we need to continue to improve to perfect data driven instruction and strategies in the classroom. We will also working to move more students from approaches and meets to masters per the accountability system. The district recognizes that with the shutdown and remote learning due to Covid, gaps will obviously develop with our students' learning. Teachers will need to be more knowledgeable of vertical alignment and what students were supposed to learn and didn't due to Covid. Students will be socially and emotionally affected as they are in a remote learning setting or transitioning back to an on campus learning setting.

Section 4 – Strengths

Students:

- Academic and Athletic Successes
- State Assessment Results in Math/All Students 85%
- State Assessment Results in Science/All Students 90%
- State Assessment Results in Social Studies/All Students 91%
- Increased Designation Distinctions from Previous Year

Parents/Community:

- Parent Volunteers
- PTO Activities
- Strong Community and Parent Involvement
- Effective Communication with Parents
- Community Collaboration
- Sabine Education Foundation

Staff:

- Positive Climate across all campuses
- Low Turnover Rate
- Support for Staff
- Mentors Provided for New Employees
- Collaborative/Teamwork

Facilities:

- Clean and Inviting Atmosphere Across All Campuses
- Safety and Security Priorities Across All Campuses
- Security Entry Systems Districtwide

Section 5 – Weaknesses

Students:

- State Assessment Results in ELAR/All Students 83%
- State Assessment Results in Writing/All Students 78%
- Teaching Students to Meets and Masters for Student Progress
- Closing the Gaps in Sub Pops
- Special Pops Achievement
- Promote Student and School Successes
- College Prep Courses
- CCMR Identification and Qualification
- Increase AP Test Results
- Attendance
- Certification Pathways for CTE
- TSI English and Math Success

Parents/Community:

- Ongoing Improved Communication and Collaboration Opportunities for Involvement

Staff:

- High School Inexperienced/Out of Field Teachers
- Data Driven Discussions and Instruction
- Vertical and Horizontal Teaming
- Continued Technology Integration
- Better Utilization of Assessment Tools to Create Quality Assessments

Facilities:

- Enhance Safety and Security Measures

Section 6 – Identified Needs

- Continued Improved Communication through District Website and Social Media
- Increased Opportunities for Parental Involvement and Family Nights
- Parent/Community Surveys
- Hiring Qualified Staff in a Timely Manner
- Continued Technology Training for Teachers
- Data Literacy and Implementation Training/Data Driven Instruction
- Continue Safety and Security Preparedness
- ESL Certification for Teachers
- Supplemental Materials for all STAAR Tested Areas
- Tutors for Small Groups
- Staff Development and Increased Education for TEKS Resource System and State Standards
- College, Career, Military Ready Identification and Qualification Plan
- Continued Improvement and Closing Gaps on STAAR 3-8 and EOC Scores with All Sub Pops
- Marked Gains in All STAAR 3-8 and EOC Tested Subjects in Meets and Masters
- Attendance Rate Improvement Incentives

- Professional Development on Differentiated Instruction and Strategies
- AP Test Preparation
- TSI English and Math Preparation
- CTE Course Audit for Developing Certification Pathways
- Speakers to Present Over Varied Needs of District/Campuses
- Success Celebrations
- Continued Improvement of Mainstreaming SPED Student Percentages
- Increase Student Centered Lessons
- Quality Assessments and Use of Assessment Tools
- Gap Tool processes and training due to Covid
- Vertical Alignment training due to Covid
- Social/Emotional support due to Covid

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 1: SISD will identify effective instruction strategies and implement data driven activities for **All SUBJECTS**. The district will meet and strive to increase the state passing standard and mastery standard for student performance on the state assessment in **All SUBJECTS** across all accountability groups.

Summative Evaluation: All Students and each subpopulation in the state accountability system will meet or exceed the standards set by the State of Texas.

Data 2018-2019	Sabine All Students	State All Students
% Met Standard	85%	78%
% Met Masters	26%	24%

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Individual principal data meeting every 6 weeks with each campus administrator with a follow up collaborative district goals meeting with all district administrators.	2	Curriculum Director	August 2020- June 2021	DMAC unit assessment data	DMAC data Campus data summary Agenda Sign in sheets	Improved unit assessment results Improved state assessment results Data literacy Improved lesson planning and instruction
STAAR Interim Assessments and/or STAAR released tests for selected subjects.	2	Curriculum Director Principals	September 2020-March 2021	Chromebooks Texas Assessment Management System	Interim Assessment Reports DMAC Reports	Improved state assessment results Improved lesson planning and instruction
District monthly newsletter for updates and spotlights on curriculum, teachers, classes, students, submission dates for lesson plans, YAGs, pacing guides, assessments and data.	2	Curriculum Director	August 2020- May 2021	SMORE web software	SMORE presentation	Improved communication between campus teachers, campus principals and district curriculum office Improved lesson planning, instruction/assessment results

