

**Whitney Independent School District**  
**Whitney High School**  
**2023-2024 Goals/Performance Objectives/Strategies**



**Board Approval Date:** November 13, 2023  
**Public Presentation Date:** November 13, 2023

# **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!

# Table of Contents

Goals	4
Goal 1: The percent of high school students that score meets grade level or above on STAAR English I and II EOC will remain above 50% or meet target by June 2024.	4
Goal 2: The percent of high school students that score meets grade level or above on STAAR EOC Algebra I will remain above or meet target of 46% by June 2024.	12
Goal 3: The percentage of graduates that meet the criteria for CCMR will be greater than or equal to 58% by August 2024.	20
Goal 4: WHS 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.	27
Goal 5: WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff and will reduce the turnover rate for teachers from 21.0% (TAPR 2021-2022) to 19.0%	35
Goal 6: WHS will increase the opportunities for all parents, guardians, and community members to become active partners in the education of students.	41

# Goals





**Goal 1:** The percent of high school students that score meets grade level or above on STAAR English I and II EOC will remain above 50% or meet target by June 2024.

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

**HB3 Goal**

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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WHS 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.</p> <p><b>Strategy's Expected Result/Impact:</b> Fundamental Five strategies will help teachers to improve instructional rigor and relevance and improve student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Principals</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WHS will use the TEKS Resource System developed by the Texas Curriculum Management Program Cooperative (TCMPC) as the district curriculum.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Principals</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
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Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WHS will use Professional Learning Communities (PLC) for core content and grade level teams to improve teaching skills and the academic performance of students.</p> <p><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?</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Principals</p> <p><b>Results Driven Accountability</b></p>	Formative		Summative
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Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WHS will meet House Bill 1416 compliance with the 15 or 30 hour accelerated instruction requirement for students who failed STAAR and will document instructional time. Hours will be achieved through a combination of summer school instruction and 50 minute class periods built into the daily schedule.</p> <p><b>Strategy's Expected Result/Impact:</b> Accelerated instruction will meet TEA compliance and increase student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Counselors, &amp; Principals</p>	Formative		Summative
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**Goal 1:** The percent of high school students that score meets grade level or above on STAAR English I and II EOC will remain above 50% or meet target by June 2024.

**Performance Objective 2:** WHS 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.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WHS 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. These include resources such as No Red Ink, Odysseyware, A+, and IXL.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Technology Director, Principals</p>	<b>Formative</b>		<b>Summative</b>
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Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WHS students in grades 9-12 will each be issued a personal laptop for instructional use, and desktops will accessible in labs, in classrooms, and at DAEP. Professional staff will also be provided a laptop to use throughout the school year.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will use technology integration to positively affect student achievement and academic performance.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Technology Staff</p>	<b>Formative</b>		<b>Summative</b>
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Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WHS will utilize various Google apps to enhance classroom instruction and planning including Google Classroom, Slides, Gmail, and Calendar.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student and teacher efficiency when used as tools for sharing information, collecting work, and providing feedback.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, teachers</p>	Formative		Summative
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**Goal 1:** The percent of high school students that score meets grade level or above on STAAR English I and II EOC will remain above 50% or meet target by June 2024.

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

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

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<p><b>Strategy 1:</b> WHS will utilize a mixture of resource and an inclusion model using Texas Co-Teaching Guidelines to serve students in Special Education English and Math classes.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Assistant Superintendent, Principals</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
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Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WHS will use the four essential components of the Multi-tiered Systems of Support (MTSS) 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. MTSS forms will be submitted each grading period for progress monitoring and data collection.</p> <p><b>Strategy's Expected Result/Impact:</b> The implementation of MTSS 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.</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Director Assessment/Accountability, Principals</p>	<b>Formative</b>		<b>Summative</b>
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Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WHS will work with Hill County SSA (HCSSA) to strengthen our programs, resources, and teaching strategies in the classroom to assist individual learning styles and provide success to all students with special needs.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
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Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WHS will offer morning tutorials before 1st period and build accelerated instruction courses into the daily schedule to target students' individual needs and bridge instructional gaps.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student success and performance.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, counselors</p>	Formative		Summative
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**Performance Objective 4:** WHS 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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WHS staff will utilize data analysis through DMAC and Lead4Ward to identify and track students' strengths, weaknesses, and progress toward mastery of the TEKS.</p> <p><b>Strategy's Expected Result/Impact:</b> DMAC data will track improved student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Director Assessment/Accountability, Director Curriculum/Instruction, Principals</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
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<p><b>Strategy 2:</b> WHS will use interim assessments or benchmarks in the first semester to project campus and student performance on state assessments and use data to employ strategies that provide immediate intervention.</p> <p><b>Strategy's Expected Result/Impact:</b> Data will help improve student performance on state exams and improve the quality and capacity of instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Director Assessment/Accountability, Director Curriculum/Instruction, Principals</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
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Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WHS staff will monitor student data each three and six week grading period through campus created MTSS forms and through PLC meetings.</p> <p><b>Strategy's Expected Result/Impact:</b> Identify areas of concern and plan strategies to assist students for future success.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, counselors, teachers</p>	Formative		Summative
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**Goal 2:** The percent of high school students that score meets grade level or above on STAAR EOC Algebra I will remain above or meet target of 46% by June 2024.

**Performance Objective 1:** WHS 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.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WHS 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.</p> <p><b>Strategy's Expected Result/Impact:</b> Fundamental Five strategies will help teachers to improve instructional rigor and relevance and improve student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Principals</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>Results Driven Accountability</b></p>	Formative		Summative
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Strategy 2 Details	Reviews		
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<p><b>Strategy 4:</b> WHS will meet House Bill 1416 compliance with the 15 or 30 hour accelerated instruction requirement for students who failed 8th grade Math STAAR and Algebra I EOC and will document instructional time. Hours will be achieved through a combination of summer school and 50 minute class periods built into the daily schedule.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved instructional performance and closing the gaps in student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> Secondary math and science teachers had the opportunity to participate in a summer book study to improve instructional strategies in the classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved instruction and student learning</p> <p><b>Staff Responsible for Monitoring:</b> Principals and teachers</p>	Formative		Summative
	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 2:** The percent of high school students that score meets grade level or above on STAAR EOC Algebra I will remain above or meet target of 46% by June 2024.

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**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.

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Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WHS will utilize various Google apps to enhance classroom instruction and planning including Google Classroom, Slides, Gmail, and Calendar.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student and teacher efficiency when used as tools for sharing information, collecting work, and providing feedback.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, teachers</p>	Formative		Summative
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Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> All math classrooms will be equipped with classroom sets of high functioning TI Nspire calculators and teachers will have accessible training and support as needed.</p> <p><b>Strategy's Expected Result/Impact:</b> Teaching students how to utilize instructional tools increases student performance in math.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, teachers</p>	Formative		Summative
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**Evaluation Data Sources:** Program reviews will show student growth.

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Data will be collected from:

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Program data: school programs

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<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 3:** The percentage of graduates that meet the criteria for CCMR will be greater than or equal to 58% by August 2024.

**Performance Objective 1:** WHS will provide opportunities and information to assist students in earning one or more of the CCMR (College, Career, and/or Military Readiness) indicators.