Develop activities/strategies and scheduled time to focus on data and progress of student learning in all areas and sub pops to increase the number of "Areas of Distinction" from 11 to 16 districtwide.	2	Superintendent Principals Curriculum Director Campus Staff	August 2020- May 2021	TEKS RS DMAC Region 7 ETS Interim Assessments Unit Assessments	DMAC data Campus data summary Interim Assessment Reports Meeting agendas and notes	Improved results in all areas
Implementation of new instructional model and house activities at middle school to provide and support well rounded educational opportunities for students in all areas.	2	Superintendent Principals Curriculum Director Campus staff	August 2020- May 2021		Campus calendar of events Campus master schedule	Improved results/learning/instruction in all areas Improved campus climate Improved motivation of students and staff
Develop activities/strategies and scheduled time to focus on data and progress of student learning to increase percentages of students that achieve "Mastery Level" on the state accountability tests in each subject area.	2	Superintendent Principals Curriculum Director Campus Staff	August 2020- May 2021	TEKS RS DMAC Region 7 ETS Interim Assessments Unit Assessments	DMAC data Campus data summary Interim Assessment Reports Meeting agendas and notes	Improved results and increased percentages on mastery level on unit assessments, interim, state assessments
Develop strategies and scheduled time to focus on data and student progress to maintain "A" rating on the state accountability measures.	2	Superintendent Principals Curriculum Director Campus Staff	August 2020- May 2021	TEKS RS DMAC Region 7 ETS Interim Assessments Unit Assessments	DMAC data Campus data summary Interim Assessment Reports Meeting agendas and notes	Improved results on all assessments. Improved instructional strategies in all subjects. Improved learning climate on all campuses
TEKSGuide supplemental resource to couple with TEKS Resource System Curriculum Management System	2	Superintendent Principals Curriculum Director Campus Staff Superintendent	August 2020 May 2021	SCE \$5000.00	DMAC data Campus data summary Interim Assessment Reports Meeting agendas and notes	Improved results on all assessments. Improved instructional strategies in all subjects. Improved learning climate on all campuses
Summer district staff development on campuses focusing on YAGs/Vertical Meetings/Department Meetings due to Covid shutdown and transition to remote learning	2	Superintendent Curriculum Director Principals	June 2020- August 2020	Google District Staff	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design, increase percentage of all students of mastery level on STAAR

Summer district technology training focusing on Google Classroom and virtual learning due to Covid.	2	Instructional Technologist Curriculum Director Principals	June 2020- July 2020	Google Instructional Technologist	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design, increase percentage of all students of mastery level on STAAR
August district staff development that focuses on the district digital platforms, Edgenuity, Pathblazer and SeeSaw each grade band implemented for remote learning.	2	Superintendent Curriculum Director Principals	August 2020	Digital Platform Representative Trainers	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design, increase percentage of all students of mastery level on STAAR
Fall district staff development focusing on Gaps, Vertical Alignment, TEKS RS support and Resources due to Covid and transition to remote learning.	2	Superintendent Curriculum Director Principals	October 2020	Region 7	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design, increase percentage of all students of mastery level on STAAR
Ready By Design Dyslexia Program implemented across the district for Dyslexia learners.	2	Superintendent Curriculum Director Principals	August 2020	Region 7	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design, increase percentage of all students of mastery level on STAAR
Reading Academy training, per TEA requirements, started for elementary teachers	2	Superintendent Curriculum Director Principals	July 2020-May 2021	Region 7 TEA	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design, increase percentage of all students of mastery level on STAAR

Check out Chromebook to each student in district for remote learning due to Covid. Purchase Chromebook covers for each device.	2	Superintendent Technology Director Principals Curriculum Director	Spring 2020	Technology Director Chromebooks and Covers	Checkout list to assigned students.	Quality instructional delivery to each student for a remote learning setting due to Covid.
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Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 2: SISD will identify effective **ELAR** instruction strategies. The district will meet and strive to increase the state passing standard and mastery standard for student performance on the state assessment in **ELAR** across all accountability groups.

Summative Evaluation: All Students and each subpopulation in the state accountability system will meet or exceed the standards set by the State of Texas.

Data 2018-2019	Sabine All Students	State All Students
% Met Standard	83%	75%
% Met Masters	23%	21%

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Transitional campus vertical alignment for 5 th /6 th and 8 th /9 th planning of ELAR instruction and curriculum through scheduled vertical team meetings.	2	Principals Curriculum Director	August 2020- August 2021	Region 7 District staff TEKS RS	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation and walkthrough documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/TTESS, student engagement, monitoring documentation
Districtwide professional development by Jones Loflin to encourage motivational and positive attitudes for all staff to impact student learning and success across the district in all areas.	2	Principals Curriculum Director	August 2020- August 2020	Outside consultants	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design
Continued training and monitoring on developing pacing guides to add to backward design lesson/instruction development.	2	Curriculum Director Principals	June 2020- September 2020	Curriculum Director Principals Instructional Technologist	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design
TEKS Resource System Summer Conference	2	Curriculum Director Principals Teachers	July 2020	TCMPC – Texas Curriculum Management Program	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation,

				Cooperative – TEKS RS	design, team meeting agendas and minutes	quality of instruction and lesson design
District trainings in classroom technology integration.	2	Instructional Technologist Curriculum Director	June 2020-September 2020	Instructional Technologist Region 7	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design
Continued emphasis on submission of districtwide monthly pacing guides in Google Classroom that align to SEs and TEKS RS YAG which focus on readiness and supporting standards to increase mastery level on state assessment.	2	Curriculum Director Principals	August 2020-May 2021	Google DMAC	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design, increase percentage of all students of mastery level on STAAR
District implementation of digital learning platforms, Edgenuity, Pathblazer and SeeSaw for remote learning due to Covid.	2	Superintendent Curriculum Director Principals	August 2020-May 2021	Edgenuity Pathblazer SeeSaw	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design, increase percentage of all students of mastery level on STAAR

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 3: The district will identify effective **Writing** instruction strategies. The district will meet and strive to increase the state passing standard and mastery standard for student performance on the state assessment in **Writing** across all accountability groups.

Summative Evaluation: All Students and each subpopulation in the state accountability system will meet or exceed the standards set by the State of Texas.

Data 2018-2019	Sabine All Students	State All Students
% Met Standard	78%	68%
% Met Masters	16%	14%

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Transitional campus vertical alignment for 5 th /6 th and 8 th /9 th planning of Writing instruction and curriculum through scheduled vertical team meetings.	2	Principals Curriculum Director	August 2020-August 2021	Region 7 District staff TEKS RS	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation and walkthrough documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/TTESS, student engagement, monitoring documentation
Districtwide professional development by Jones Loflin to encourage motivational and positive attitudes for all staff to impact student learning and success across the district in all areas.	2	Principals Curriculum Director	August 2020-August 2020	Outside Consultants	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation and walkthrough documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/TTESS, student engagement, monitoring documentation
Continued training and monitoring on developing pacing guides to add to backward design lesson/instruction development.	2	Curriculum Director Principals I	June 2020-September 2020	Curriculum Director Principals Instructional Technologist	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, observation documentation	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design

TEKS Resource System Summer Conference	2	Curriculum Director Principals Teachers	July 2020	TCMPC – Texas Curriculum Management Program Cooperative – TEKS RS	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation and walkthrough documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/TTESS, student engagement, monitoring documentation
District trainings in classroom technology integration.	2	Instructional Technologist Curriculum Director	June 2020-September 2020	Instructional Technologist Region 7	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation and walkthrough documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/TTESS, student engagement, monitoring documentation
Continued emphasis on submission of districtwide monthly pacing guides in Google Classroom that align to SEs and TEKS RS YAG which focus on readiness and supporting standards to increase mastery level on state	2	Curriculum Director Principal	August 2020- May 2021	Google DMAC	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design, increase percentage of all students of mastery level on STAAR
District implementation of digital learning platforms, Edgenuity, Pathblazer and SeeSaw for remote learning due to Covid.	2	Superintendent Curriculum Director Principals	August 2020-May 2021	Edgenuity Pathblazer SeeSaw	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design, increase percentage of all students of mastery level on STAAR

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 4: The district will identify effective **Math** instruction strategies. The district will meet and strive to increase the state passing standard and mastery standard for student performance on the state assessment in **Math** across all accountability groups.

Summative Evaluation: All Students and each subpopulation in the state accountability system will meet or exceed the standards set by the State of Texas.