**Evaluation Data Sources:** The percentage of graduates that meet the criteria for CCMR will increase.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WHS will provide a meeting to parents of incoming freshmen to guide/inform parents in preparing students for CCMR.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors, Principals</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors, Principals</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WHS will provide Dual Credit opportunities through a partnership with Hill College and will cover the flat fee charged to the district for student tuition.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors, Principals</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WHS will use Mastery Prep materials in classrooms and provide resources to individual students with the instruction, practice, and assessment experiences needed to prepare them for success on college-ready entrance exams.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will increase the passing rate of SAT, ACT, and TSIA2 testers.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors, Principals</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WHS will offer PSAT, TSIA2, and SAT exams to all students.</p> <p><b>Strategy's Expected Result/Impact:</b> Numbers will increase for students who meet the TSI requirements in both Reading and Math.</p> <p><b>Staff Responsible for Monitoring:</b> Director Assessment/Accountability, Counselors</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 6 Details	Reviews		
<p><b>Strategy 6:</b> WHS will offer the College Prep Courses in Reading and Math and utilize the College Bridge Course in these classes.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 7 Details	Reviews		
<p><b>Strategy 7:</b> WHS 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.</p> <p><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.</p> <p>Compliance with Texas Education Code 29.9015</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 8 Details	Reviews		
<p><b>Strategy 8:</b> WHS will have all 12th graders complete and submit a Free Application for Federal Student Aid (FAFSA), complete and submit a Texas Application for State Financial Aid (TASFA), or submit a signed opt-out form. A FAFSA Night will be offered to all seniors and their families.</p> <p><b>Strategy's Expected Result/Impact:</b> Compliance with Texas Education Code (TEC), SS28.0256</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>



No Progress



Accomplished



Continue/Modify







Discontinue

**Goal 3:** The percentage of graduates that meet the criteria for CCMR will be greater than or equal to 58% by August 2024.

**Performance Objective 2:** WHS will use Virtual Job Shadow to provide students with more insight into personal interests and guide them through the career exploration process.

**Evaluation Data Sources:** Career Clusters Interest Survey (CCIS), Lesson plans





Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WISD will provide staff training to WHS teachers who will use Virtual Job Shadow.  <b>Strategy's Expected Result/Impact:</b> Teachers of Principles courses will complete the following On Demand Video Workshops: VirtualJobShadow.com Training 101, Customer Workshop: Assessments, and Customer Workshop: Career Central.  <b>Staff Responsible for Monitoring:</b> Director of CTE, Liaison of CTE</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WHS will have all students enrolled in a principles class in the Fall of 2022 complete the Career Clusters Interest Survey (CCIS).  <b>Strategy's Expected Result/Impact:</b> The survey is a career guidance tool that allows students to respond to questions and identify the top three Career Clusters of interest based on their responses.  <b>Staff Responsible for Monitoring:</b> Principal, counselors, CTE Teachers</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WHS teachers will guide students in using the O*Net Interest Profiler.  <b>Strategy's Expected Result/Impact:</b> The profiler will allow students to explore their interests and learn how they relate to future career choices.  <b>Staff Responsible for Monitoring:</b> Principal, CTE Teachers</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WHS teachers will have high school students choose and explore 2 Career Profiles with Job Shadowing videos in Career Central.  <b>Strategy's Expected Result/Impact:</b> Job shadowing involves observing a professional to gain a better understanding of the role. Videos include career details such as tasks, work settings, education needed, and more.  <b>Staff Responsible for Monitoring:</b> Principal, CTE Teachers</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 3:** The percentage of graduates that meet the criteria for CCMR will be greater than or equal to 58% by August 2024.

**Performance Objective 3:** WHS will offer courses that adequately support students through pathways to college, career, and/or the military.

**Evaluation Data Sources:** Course Catalog, Student Schedules, Transcripts

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> In 2023-2024, Whitney ISD will offer career and technical education program of study as follows.</p> <p>Agriculture, Food, and Natural Resources                      Applied Agricultural Engineering                      Plant Science                      Business, Marketing, and Finance                      Business Management                      Health Science                      Exercise and Wellness</p> <p><b>Strategy's Expected Result/Impact:</b> Students will have the knowledge and skills needed to enter college, career, or military. Students will have the courses that allow them to reach completer status.                      Completer: A student served by an LEA who has completed 3 or more courses for 4 or more credits including an advanced course (level 3 or level 4) within an approved program of study.  <b>Staff Responsible for Monitoring:</b> Director of CTE, Liaison of CTE</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WHS will use the advisory committee to evaluate and improve the CTE programs offered to WISD students.</p> <p><b>Strategy's Expected Result/Impact:</b> The committee will meets to discuss the current and future programs of study offered at Whitney High School, make connections with community resources, and review the comprehensive local needs assessment.                      Compliance with Federal and State Laws  <b>Staff Responsible for Monitoring:</b> Director of CTE, Liaison of CTE</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WHS will increase the number of students who earn Industry-Based Certifications by offering the Texas State Floral Association Floral Skills Knowledge Certification, the American Welding Society D1.1 or D9.1 Certification, and the Administrative Assistant Certification through NOCTI.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will earn certifications and meet a CCMR indicator.  <b>Staff Responsible for Monitoring:</b> Director of CTE, Liaison of CTE</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>





Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WHS seniors who are eligible will have an opportunity to participate in a practicum on campus with the possibility of a partnership with the high school and local business/industries.</p> <p><b>Strategy's Expected Result/Impact:</b> Will allow students to work while earning credit.</p> <p><b>Staff Responsible for Monitoring:</b> CTE Director, CTE Liaison, CTE work-study teacher</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			



**Goal 3:** The percentage of graduates that meet the criteria for CCMR will be greater than or equal to 58% by August 2024.

**Performance Objective 4:** WHS will provide opportunities to prepare students for success on college and military entry exams.





**Evaluation Data Sources:** Students will increase scores on college entry exams such as the PSAT, SAT, ACT, TSIA2, and ASVAB.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WHS will host an academic boot camp for SAT through Mastery Prep.  <b>Strategy's Expected Result/Impact:</b> Increased student preparedness and improved test results.  <b>Staff Responsible for Monitoring:</b> Principal, counselors</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WHS students will utilize Mastery Prep TSIA2 and SAT prep resources in College Prep and English/Math classes. These were purchased through Gear-Up partnership.  <b>Strategy's Expected Result/Impact:</b> Increased student preparedness and improved test results.  <b>Staff Responsible for Monitoring:</b> Principal, counselors</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 3:** The percentage of graduates that meet the criteria for CCMR will be greater than or equal to 58% by August 2024.

**Performance Objective 5:** WHS will create early awareness, knowledge, and skills that lay the foundation for college, career, or other postsecondary success.

**Evaluation Data Sources:** Students who engage in early and ongoing college and career exploration opportunities are more likely to participate in the preparation and planning necessary for future goal setting.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> WHS will allow military recruiters to set up informational tables during student lunches. <b>Strategy's Expected Result/Impact:</b> Provide military information to students interested in learning more about a future in the Armed Forces. <b>Staff Responsible for Monitoring:</b> Counselors, Principal	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> WHS will offer opportunities for students to attend college, career, and trade school tours and fairs. (GEAR Up college & technical college trips/tours, WHS Career Interview Day with local business/industries) <b>Strategy's Expected Result/Impact:</b> Gives students opportunities to learn and inquire about various college and career options. <b>Staff Responsible for Monitoring:</b> Counselors, Principal	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> WHS will partner with Tarleton State University with an MOU offering automatic acceptance for students in the top 25% of the graduating class possible scholarship opportunities. <b>Strategy's Expected Result/Impact:</b> Incentives and expanded opportunities for students to enter this 4-year institution. <b>Staff Responsible for Monitoring:</b> Superintendent, Principal, Counselors	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> WHS will celebrate graduates and bring awareness to local college and military acceptance with a display honoring WHS graduates who entered the military as well as college pennants showing colleges WHS graduates attend. <b>Strategy's Expected Result/Impact:</b> Bring awareness of WHS college and military success to inspire current students to strive for CCMR success. <b>Staff Responsible for Monitoring:</b> Principal, Counselors	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 4:** WHS 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:** WHS will provide, promote, and monitor staff and student safety.

**Evaluation Data Sources:** Training certificates, sign in sheets, prevention plans, bullying reports, facility checklists, counseling schedules

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WHS will have staff involved in the local School Health Advisory Council (SHAC) to assist the district in ensuring that local community values are reflected in the district's health education instruction.</p> <p><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.</p> <p>Compliance with HB 1386</p> <p><b>Staff Responsible for Monitoring:</b> Director Nursing</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WHS will implement procedures for reporting allegations of bullying and cyberbullying through online anonymous reporting or in-person reports to appropriate staff .</p> <p><b>Strategy's Expected Result/Impact:</b> WHS will use an in house system posted on the district website to allow students to safely and anonymously report acts of bullying or other school-safety concerns.</p> <p>Compliance with TEC 11.252</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Counselors</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WHS will maintain a safe traffic flow for students through drop-off and pick-up zones, parent communication, and traffic signs.</p> <p><b>Strategy's Expected Result/Impact:</b> WHS will keep children, staff, and schools safe.</p> <p><b>Staff Responsible for Monitoring:</b> Director Operations, Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WHS will maintain security through controlled access, locked classroom doors, key logs/inventories, visitor sign-ins/badges, visitor checks, and check in and out procedures through the Raptor system.</p> <p><b>Strategy's Expected Result/Impact:</b> WHS will use these measures to ensure the safety of students, staff, and visitors.</p> <p><b>Staff Responsible for Monitoring:</b> Director Operations, Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WHS will implement the School Safety Training (Guardian Plan) as passed by the Texas Legislature in 2013 with select trained staff on campus.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Safety and Security Committee</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 6 Details	Reviews		
<p><b>Strategy 6:</b> WHS will train all students, staff, and substitutes to use the ALICE (Alert, Lockdown, Inform, Counter, and Evacuate) Program in the event of an active shooter.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Safety and Security Committee</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 7 Details	Reviews		
<p><b>Strategy 7:</b> WHS will offer two on-site KLARAS/MHMR caseworkers to serve referred students and their families.</p> <p><b>Strategy's Expected Result/Impact:</b> School-based mental health programs can focus on promoting mental wellness, preventing mental health problems, providing treatment, and decreasing discipline incidences.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent, Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 8 Details	Reviews		
<p><b>Strategy 8:</b> All WHS students and staff will be issued ID badges.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased campus safety through identification of staff &amp; students.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 9 Details	Reviews		
<p><b>Strategy 9:</b> WHS will use video surveillance cameras to monitor and address safety and security concerns and student discipline incidents.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased monitoring capabilities and improved campus safety.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, School Resource Officer</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 10 Details	Reviews		
<p><b>Strategy 10:</b> WHS will be the home-campus for the Secondary Security Officer who will serve the campuses during school hours and at extracurricular events.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased campus security</p> <p><b>Staff Responsible for Monitoring:</b> Superintendents, Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

Strategy 11 Details	Reviews		
<b>Strategy 11:</b> WHS students involved in extracurricular activities or who drive on campus will be subject to Random Drug Testing. <b>Strategy's Expected Result/Impact:</b> Determent of drug use and resources for students with substance abuse. <b>Staff Responsible for Monitoring:</b> Principals. Athletic Director	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 12 Details	Reviews		
<b>Strategy 12:</b> WHS will conduct all required safety drills: Secure Drill: 1 per school year Lockdown Drill: 2 per school year (one per semester) Evacuation Drill: 1 per school year Shelter-in-Place for Hazmat Drill: 1 per school year Shelter for Severe Weather Drill: 1 per school year <b>Strategy's Expected Result/Impact:</b> Preparedness in the event of emergencies. <b>Staff Responsible for Monitoring:</b> Principals	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 13 Details	Reviews		
<b>Strategy 13:</b> WHS will form a Bullying Committee that will meet to increase awareness/prevention. <b>Strategy's Expected Result/Impact:</b> Improved awareness and fewer instances of bullying. <b>Staff Responsible for Monitoring:</b> Counselors, Principals, Committee	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 14 Details	Reviews		
<b>Strategy 14:</b> WISD will enter into a MOU with TCHAT through TAMU to offer mental health support for students in a telemedicine setting. <b>Strategy's Expected Result/Impact:</b> School-based mental health programs can focus on promoting mental wellness, preventing mental health problems, providing treatment, and decreasing discipline incidences. <b>Staff Responsible for Monitoring:</b> Superintendent, Principals, Counselors	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 15 Details	Reviews		
<b>Strategy 15:</b> WHS will partner with WMS and the district SHAC to host a mental health and safety fair for students. Mental health and safety providers will be invited to set-up booths, and local organizations will set-up interactive booths. <b>Strategy's Expected Result/Impact:</b> Increasing awareness of mental health and safety issues can promote mental wellness, prevent mental health problems, provide options for treatment, and reduce the stigma surrounding mental health problems. <b>Staff Responsible for Monitoring:</b> District Nurse, Principals	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>





Strategy 16 Details	Reviews		
<b>Strategy 16:</b> WHS will install and monitor vape detectors in student restrooms. <b>Strategy's Expected Result/Impact:</b> Decrease vape use on campus <b>Staff Responsible for Monitoring:</b> Principals	Formative		Summative
	Dec	Feb	Apr
Strategy 17 Details	Reviews		
<b>Strategy 17:</b> WHS will convene the Safe and Secure Schools Team when a student poses a threat to self or others. <b>Strategy's Expected Result/Impact:</b> Assessing threats will improve student safety and allow students to get help during their crisis. <b>Staff Responsible for Monitoring:</b> Assistant Superintendent, Principals, Counselors, Safe and Secure Schools Team	Formative		Summative
	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 4:** WHS 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:** WHS will implement positive, proactive discipline management strategies.

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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WHS 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.</p> <p>Compliance with TEC 11.252(3) (E)  <b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WHS 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.</p> <p>Compliance with TEC 11.252(3) (E)  <b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><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.</p> <p>Compliance with TEC 11.252(3) (E)  <b>Staff Responsible for Monitoring:</b> Director PEIMS, Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WHS 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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

Strategy 5 Details	Reviews		
<b>Strategy 5:</b> WHS will create a 30 minute weekly SEL period where students will participate in the Choose Love program. <b>Strategy's Expected Result/Impact:</b> Positive behavioral interventions, increased grades, increased relational capacity campus-wide. <b>Staff Responsible for Monitoring:</b> Principals	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
<b>Strategy 6:</b> WHS will implement alternative discipline strategies and consequences in order to see a reduction in discretionary ISS placements (Restorative Discipline strategies, counseling services, cool-down areas, lunch detention, Saturday School). <b>Strategy's Expected Result/Impact:</b> Decreased time out of classroom, fewer referrals, and decreased repeat offenders. <b>Staff Responsible for Monitoring:</b> Principals, counselors	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			







**Goal 4:** WHS 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:** WHS will decrease drop-out rates in 2023-2024 to less than 3 students.