Data 2018-2019	Sabine All Students	State All Students
% Met Standard	87%	82%
% Met Masters	24%	26%

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Transitional campus vertical alignment for 5 th /6 th and 8 th /9 th planning of Math instruction and curriculum through scheduled vertical team meetings	2	Principals Curriculum Director	August 2020- August 2020	Region 7 District staff TEKS RS	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/TTESS, student engagement, monitoring documentation
Districtwide professional development by Jones Loflin to encourage motivational and positive attitudes for all staff to impact student learning and success across the district in all areas.	2	Principals Curriculum Director	August 2020- August 2020	Outside Consultants	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/TTESS, student engagement, monitoring documentation
Continued training and monitoring on developing pacing guides to add to backward design lesson/instruction development.	2	Curriculum Director Principals	June 2020- September 2020	Curriculum Director Principals Instructional Technologist	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, observation documentation	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design

TEKS Resource System Summer Conference	2	Curriculum Director Principals Teachers	July 2020	TCMPC – Texas Curriculum Management Program Cooperative – TEKS RS	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation and walkthrough documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/TTESS, student engagement, monitoring documentation
District trainings in classroom technology integration	2	Principals Curriculum Director	June 2020-September 2020	Instructional Technologist Region 7	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation and walkthrough documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/TTESS, student engagement, monitoring documentation
Continued emphasis on submission of districtwide monthly pacing guides in Google Classroom that align to SEs and TEKS RS YAG which focus on readiness and supporting standards to increase mastery level on state	2	Curriculum Director Principal	August 2020 – May 2021	Google DMAC	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design, increase percentage of all students of mastery level on STAAR
District implementation of digital learning platforms, Edgenuity, Pathblazer and SeeSaw for remote learning due to Covid.	2	Superintendent Curriculum Director Principals	August 2020-May 2021	Edgenuity Pathblazer SeeSaw	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design, increase percentage of all students of mastery level on STAAR

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 5: The district will identify effective **Science** instruction strategies. The district will meet and strive to increase the state passing standard and mastery standard for student performance on the state assessment in **Science** across all accountability groups.

Summative Evaluation: All Students and each subpopulation in the state accountability system will meet or exceed the standards set by the State of Texas.

Data 2018-2019	Sabine All Students	State All Students
% Met Standard	90%	81%
% Met Masters	32%	25%

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Develop long range plan acquisition plan for equipment.	2	Curriculum Director Science teachers Principals	by May 31, 2021		Meeting agenda and minutes	Equipment acquisition plan
Transitional campus vertical alignment for 5 th /6 th and 8 th /9 th planning of Science instruction and curriculum through scheduled vertical team meetings	2	Principals Curriculum Director	August 2020- August 2020	Region 7 District staff TEKS RS	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/TTESS, student engagement, monitoring documentation
Districtwide professional development by Jones Loflin to encourage motivational and positive attitudes for all staff to impact student learning and success across the district in all areas.	2	Principals Curriculum Director	August 2020- August 2020	Outside Consultants	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/TTESS, student engagement, monitoring documentation

Continued training and monitoring on developing pacing guides to add to backward design lesson/instruction development..	2	Curriculum Director Principals	June 2020- September 2020	Curriculum Director Principals Instructional Technologist	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, observation documentation	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design
TEKS Resource System Summer Conference	2	Curriculum Director Science teachers Principals	July 2020	TCMPC – Texas Curriculum Management Program Cooperative – TEKS RS	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation and walkthrough documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/TTESS, student engagement, monitoring documentation
District trainings in classroom technology integration	2	Principals Curriculum Director	June 2020- September 2020	Instructional Technologist Region	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation and walkthrough documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/TTESS, student engagement, monitoring documentation
Continued emphasis on submission of districtwide monthly pacing guides in Google Classroom that align to SEs and TEKS RS YAG which focus on readiness and supporting standards to increase mastery level on state	2	Curriculum Director Principal	August 2020- May 2021	Google DMAC	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design, increase percentage of all students of mastery level on STAAR
District implementation of digital learning platforms, Edgenuity, Pathblazer and SeeSaw for remote learning due to Covid.	2	Superintendent Curriculum Director Principals	August 2020- May 2021	Edgenuity Pathblazer SeeSaw	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design, increase percentage of all students of mastery level on STAAR

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 6: The district will identify effective **Social Studies** instruction strategies. The district will meet and strive to increase the state passing standard and mastery standard for student performance on the state assessment in **Social Studies** across all accountability groups.

Summative Evaluation: All Students and each subpopulation in the state accountability system will meet or exceed the standards set by the State of Texas.

Data 2018-2019	Sabine All Students	State All Students
% Met Standard	91%	81%
% Met Masters	42%	33%

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Transitional campus vertical alignment for 5 th /6 th and 8 th /9 th planning of Social Studies instruction and curriculum through scheduled vertical team meetings	2	Curriculum Director Science teachers Principals	August 2020- August 2020	Region 7 District staff TEKS RS	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/TTESS, student engagement, monitoring documentation
Districtwide professional development by Jones Loflin to encourage motivational and positive attitudes for all staff to impact student learning and success across the district in all areas.	2	Principals Curriculum Director	August 2020-August 2020	Outside Consultants	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/TTESS, student engagement, monitoring documentation
Continued training and monitoring on developing pacing guides to add to backward design lesson/instruction development..	2	Curriculum Director Principals	June 2020- September 2020	Curriculum Director Principals Instructional Technologist	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, observation documentation	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design

TEKS Resource System Summer Conference	2	Curriculum Director Science teachers Principals	July 2020	TCMPC – Texas Curriculum Management Program Cooperative – TEKS RS	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation and walkthrough documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/TTESS, student engagement, monitoring documentation
District trainings in classroom technology integration	2	Principals Curriculum Director	June 2020-September 2020	Instructional Technologist Region	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation and walkthrough documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/TTESS, student engagement, monitoring documentation
Continued emphasis on submission of districtwide monthly pacing guides in Google Classroom that align to SEs and TEKS RS YAG which focus on readiness and supporting standards to increase mastery level on state	2	Curriculum Director Principal	August 2020-May 2021	Google DMAC	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design, increase percentage of all students of mastery level on STAAR
District implementation of digital learning platforms, Edgenuity, Pathblazer and SeeSaw for remote learning due to Covid.	2	Superintendent Curriculum Director Principals	August 2020-May 2021	Edgenuity Pathblazer SeeSaw	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/TTESS, student engagement, monitoring documentation, quality of instruction and lesson design, increase percentage of all students of mastery level on STAAR

Goal 1: Graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 7: The district will identify effective and rigorous Advanced Placement (AP) class instructional curriculum, resources and instructional strategies, seek dual credit partnerships and college preparation course partnerships that will exceed standardized high school course based curriculum and ensure student college readiness.

Summative Evaluation: AP students will perform successfully on the AP examinations to earn credits and accelerated placement in college.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
The district will strengthen the high school AP program/courses by focusing on increasing teacher quality and student interventions with quality and rigorous instructional resources, strategies, training and guidelines.	3	High School Principal Curriculum Director AP Teachers Counselors	August 2020-August 2021	College Board Kilgore College Region 7	AP course syllabus Agendas/sign in sheets Professional Development Observation and walk through documentation AP examinations	Student performance on AP examinations
Examine similarly sized districts and their AP programs/courses to improve on any needs.	3	High School Principal Curriculum Director	By July 2021	College Board Region 7	Schedule of visits and calls, review notes	Improved program, improved student performance
Increased number of AP certified teachers per content area.	3	High School Principal Curriculum Director	August 2020-August 2021	College Board Region 7	Increased number of courses offered.	Improved program, improved student performance
Continue to increase the number of innovative course offerings to equip students with a variety of skills and knowledge.	3	High School Principal Curriculum Director Counselors	August 2020-August 2021	College Board Kilgore College Region 7	Increased number of courses offered. Student Surveys	Improved program, improved student performance

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 8: Career and Technical Education course offerings will be expanded based on students' areas of interest.

Summative Evaluation: Enrollment in occupationally specific CTE courses will increase at least 10%.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Meet with Kilgore College to verify courses available for high school student enrollment.	3	Principals, counselors	By January 31, 2021		Meeting agendas and minutes, monthly reports	Higher percentage of student enrollment, greater number of courses offered
Provide students with occupational information from Career Cruising and program information from Kilgore College to determine interests.	3	Counselors, Curriculum Director	By January 15, 2021		Schedules for Career Cruising training, Kilgore College visits	Student interest
Provide program tours and interviews with instructors/students.	3	Principal, Counselors	To be scheduled		Student rosters for site visits	Student interest
Execute agreements between Kilgore College and SISD as needed.	3	Superintendent	To be scheduled			
Evaluate and explore certification pathways and provide occupationally specific certification testing opportunities to students in CTE courses.	3	Principal, CTE teachers	December 2020, March 2021, May 2021	ESC7 SSA Certiport contract	CTE teacher reports of student progress toward preparation for certification testing	Results of certification testing
Access Kilgore College and Region 7 CTE SSA for reports on workforce needs.	3	Principal Curriculum Director	December 2020	Workforce needs reports Kilgore College Region 7 CTE SSA		Summary of impact of reports of CTE course offerings

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 9: All students will advance their technology skills to include acquiring information and using technology tools to perform educational tasks.