**Evaluation Data Sources:** WISD reported 3 dropouts in 2020-2021, 5 in 2021-2022, and 6 in 2022-23 as shown in the PEIMS report.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WHS students will have the opportunity to recover course credit through credit recovery classes built into student schedules and also offered during summer school.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased graduation rates</p> <p><b>Staff Responsible for Monitoring:</b> Principals. Counselors</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WHS students at-risk of dropping out due to various factors may be admitted to the Wildcat Academy for completion of course credits required for graduation.</p> <p><b>Strategy's Expected Result/Impact:</b> Recovery of course credits, scheduling options, decreased drop-out rates.</p> <p><b>Staff Responsible for Monitoring:</b> Academy and high school principals and counselors</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WHS students will be offered a tutorial period built into the daily schedule before first period from 7:35-8:00.</p> <p><b>Strategy's Expected Result/Impact:</b> Tutoring will be used to mentor and provide additional one-on-one help for students who struggle or are in danger of becoming at risk.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Teachers</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WHS will provide coordinated intervention programs for at-risk students that will focus on assessed individual needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Intervention will be used to break past the barriers students face on the path to academic success.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Counselors</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WHS will provide select Saturday school dates geared toward providing additional learning opportunities for students who need to make up work, discipline, and students who need to make up time for absences.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased academic achievement, Improved attendance and accountability</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Assistant Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
<p><b>Strategy 6:</b> WHS students passing at least three of the five required EOC tests (English I &amp; II, Algebra I, Biology, and US History) will have an opportunity to graduate under an IGC (Individual Graduation Committee) Plan by completing a project in the subject area/s in which the EOC was failed.</p> <p><b>Strategy's Expected Result/Impact:</b> Graduation requirements met through alternate plan, decreased drop-out rates.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselors</p>	Formative		Summative
	Dec	Feb	Apr
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 5:** WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff and will reduce the turnover rate for teachers from 21.0% (TAPR 2021-2022) to 19.0%

**Performance Objective 1:** WHS will report 100% State Qualified teachers.

**HB3 Goal**

**Evaluation Data Sources:** Certificates will be used to determine qualifications.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WHS will recruit and hire individuals that help maintain a 100% State Certified status for all core classroom teachers. If needed, DOI and teachers in alternative education programs will be used to ensure qualified educators are serving students.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will meet state certification requirements.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Director Assessment/Accountability</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WHS will recruit and hire SPED certified individuals that help maintain a 100% State Certified status and a 100% Highly Qualified status.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will meet state certification requirements and federal SPED certification requirements.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Director Assessment/Accountability</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WHS administrators will conduct recruitment activities to sustain placement of state qualified and highly qualified, as appropriate, personnel in all positions.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will post job openings on the district webpage and with ESC Region 12. Administrators will attend available job fairs to recruit applicants and will reach out to college programs and alternative certification programs to recruit qualified educators.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Director Curriculum/Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WHS will provide a mentor program for new teachers on the campus.</p> <p><b>Strategy's Expected Result/Impact:</b> The district mentor program for first and second-year teachers is meant to provide support, encouragement, and guidance for new teachers.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

Staff Responsible for Monitoring: Principals, Assistant Superintendent



No Progress



Accomplished



Continue/Modify







Discontinue

**Goal 5:** WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff and will reduce the turnover rate for teachers from 21.0% (TAPR 2021-2022) to 19.0%

**Performance Objective 2:** WISD will train and use qualified individuals and programs 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.

Strategy 1 Details	Reviews		
<p><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.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will meet the requirements of the Texas State Plan for the Education of Gifted/Talented Students.</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Principals, Counselors</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><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.</p> <p><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.</p> <p>Meet Compliance with 19 Texas Administrative Code, Chapter 89</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><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.</p> <p><b>Strategy's Expected Result/Impact:</b> Progress monitoring will inform and improve instruction and student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Director Assessment/Accountability, Director Curriculum/Instruction, Principals</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>





Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WISD will use appropriately certified staff to assess and serve students with dyslexia and related disorders.</p> <p><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.</p> <p>Compliance with TEC 11.252(a)(3)(B)(iv)</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Principals</p> <p><b>Title I:</b> 2.6</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WISD will implement Summit K12 through the Title III SSA with Region 12 for all Emergent Bilingual students.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will use the program to instruct and track progress of students in making steady progress toward the English Language Proficiency Growth Goals throughout the year and are prepared for TELPAS.</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Principals</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 6 Details	Reviews		
<p><b>Strategy 6:</b> The district will implement Sheltered Instruction, ESL Certification, and ESL professional learning as part of the TEA required Comprehensive Professional Development plan for districts submitting an ESL Waiver.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement, Fewer waivers submitted in the future</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Director Assessment/Accountability</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<p>  No Progress       Accomplished       Continue/Modify       Discontinue </p>			

**Goal 5:** WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff and will reduce the turnover rate for teachers from 21.0% (TAPR 2021-2022) to 19.0%

**Performance Objective 3:** WHS 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.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WHS will provide the required T-TESS update with teachers during the two-week staff development schedule in 2023-2024.</p> <p><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.</p> <p>Compliance of TAC 150.1006</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WHS 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.</p> <p><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.</p> <p>Compliance with the Texas State Plan for the Education of Gifted/Talented Students</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Director Assessment/Accountability, Principals</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WHS will ensure that all ELAR teachers who are providing English as a Second Language (ESL) instruction have ESL certification by the end of 2023-2024. Likewise, WISD will apply for a waiver for any eligible teachers who are not currently ESL certified but serve ESL students.</p> <p><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.</p> <p>Compliance with TEC 29.061</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Director Assessment/Accountability, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WHS will certify that 100% of all test coordinators and campus staff are fully trained on state testing protocols.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Director Assessment/Accountability, Counselors</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			







**Goal 6:** WHS will increase the opportunities for all parents, guardians, and community members to become active partners in the education of students.

**Performance Objective 1:** WHS 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:** WHS will use survey results, meeting minutes, and parent/guardian attendance (sign in sheets) to measure participation and growth.

Strategy 1 Details	Reviews		
<p><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</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WHS 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</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WHS will provide a Parent Portal for parents to monitor a child's attendance, grades, and discipline as well as Student Portal for students to self-monitor.  <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> Director PEIMS, Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WHS will maintain a campus website 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> Director Technology, Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WHS will use multiple channels and approaches for communicating with families including Blackboard Connect, phone calls, Remind, email, Facebook, school marquee, mail-outs, and newspaper notices.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 6:** WHS will increase the opportunities for all parents, guardians, and community members to become active partners in the education of students.

**Performance Objective 2:** WHS will develop and use outreach strategies to strengthen communication and engagement which will lead to the academic and social-emotional development of students.


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


Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WHS will host back-to-school events, informational parent nights, concerts, games, performances, awards ceremonies, and other opportunities to actively involve and recruit parents/guardians as partners in the education of their children.</p> <p><b>Strategy's Expected Result/Impact:</b> Research has proven that parent/community involvement in education is instrumental to students' academic achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WHS will continue to expand partnerships with local businesses and organizations including the Ministerial Alliance, Our Daily Bread Food Bank, Food for Families, Hill County CPS, Paw Pals, Red Cross, Hill College, Brookshire Brothers, Lions Club, Chamber of Commerce, DynaEnergetics, and numerous local churches.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WHS will include parents and community members as active members of district planning groups including the campus SBDM (Site-Based Decision Making) committee.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Director Assessment/Accountability, Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WHS will offer opportunities for parents and community members to be actively involved with the school by joining booster clubs, scholarship committees, and volunteering/planning for various school events.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased involvement leading to student and school success and strong parent/community/</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

school relationships to support students.

**Staff Responsible for Monitoring:** Principals

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

**Whitney Independent School District**  
**Whitney Middle School**  
**2023-2024 Goals/Performance Objectives/Strategies**



**Board Approval Date:** November 13, 2023  
**Public Presentation Date:** November 13, 2023

# **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!

# Table of Contents

Goals	4
Goal 1: The percent of 6th grade students that score Meets grade level or above on STAAR Reading will increase from 46% to 55% by June 2024.	4
Goal 2: The percent of 6th grade students that score meets grade level or above on STAAR Math will increase from 34% to 50% by June 2024.	10
Goal 3: The percentage of graduates that meet the criteria for CCMR will increase from 46% to 58% by August 2024.	17
Goal 4: WMS 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.	20
Goal 5: WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff and will reduce the turnover rate for teachers from 21.0% (TAPR 2021-2022) to 15.0%.	30
Goal 6: WMS will increase the opportunities for all parents, guardians, and community members to become active partners in the education of students.	33

# Goals

**Goal 1:** The percent of 6th grade students that score Meets grade level or above on STAAR Reading will increase from 46% to 55% by June 2024.