Summative Evaluation: At least 90% of students in grades 5 and 8 will meet the technology application standards for their grade levels. At least 90% of students will use some form of technology to produce an assigned product.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Integrate Chrome Books into instructional delivery of students.	2	Principals Curriculum Director Teachers	August 2020-August 2021	Region 7 District staff	Instruction design and lesson plans	Improved student learning, improved student performance
Support teachers in advancing their technology integration in the classroom and instructional plans.	2	Superintendent Curriculum Director Principals Instructional Technologist	August 2020-August 2021	Region 7	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Increased use of technology in classrooms by teachers and students, increased student performance in all areas
Start process of replacing classroom Elmos with new updated units to provide tools for activities to improve use of technology in order to improve academic achievement for all students.	.2	Principals Technology Director Curriculum Director Instructional Technologist	August 2020-August 2021	Title IV funds	New models installed in classrooms of most need. Student and teacher interaction with tech device	Quality and updated tools for instructional delivery in classrooms of most need.
Start process of developing plan to replace all outdated Chromebook models districtwide to be able to provide students with updated learning devices for instructional delivery.	2	Principals Technology Director Curriculum Director Instructional Technologist	August 2020-August 2021	Needs assessment	Document of planning process	Improved instructional planning and goals Improved budget planning and goals

Check out Chromebook to each student in district for remote learning due to Covid. Purchase Chromebook covers for each device.	2	Superintendent Technology Director Principals Curriculum Director	Spring 2020	Technology Director Chromebooks/Covers	Checkout list to assigned students.	Quality instructional delivery to each student for a remote learning setting due to Covid.
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Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 10: All classroom teachers will advance their technology skills to include acquiring information, using technology tools to perform tasks, and integrating technology into their instructional plan.

Summative Evaluation: All classroom teachers will increase or improve their technology skills each year.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Provide local and regional opportunities for teachers to improve technology skills using a variety of training formats and schedules.	2	Principals, Curriculum Director Instructional Technologist	2020-2021 Technology training calendar	e-Power contract, DMAC contract	Training rosters, professional development records, lesson plans	Teacher proficiency, lesson plans, quality instructional design
Provide technology hardware, software, and access requested by teachers and approved by their administrators.	2	Technology staff	Equipment/software on-hand: Within 2 weeks		Requisitions, journal inquiries	Teacher proficiency, lesson plans, quality instructional design
Provide technical assistance as needed.	2	Technology staff	Response within 2 hours of request		Summary of requests for assistance	Completed requests
Integrate and enhance the technology within the learning environment by increasing student access to technological devices used by students and teachers in the instructional design and strategies.	2	Principals, Curriculum Director, Teachers Instructional Technologist	August 2020-August 2021	Region 7, Outside consultants District staff	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes, engaged student learning	Improved student learning, improved student performance
Support teachers in advancing their technology integration in the classroom and instructional plans.	2	Superintendent Curriculum Director Principals Instructional Technologist	August 2020-August 2021	Region 7	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Increased use of technology by teachers and students, increased performance in all areas

Start process of replacing classroom Elmos with new updated units to provide tools for activities to improve use of technology in order to improve academic achievement for all students.	2	Principals Technology Director Curriculum Director Instructional Technologist	August 2020-August 2021	Title IV funds	New models installed in classrooms of need. Student and teacher interaction with tech device.	Quality and updated tools for instructional delivery in classrooms of most need.
Start process of developing plan to replace all outdated Chromebook models districtwide to be able to provide students with updated learning devices for instructional delivery.	2	Principals Technology Director Curriculum Director Instructional Technologist	August 2020-August 2021	Needs assessment	Document of planning process	Improved instructional planning and goals Improved budget planning and goals
Focused staff development on Google Classroom and the implemented district digital platforms to increase skills to deliver virtual instruction for remote learners due to Covid.	2	Technology Director Instructional Technologist Curriculum Director Principals	June 2020 – May 2021	Region 7 Technology Department	Attendance reports, digital online reports	Quality virtual instruction that results in progress in all subject areas, assessments and reports.

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 11: Improve students' ability to articulate their future goals and /or career interests.

Summative Evaluation: At least 75% of students in grades 8-12 will be able to articulate their areas of career interests or future goals.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Provide Career Fair opportunities for students in grades 9-12 based on students' interests.	3	Counselors	TBD			Student evaluations of event
Provide Texas Scholars (GLOBE) presentation to 8 th graders.	3	Principal	Spring 2021	GLOBE representative		
Provide all students in grade 8 with opportunities to learn about careers.	3	Counselors	1 st 6 weeks 2020	Career Cruising		Student reports
Develop sequence of activities in grades PK-5 to introduce occupations and their value to our society.	3	Elementary counselor	Spring 2021			Lesson plans, activity schedule
Provide Career Cruising online aptitude and interest inventories access to grade 8 and high school students.	3	Counselors	January 2021	Region 7		Career Cruising usage reports
Develop and revise career pathway plans with students in grade 8-12. (part of 4 year/6 year plans)	3	Counselors	February 2021	TXeis		PGP reports

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 12: English Language Learners will advance at least one level on the TELPAS (Texas English Language Proficiency Assessment System) each year until they reach the Advanced High (highest) level.

Summative Evaluation: At least 85% of the ELL students in grades 2-12 will advance at least one level on the 2013 TELPAS.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Pay testing fees for teachers who pass the ESL test.	2	Superintendent	As completed	\$750.00	Training rosters, testing records, teacher certificates	Teacher performance, student performance
Investigate existing bilingual programs operated in other small school districts. Research program options.	2	Principals, Curriculum Director, Superintendent	August 2020-August 2021	Region 7 Title III personnel	Notes from site visits, telephone conferences	

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 13: The district will provide high quality, appropriate educational opportunities for students with disabilities.

Summative Evaluation: A greater percent (5% improvement) of students with disabilities will participate in the state assessment (STAAR). All students will have instruction delivered in the least restrictive environment based on individual student needs.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Monitoring implementation of district wide comprehensive Response to Intervention (RtI) plan.	22	Principals IEP teams RtI teams Special Ed Director Curriculum Director	August 2020- August 2021	SpEd RtI specialist	RtI Process and Plan	Reduction in referrals
Continue to improve to maximize time that students with disabilities are educated with their non-disabled peers.	2	Principals IEP teams Special Ed Director Curriculum Director	Monitor each six weeks		Teacher and administrator documentation of interventions, dates, results, SpEd reports	Reduction in referrals
Students with disabilities will improve STAAR/EOC ELAR, math and science scores with effective instructional practices and focused interventions.	2	Principals Curriculum Director Special Education Director	August 2020- August 2021		Teacher and administrator documentation of interventions, dates, results, SpEd reports	Student performance on state assessments
Professional development to increase multicultural awareness of student learner population to decrease referrals.	2	Principals Curriculum Director Special Ed Director	August 2020- August 2021		Agendas Sign in sheets Observations and walkthrough documentation	Reduction in referrals

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 14: The district will hire and retain highly effective teachers and paraprofessional and provide high quality professional development to meet requirements and ensure student success.

Summative Evaluation: 100% of teachers and paraprofessionals will be highly qualified and 100% of teachers and paraprofessionals will be retained.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Identify and support inexperienced teachers by providing professional development to build effective teaching practices.	1	Superintendent, Curriculum Director, Principals Instructional Technologist	August 2020- August 2021	Human Resource and certification records, Curriculum Director, secretary	Review of district staff credentials through HR office.	Summative Evals
Careful review of credentials of applicants for core academic positions and/or with instructional duties.	1	Superintendent Curriculum Director, Principals	August 2020- August 2021	Human Resource and certification records, Curriculum Director, secretary	Review of applicants credentials and records	No out of field teachers.
Communication and monitoring of resignation deadlines.	1	Superintendent, Curriculum Director, Principals	August 2020- August 2021		Review of dates on district calendar/communication with campus staff	Effective and quality teachers hired.

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 15: The district will provide a disciplinary alternative education program for students who are removed from its regular campuses.

Summative Evaluation: Students who are removed from their regular campuses will attend classes at a disciplinary alternative education program.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Engage in a Shared Service Agreement with White Oak ISD and Spring Hill ISD to provide a disciplinary alternative education program.	2	Principals, Superintendent	Annually	SCE \$42,100	Reports from White Oak ISD and Spring Hill ISD DAEP program, visits to DAEP programs	Reduction in DAEP referrals

Goal 2: In concert with the learner, family, and instructional staff, we will refine and consistently implement throughout the district a system to ensure students achieve personally challenging goals related to academics, interest, and career aspirations.

Objective 1: The district will provide updated information regularly and provide mentoring support using a variety of formats to help students succeed in all areas.