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

**HB3 Goal**

**Evaluation Data Sources:** Lesson plans, walkthroughs, Content PLC surveys and formal / summative evaluations will be used to determine the effectiveness of instruction and lessons.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WMS will continue the use five critical practices of the Fundamental Five that are at the core of highly effective instruction: (1) Frame the Lesson with a Meaningful Close, (2) Work in the Power Zone, (3) Frequent, Small-Group, Purposeful Talk about the learning, (4) Recognize and Reinforce, and (5) Write Critically.</p> <p><b>Strategy's Expected Result/Impact:</b> Fundamental Five strategies will help teachers to improve instructional rigor and relevance and improve student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WMS will use the TEKS Resource System developed by the Texas Curriculum Management Program Cooperative (TCMPC) as the district curriculum.</p> <p><b>Strategy's Expected Result/Impact:</b> WMS teachers will follow the TRS Year-at-a Glance (YAG) document 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 and Content PLC training to support teacher content knowledge and unpack standards for knowledge and skills specificity, the development of learning progressions, learning intentions, and success criteria.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>







Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WMS will use Content Professional Learning Communities (PLC) to improve teaching skills, learn the disaggregation of data, and improve the academic performance of students. Content PLCs will meet during CATS Time once per three weeks.</p> <p><b>Strategy's Expected Result/Impact:</b> WMS will use Professional Learning Communities as a focus on continuous improvement in staff performance and student learning. The 4 questions that will drive our Professional Learning Communities are:</p> <ol style="list-style-type: none"> <li>1. What do we want each student to learn?</li> <li>2. How will we know when each student has learned it?</li> <li>3. How will we respond when a student experiences difficulty in learning?</li> <li>4. How can we extend and enrich the learning for students who have demonstrated proficiency?</li> </ol> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>Title I:</b> 2.4, 2.5, 2.6 - <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WMS will meet House Bill 1416 compliance with the 30-hour / 15-hour accelerated instruction requirement for students who failed STAAR and will document instructional time. Students will receive their accelerated instruction during CATS Time.</p> <p><b>Strategy's Expected Result/Impact:</b> Accelerated instruction will meet TEA compliance and increase student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Teachers</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WMS will provide 90 minute classes in Math and Reading to provide increased instructional time to better meet the needs of students.</p> <p><b>Strategy's Expected Result/Impact:</b> Student achievement will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>	Formative		Summative
	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 1:** The percent of 6th grade students that score Meets grade level or above on STAAR Reading will increase from 46% to 55% by June 2024.

**Performance Objective 2:** WMS 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.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WMS will utilize district provided 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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Technology Director, Principal, Assistant Principal</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 1:** The percent of 6th grade students that score Meets grade level or above on STAAR Reading will increase from 46% to 55% by June 2024.

**Performance Objective 3:** WMS staff will use high-quality instructional programs, online resources, and services to improve student achievement.

**Evaluation Data Sources:** Quarterly program reviews will demonstrate student growth.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WMS will utilize a mixture of resource and an inclusion model using Texas Co-Teaching Guidelines to serve students in Special Education.</p> <p><b>Strategy's Expected Result/Impact:</b> WMS 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.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WMS 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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WMS will continue the use of Summit K12 during CATS Time weekly for all Emergent Bilingual students.</p> <p><b>Strategy's Expected Result/Impact:</b> WMS will use the program to instruct and track progress of students in making steady progress toward the English Language Proficiency Growth Goals throughout the year and are prepared for TELPAS.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselor</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 1:** The percent of 6th grade students that score Meets grade level or above on STAAR Reading will increase from 46% to 55% by June 2024.

**Performance Objective 4:** WMS 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: Informal and formal classroom data, STAAR, and DMAC

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

Perception data: surveys

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WMS will utilize data analysis through district software to identify and track students' strengths, weaknesses, and progress toward mastery of the TEKS.</p> <p><b>Strategy's Expected Result/Impact:</b> DMAC data will track improved student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Assistant Principal, Teachers</p> <p><b>Title I:</b> 2.4, 2.5, 2.6 - <b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WMS will use assessments in the first and second semesters to project campus and student performance on state assessments and use data to employ strategies that provide immediate intervention.</p> <p><b>Strategy's Expected Result/Impact:</b> Data will help improve student performance on state exams and improve the quality and capacity of instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, Teachers</p> <p><b>Title I:</b> 2.4, 2.5, 2.6 - <b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>





Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WMS will use common assessments for each unit of study and use data to employ strategies that provide immediate intervention.</p> <p><b>Strategy's Expected Result/Impact:</b> Data will help improve student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Teachers</p>	Formative		Summative
	Dec	Feb	Apr
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 2:** The percent of 6th grade students that score meets grade level or above on STAAR Math will increase from 34% to 50% by June 2024.

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

**Evaluation Data Sources:** Lesson plans, walkthroughs, Content PLC surveys and formal / summative evaluations will be used to determine the effectiveness of instruction and lessons.





Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WMS will continue the use five critical practices of the Fundamental Five that are at the core of highly effective instruction: (1) Frame the Lesson with a Meaningful Close, (2) Work in the Power Zone, (3) Frequent, Small-Group, Purposeful Talk about the learning, (4) Recognize and Reinforce, and (5) Write Critically.</p> <p><b>Strategy's Expected Result/Impact:</b> Fundamental Five strategies will help teachers to improve instructional rigor and relevance and improve student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WMS will use the TEKS Resource System developed by the Texas Curriculum Management Program Cooperative (TCMPC) as the district curriculum.</p> <p><b>Strategy's Expected Result/Impact:</b> WMS 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 and Content PLC training to support teacher content knowledge and unpack standards for knowledge and skills specificity, the development of learning progressions, learning intentions, and success criteria. Performance Assessments in the Instructional Focus Documents will also be used to assess student understanding.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr

Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WMS will use Professional Learning Communities (PLC) at each campus to improve teaching skills and the academic performance of students. Content PLC will meet during CATS time once per three weeks.</p> <p><b>Strategy's Expected Result/Impact:</b> WMS will use Professional Learning Communities as a focus on continuous improvement in staff performance and student learning. The 4 questions that will drive our Professional Learning Communities are:</p> <ol style="list-style-type: none"> <li>1. What do we want each student to learn?</li> <li>2. How will we know when each student has learned it?</li> <li>3. How will we respond when a student experiences difficulty in learning?</li> <li>4. How can we extend and enrich the learning for students who have demonstrated proficiency?</li> </ol> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <ul style="list-style-type: none"> <li>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</li> <li>- <b>Results Driven Accountability</b></li> </ul>	Formative		Summative
	Dec	Feb	Apr
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WMS will meet House Bill 1416 compliance with the 30 hour accelerated instruction requirement for students who failed STAAR and will document instructional time. Students will receive their accelerated instruction during CATS time.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers and principals will have increased knowledge and skills in the science of reading instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Teachers</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WMS will provide 90 minute classes in Math and Reading to provide increased instructional time to better meet the needs of students.</p> <p><b>Strategy's Expected Result/Impact:</b> Student achievement will improve.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 2:** The percent of 6th grade students that score meets grade level or above on STAAR Math will increase from 34% to 50% by June 2024.

**Performance Objective 2:** WMS 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.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WMS will utilize district provided 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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Technology Director, Principal, Assistant Principal</p>	Formative		Summative
	Dec	Feb	Apr
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			







**Goal 2:** The percent of 6th grade students that score meets grade level or above on STAAR Math will increase from 34% to 50% by June 2024.

**Performance Objective 3:** WMS staff will use high-quality instructional programs, online resources, and services to improve student achievement.

**Evaluation Data Sources:** Quarterly program reviews will demonstrate student growth.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WMS will utilize a mixture of resource and an inclusion model using Texas Co-Teaching Guidelines to serve students in Special Education.</p> <p><b>Strategy's Expected Result/Impact:</b> WMS 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.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WMS 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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WMS teachers will use Sirius program with students identified for accelerated instruction in order to close gaps in learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will perform at the Approaches level or higher on STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Teachers</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

Strategy 4 Details	Reviews		
<b>Strategy 4:</b> WMS teachers will use STEMscopes in Math and Science as an instructional resource. <b>Strategy's Expected Result/Impact:</b> Teachers will have access to quality lessons and materials. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 5 Details	Reviews		
<b>Strategy 5:</b> WMS will implement Summit K12 during CATS time weekly for all Emergent Bilingual students. <b>Strategy's Expected Result/Impact:</b> WMS will use the program to instruct and track progress of students in making steady progress toward the English Language Proficiency Growth Goals throughout the year and are prepared for TELPAS. <b>Staff Responsible for Monitoring:</b> Principal, Counselor	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 2:** The percent of 6th grade students that score meets grade level or above on STAAR Math will increase from 34% to 50% by June 2024.

**Performance Objective 4:** WMS 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: Formal and informal classroom data, STAAR, and DMAC

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

Perception data: surveys

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WMS will utilize data analysis through district software to identify and track students' strengths, weaknesses, and progress toward mastery of the TEKS.</p> <p><b>Strategy's Expected Result/Impact:</b> DMAC data will track improved student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>Title I:</b> 2.4, 2.5, 2.6 - <b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WMS will use benchmarks in the first semester and interim / Mock STAAR assessments in the second semester to project campus and student performance on state assessments and use data to employ strategies that provide immediate intervention.</p> <p><b>Strategy's Expected Result/Impact:</b> Data will help improve student performance on state exams and improve the quality and capacity of instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, Teachers</p> <p><b>Title I:</b> 2.6</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WMS will use common assessments for each unit of study and use data to employ strategies that provide immediate intervention.</p> <p><b>Strategy's Expected Result/Impact:</b> Data will help improve student performance.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

**Staff Responsible for Monitoring:** Principal, Assistant Principal, Teachers



No Progress



Accomplished



Continue/Modify







Discontinue

**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 earning one or more of the CCMR (College, Career, and/or Military Readiness) indicators.

**Evaluation Data Sources:** The percentage of graduates that meet the criteria for CCMR will increase.





Strategy 1 Details	Reviews		
<p><b>Strategy 1:</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.</p> <p><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 the student's parent/guardian will confirm and sign the PGP.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WMS wil provide instruction that prepares all 8th grade students for high school, college, and career readiness.</p> <p><b>Strategy's Expected Result/Impact:</b> WMS and WHS will help all 8th graders create a Personal Graduation Plan for high school.</p> <p>Compliance with TEC 28.016</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WMS will offer PSAT to 8th graders who wish to sign-up and complete the test.</p> <p><b>Strategy's Expected Result/Impact:</b> Numbers will increase for students who meet the TSI requirements in both Reading and Math</p> <p><b>Staff Responsible for Monitoring:</b> Counselor</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WMS will offer Principles of Business, Marketing, and Finance at Whitney Middle School</p> <p><b>Strategy's Expected Result/Impact:</b> Increased opportunity for students to complete a program of study at WHS.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselors</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	Formative		Summative
	Dec	Feb	Apr
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

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

**Performance Objective 2:** WMS will continue the use Virtual Job Shadow to provide students with more insight into personal interests and guide them through the career exploration process.





**Evaluation Data Sources:** Career Clusters Interest Survey (CCIS), Lesson plans

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WMS will have all students enrolled in Principals of Business, Marketing, and Finance in the Fall of 2023 complete the Career Clusters Interest Survey (CCIS).</p> <p><b>Strategy's Expected Result/Impact:</b> The survey is a career guidance tool that allows students to respond to questions and identify the top three Career Clusters of interest based on their responses.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselor, CTE Teacher</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WMS will provide all eighth grade students opportunities to use Virtual Job Shadow.</p> <p><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.</p> <p>Compliance with requirements of HB 18</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, Principal</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 4:** WMS 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:** WMS will continue the use of 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:** WMS will continue the use of practices to prevent or cut down on the COVID-19 virus from entering the school.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WMS will allow visitors on campuses with safety protocols in place.  <b>Strategy's Expected Result/Impact:</b> WMS will implement practices to prevent or cut down on the COVID-19 virus from entering the school.  <b>Staff Responsible for Monitoring:</b> Principal, Nurse</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</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> WMS will implement practices to prevent or cut down on the COVID-19 virus from entering the school.  <b>Staff Responsible for Monitoring:</b> Principal, Nurse</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WMS will continue additional cleaning and disinfecting procedures as needed during the day.  <b>Strategy's Expected Result/Impact:</b> WMS will implement additional practices to prevent or cut down on the COVID-19 virus from entering the school.  <b>Staff Responsible for Monitoring:</b> Director Operations</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			







**Goal 4:** WMS 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:** Training certificates, sign in sheets, prevention plans, bullying reports, facility checklists, counseling schedules

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WMS will continue the procedures for anonymously reporting allegations of bullying and cyberbullying.  <b>Strategy's Expected Result/Impact:</b> WMS will use an in house system posted on the campus website and Wildcat Window to allow students to safely and anonymously report acts of bullying or other school-safety concerns.</p> <p>Compliance with TEC 11.252  <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WMS will monitor facilities and promptly report necessary upkeep and improvements to the Director of Operations.  <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> Director Operations, Principal, Assistant Principal</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WMS will maintain a safe traffic flow for students through drop-off and pick-up zones, parent communication (graphic created and disseminated via Facebook and Blackboard), and traffic signs.  <b>Strategy's Expected Result/Impact:</b> WMS will keep children, staff, and schools safe.  <b>Staff Responsible for Monitoring:</b> Director Operations, Principal, Assistant Principal</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WMS will maintain security through controlled access, locked classroom doors, key logs/inventories, visitor sign-ins/badges, visitor checks, and check in and out procedures.  <b>Strategy's Expected Result/Impact:</b> WMS will use these measures to ensure the safety of students, staff, and visitors.  <b>Staff Responsible for Monitoring:</b> Director Operations, Principal, Assistant Principal, Security Officer</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WMS will implement the School Safety Training (Guardian Plan) as passed by the Texas Legislature in 2013.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Safety and Security Committee, Campus Guardians</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
<p><b>Strategy 6:</b> WMS will continue to use the ALICE (Alert, Lockdown, Inform, Counter, and Evacuate) Program and will provide training to all employees.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Safety and Security Committee</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 7 Details	Reviews		
<p><b>Strategy 7:</b> WMS will utilize a KLARAS counselor through MHMR and counselors Texas Childs Health Access Through Telemedicine (TCHAT) to serve students.</p> <p><b>Strategy's Expected Result/Impact:</b> School-based mental health programs can focus on promoting mental wellness, preventing mental health problems, and providing treatment.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselor</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 8 Details	Reviews		
<p><b>Strategy 8:</b> WMS will continue to train students annually on the ALICE (Alert, Lockdown, Inform, Counter, and Evacuate) Program.</p> <p><b>Strategy's Expected Result/Impact:</b> The purpose of the training is to supply students with the ability to anticipate potential dangers and take precautions to protect the students from those dangers.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 9 Details	Reviews		
<p><b>Strategy 9:</b> WMS will promote the social-emotional well being of staff and students through positive notes, positive office referrals, Wildcat Shout-outs, staff appreciation activities, and promotion of self-care.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff and student social-emotional well being will be a priority.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, Staff</p>	Formative		Summative
	Dec	Feb	Apr