Summative Evaluation: District newsletters will be published bimonthly. The district website will be updated a least weekly. News released will be transmitted to area newspapers on a biweekly basis.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Publish newsletters monthly not covered by Liberty City Good News.		Principals, Curriculum Director	Second week of months of publication	Local budget	Newsletter publications	
Evaluate district and campus websites. Determine changes needed.		Technology Director and staff	Monthly 2020-2021		Website updates	
Solicit campuses and activity sponsors for upcoming events and accomplishments.		Superintendent	Weekly		Newspaper articles	
Develop feature articles and news releases for publication. Transmit to newspapers.		Principals, Curriculum Director, Superintendent	Open		Publication of news articles	

Develop framework of opportunities for involvement from parents, community, and businesses for all campuses.		Principals Curriculum Director Teacher	August 2020- June 2021		Correspondence, sign in sheets, agendas, articles from publications	Improved student progress, relations, involvement and overall climate
District mentoring program for all campuses with the district mentoring program coordinator ensuring students in need are monitored and program is implemented with fidelity.		Principals District Mentoring Coordinator Superintendent	September 2020-June 2021	SCE \$16,477	Correspondence, sign in sheets, agendas, articles from publications	Improved student progress, relations, involvement and overall climate
District mentoring program supplies		Principals District Mentoring Coordinator Superintendent	September 2020-June 2021	SCE \$1,000		
Develop and produce promotional video clips of current and past students of Sabine ISD with their accomplishments to showcase on website to market our school district in a positive light.		Principals Technology Director Curriculum Director Superintendent District Staff	August 2020- August 2021		Website updates	Positive district/campus climate, positive involvement from community
Develop parent/community survey to establish goals on areas for district/campus improvement.		Principal Technology Department Superintendent District Staff	August 2020- August 2021	District Website	Website Survey	Positive district/campus climate, positive involvement from community
The campuses will develop and implement activities throughout the school year that promote school/community/local businesses working together to accomplish goals.		Superintendent Principals Directors Campus Staff	August 2020- August 2021	District website, district newsletter	Website and newsletter updates and notices, flyers, programs, agendas	Positive district/campus climate, positive involvement from community

Goal 3: SISD will develop and/or refine strategies to maintain a safe and disciplined environment conducive to student learning and employee effectiveness.

Objective 1: Establish and refine safety plans across the district to ensure students and staff are safe in the event of a crisis.

Summative Evaluation: Evaluation indicators for safety will include documentation of the district/campus crisis plans, drill schedules, activities and lessons related to online safety and appropriate behavior and discipline data analysis.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Continue to enhance the I Love You Guys safety/emergency plan for district/ campus crisis plans and refine any areas that are needed with updated training to any or all staff.		Principals Assistant Principals District Staff Gregg County High School Resource Office	August 2020- August 2021		Drill schedules District/Campus Crisis Plans posted in target areas	District/Campus Crisis Plans Student safety
Review district discipline data to ensure that a safe and orderly environment is maintained.		Principals PEIMS clerk	August 2020- June 2021		State/Locally developed reports	Safe and orderly environment
Continue to improve the security of the campuses throughout the district with enhancement of new safety and security systems and safety plans on campuses to provide improved school conditions for student learning.		Gregg County Sheriff Dept. Principals District level staff Maintenance Director	August 2020- June 2021	Title IV funds Budget Needs assessment	Updated security measures Planning documents	Safety of students Safety procedures
Ensure all state required suicide/mental health/abuse/reporting trainings are followed for district staff.		Principals Curriculum Director District staff	August 2020- October 2021		Training certificates Agendas/sign in sheets	Student safety and well being
Continued monthly facilities maintenance plan to ensure that buildings/grounds are properly maintained and safe for students and staff.		Superintendent Maintenance Director	August 2020- August 2021		Monthly plan documents and meeting calendar	Safe and orderly facilities
Develop a new facilities needs plan for the district.		Superintendent Principals Maintenance Director	August 2020- 2021		Completed facilities needs plan document	Future goal and direction for progress of district

<p>Develop District program to address child sexual abuse, trafficking, and maltreatment with methods for increasing staff, student, and parent awareness; age appropriate, research based, and antivictimization for students. Training for students on actions to take if they are a victim and available counseling options will be offered for affected students. Training will also be offered to employees for techniques to prevent and recognize these issues and all other maltreatment of children, including children with significant cognitive disabilities.</p>		<p>Superintendent Principals Curriculum Director</p>	<p>August 2020 – August 2021</p>		<p>Will be indicated in district employee handbook and student handbook.</p>	<p>Swift identification and documentation of any maltreatment of students.</p>
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