Strategy 10 Details	Reviews		
<b>Strategy 10:</b> WMS will explicitly teach character lessons using the Capturing Kids' Hearts Leadworthy Character Lessons and Counselor-developed lessons during CATS Time. <b>Strategy's Expected Result/Impact:</b> Students will understand the elements of good character and make good choices. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, Teachers	Formative		Summative
	Dec	Feb	Apr
Strategy 11 Details	Reviews		
<b>Strategy 11:</b> WMS will continue the use of a Student Council to give students a voice and teach elements of government, citizenship, and community service. <b>Strategy's Expected Result/Impact:</b> Students have a voice in decisions that impact them and learn important lessons in government, citizenship, and community service. <b>Staff Responsible for Monitoring:</b> Principal, Student Council Sponsor	Formative		Summative
	Dec	Feb	Apr
Strategy 12 Details	Reviews		
<b>Strategy 12:</b> WMS will continue the use of Club Days once per 6-weeks for students to choose something non-curriculum related to learn from a staff member. Theme days will be held periodically to build positive culture (hat day, anything but a backpack day, Red Ribbon Week, etc.) <b>Strategy's Expected Result/Impact:</b> Positive relationships and culture building <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Teachers	Formative		Summative
	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 4:** WMS 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 continue the use of positive, proactive discipline management strategies.

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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WMS will revise and distribute the WISD Secondary Student Code of Conduct and WISD Secondary Student Handbook annually in cooperation with WHS.</p> <p><b>Strategy's Expected Result/Impact:</b> The goal is to increase student achievement, school improvement, and school safety.</p> <p>Compliance with TEC 11.252(3) (E)</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Campus administration will review 425 disciplinary records for ISS, OSS, Expulsion, and DAEP placements.</p> <p><b>Strategy's Expected Result/Impact:</b> The goal is to maintain accurate state reports and improve district-wide efficacy.</p> <p>Compliance with TEC 11.252(3) (E)</p> <p><b>Staff Responsible for Monitoring:</b> PEIMS Clerk, Principal, Assistant Principal</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WMS will offer staff development that provides teachers with discipline techniques.</p> <p><b>Strategy's Expected Result/Impact:</b> Training will provide teachers with techniques to use to strengthen desired behaviors and decrease undesired behaviors.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WMS 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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WMS will implement Capturing Kids' Hearts in all instructional settings.</p> <p><b>Strategy's Expected Result/Impact:</b> The Mission of Capturing Kids' Hearts is to help teachers to win students' hearts and lead them to their personal best</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Teachers</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
<p><b>Strategy 6:</b> WMS will utilize Positive Office Referrals for teachers to recognize students who are exhibiting appropriate behaviors.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in appropriate behaviors</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Teachers</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 4:** WMS 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:** WMS will continue the use of a comprehensive review and needs assessment of discipline policies and procedures.

**Evaluation Data Sources:** Each campus will examine individual student discipline referrals to determine frequency and trends of disciplinary placements.

Each campus will review current discipline policies and procedures and identify needed areas of improvement.

**Goal 4:** WMS 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 5:** WMS will continue alternative discipline strategies and consequences in order to see a reduction in discretionary ISS placements.





**Evaluation Data Sources:** Each campus will create a list of alternative consequences and strategies to reduce the number of ISS referrals.

Each campus will conduct student conferences with administrators and counselors when repeat infractions occur to build relationships with students, find the root causes of student behaviors, and address the student misbehavior.

**Goal 4:** WMS 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 6:** WMS will maintain a 0% dropout rate to help improve the district dropout rate in 2023-2024.

**Evaluation Data Sources:** WISD reported 6 dropouts in 2022-2023.





Strategy 1 Details	Reviews		
<b>Strategy 1:</b> WMS will provide tutoring before, during, and after school. <b>Strategy's Expected Result/Impact:</b> Tutoring will be used to mentor and provide additional one-on-one help for students who struggle or are in danger of becoming at risk. <b>Staff Responsible for Monitoring:</b> Principals, Teachers	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> WMS will provide coordinated intervention programs for at-risk students that will focus on assessed individual needs. <b>Strategy's Expected Result/Impact:</b> Intervention will be used to break past the barriers students face on the path to academic success. <b>Staff Responsible for Monitoring:</b> Principal, Counselor	Formative		Summative
	Dec	Feb	Apr
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> WMS will provide Saturday school geared toward providing additional learning opportunities for students who need to make up work, discipline, and students who need to make up time for absences. <b>Strategy's Expected Result/Impact:</b> Increased academic achievement, Improved attendance and accountability <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			



**Goal 4:** WMS 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 7:** WISD will comply with new state safety and reporting requirements, ensuring the Emergency Operations Plan is updated annually and meets state criteria.

**Evaluation Data Sources:** Efforts will improve the safety and security of school facilities for staff, students, and visitors.





Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WMS will conduct Drill-A-Palooza to meet mandatory drill requirements (Secure, Lockdown, Evacuation, Shelter-in-Place for Hazmat, Shelter-in-Place for Weather)</p> <p>WMS will schedule and conduct four Fire Evacuation Drills per school year (two per semester).</p> <p><b>Strategy's Expected Result/Impact:</b> Compliance with Texas Education Code Section 37.114 and safe schools</p> <p><b>Staff Responsible for Monitoring:</b> Safety and Security Committee, Principal, Assistant Principal</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 5:** WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff and will reduce the turnover rate for teachers from 21.0% (TAPR 2021-2022) to 15.0%.

**Performance Objective 1:** WMS will report 100% State Qualified teachers.

**HB3 Goal**





**Evaluation Data Sources:** Certificates will be used to determine qualifications.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WMS will recruit and hire individuals that help maintain a 100% State Certified status for all core classroom teachers. If needed, DOI and teachers in alternative education programs will be used to ensure qualified educators are serving students.</p> <p><b>Strategy's Expected Result/Impact:</b> WMS will meet state certification requirements.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WMS will recruit and hire SPED individuals that help maintain a 100% State Certified status and a 100% Highly Qualified status.</p> <p><b>Strategy's Expected Result/Impact:</b> WMS will meet state certification requirements and federal SPED certification requirements.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WMS will provide a mentor for each new teacher.</p> <p><b>Strategy's Expected Result/Impact:</b> The mentor is meant to provide support, encouragement, and guidance for new teachers.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 5:** WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff and will reduce the turnover rate for teachers from 21.0% (TAPR 2021-2022) to 15.0%.

**Performance Objective 2:** WISD will train and use qualified individuals and programs 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.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WMS 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.</p> <p><b>Strategy's Expected Result/Impact:</b> WMS will meet the requirements of the Texas State Plan for the Education of Gifted/Talented Students.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Teacher</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WMS will serve Emergent Bilingual students through RLA teachers who hold the ESL Certification or are serving under a state waiver.</p> <p><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.</p> <p>Meet Compliance with 19 Texas Administrative Code, Chapter 89</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WMS will serve students with dyslexia and related disorders through a dedicated class period.</p> <p><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.</p> <p>Compliance with TEC 11.252(a)(3)(B)(iv)</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I:</b> 2.6</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 5:** WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff and will reduce the turnover rate for teachers from 21.0% (TAPR 2021-2022) to 15.0%.

**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.

**Goal 6:** WMS will increase the opportunities for all parents, guardians, and community members to become active partners in the education of students.

**Performance Objective 1:** WMS 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:** WMS will use survey results, meeting minutes, and parent/guardian attendance (sign in sheets) to measure participation and growth.





Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WMS will ensure that information is provided in languages that parents/guardians can understand.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal Secretary, Counselor</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WMS will ensure that parents/guardians and students are informed of their rights and responsibilities. These are contained in the WISD Secondary Student Handbook.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 4.1</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WMS will encourage parents to utilize the Parent Portal to monitor a child's attendance, grades, and discipline.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Director PEIMS, Principal, Counselor, Teachers</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WMS will conduct teacher/parent conferences as needed to address academic or behavioral needs.</p> <p><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 in addition to creating a partnership with families.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Secretary, Teachers</p> <p><b>Title I:</b> 4.2</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WMS will maintain a campus websites to keep parents/guardians and community members informed.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Director Technology, Principal, Secretary</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
<p><b>Strategy 6:</b> WMS will use multiple channels and approaches for communicating with families. A parent newsletter will be shared on Facebook and through e-mails from Blackboard once every four weeks.</p> <p><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, WMS must share information about opportunities for families to be involved with school through email, mail, social media, class apps, school newsletters, school marquee, and letters sent home with students.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Secretary, Counselor</p>	Formative		Summative
	Dec	Feb	Apr
<p>  No Progress            Accomplished            Continue/Modify            Discontinue         </p>			

**Goal 6:** WMS will increase the opportunities for all parents, guardians, and community members to become active partners in the education of students.

**Performance Objective 2:** WMS will use outreach strategies to strengthen communication and engagement with parents and community which will lead to the academic and social-emotional development of students.

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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WMS will host a meet-the-teacher night and other opportunities to actively recruit parents/guardians as partners in the education of their children.</p> <p><b>Strategy's Expected Result/Impact:</b> Research has proven that parent/community involvement in education is instrumental to students' academic achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I:</b> 4.2</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WMS will work to expand partnerships with local businesses and organizations.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WMS include parents and community members as active members of district and campus planning groups.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Whitney Independent School District**  
**Whitney Intermediate School**  
**2023-2024 Goals/Performance Objectives/Strategies**



**Board Approval Date:** November 13, 2023  
**Public Presentation Date:** November 13, 2023



# **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!

# Table of Contents

Goals	4
Goal 1: The percent of students that score approaches grade level or above on STAAR Reading will increase from 69.6% to 73% by June 2024.	4
Goal 2: The percent of students that score approaches grade level or above on STAAR Math will increase from 62% to 68% by June 2024.	14
Goal 3: The percentage of graduates that meet the criteria for CCMR will increase from 46% to 58% by August 2024.	22
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.	23
Goal 5: WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff and will reduce the turnover rate for teachers from 21.0% (TAPR 2021-2022) to 19.0%.	35
Goal 6: WISD will increase the opportunities for all parents, guardians, and community members to become active partners in the education of students.	41

# Goals

**Goal 1:** The percent of students that score approaches grade level or above on STAAR Reading will increase from 69.6% to 73% by June 2024.





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

**HB3 Goal**

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

Strategy 1 Details	Reviews		
<p><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.</p> <p><b>Strategy's Expected Result/Impact:</b> Fundamental Five strategies will help teachers to improve instructional rigor and relevance and improve student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr





Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WISD will use the TEKS Resource System developed by the Texas Curriculum Management Program Cooperative (TCMPC) as the district curriculum.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WISD will use Professional Learning Communities (PLC) at each campus to improve teaching skills and the academic performance of students.</p> <p><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?</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr

Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WISD will ensure 100% of all K-3 teachers and principals complete the Reading Academies as outlined in HB 3 by the 86th Texas Legislature.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers and principals will have increased knowledge and skills in the science of reading instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WISD will meet House Bill 1416 compliance with the 30 hour accelerated instruction requirement for students who failed STAAR and will document instructional time.</p> <p><b>Strategy's Expected Result/Impact:</b> Accelerated instruction will meet TEA compliance and increase student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
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**Goal 1:** The percent of students that score approaches grade level or above on STAAR Reading will increase from 69.6% to 73% 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.

Strategy 1 Details	Reviews		
<p><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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Technology Director, Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WISD will implement an initiative to provide access to a laptop or desktop for every student, teacher, instructional aide in grades 3rd -12th.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will use technology integration to positively affect student achievement and academic performance.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 1:** The percent of students that score approaches grade level or above on STAAR Reading will increase from 69.6% to 73% 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.

Strategy 1 Details	Reviews		
<p><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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p><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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WISD will strengthen the Guided Reading Programs at WES and WIS.</p> <p><b>Strategy's Expected Result/Impact:</b> Guided Reading can:</p> <ul style="list-style-type: none"> <li>-help students understand that reading involves thinking and meaning making,</li> <li>-help students develop the skills and understandings necessary to be strategic in reading a wide variety of texts,</li> <li>-provide experience in a wide variety of text types,</li> <li>-increase student ability to self-select and apply purposes for comprehending,</li> <li>-develop comprehension of text and maximizing thinking, and</li> <li>-build confidence as readers.</li> </ul> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <ul style="list-style-type: none"> <li>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</li> <li>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</li> </ul>	Formative		Summative
	Dec	Feb	Apr
Strategy 4 Details	Reviews		
<p><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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <ul style="list-style-type: none"> <li>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</li> <li>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</li> </ul>	Formative		Summative
	Dec	Feb	Apr



Strategy 5 Details	Reviews		
<p><b>Strategy 5:</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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent, Director of State and Federal Programs</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
<p><b>Strategy 6:</b> WISD will implement the Fountas &amp; Pinnell Leveled Literacy Intervention System(LLI) as an intensive, small-group, supplementary literacy intervention for students who find reading and writing difficult.</p> <p><b>Strategy's Expected Result/Impact:</b> LLI will be used by the Reading Specialists at WES and WIS to track and improve the literacy achievement of students who are not achieving grade-level expectations in reading.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr

Strategy 7 Details	Reviews		
<p><b>Strategy 7:</b> WISD will employ Texas ACE (Afterschool Centers on Education) at WES and WIS.</p> <p><b>Strategy's Expected Result/Impact:</b> Texas ACE will provide interactive, hands-on learning aligned to the school curriculum. ACE will also provide homework help, tutoring, and other targeted needs-based assistance, as well as enrichment activities such as projects that build character, confidence, and leadership skills.</p> <p><b>Staff Responsible for Monitoring:</b> ACE Coordinator, Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 8 Details	Reviews		
<p><b>Strategy 8:</b> WISD will employ Reading Interventionists at Whitney Elementary School and Whitney Intermediate School.</p> <p><b>Strategy's Expected Result/Impact:</b> Reading Interventionists will provide structured lessons in an individual and/or small group setting targeting specific progress or attainment gaps.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 1:** The percent of students that score approaches grade level or above on STAAR Reading will increase from 69.6% to 73% 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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WISD will utilize data analysis through district software to identify and track students' strengths, weaknesses, and progress toward mastery of the TEKS.</p> <p><b>Strategy's Expected Result/Impact:</b> DMAC data will track improved student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr





Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WISD will use assessments in the first and second semesters to project campus and student performance on state assessments and use data to employ strategies that provide immediate intervention.</p> <p><b>Strategy's Expected Result/Impact:</b> Data will help improve student performance on state exams and improve the quality and capacity of instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>- <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 2:** The percent of students that score approaches grade level or above on STAAR Math will increase from 62% to 68% 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.





Strategy 1 Details	Reviews		
<p><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.</p> <p><b>Strategy's Expected Result/Impact:</b> Fundamental Five strategies will help teachers to improve instructional rigor and relevance and improve student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <ul style="list-style-type: none"> <li>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</li> <li>- <b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</li> <li>- <b>Results Driven Accountability</b></li> </ul>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WISD will use the TEKS Resource System developed by the Texas Curriculum Management Program Cooperative (TCMPC) as the district curriculum.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <ul style="list-style-type: none"> <li>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</li> <li>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</li> <li>- <b>Results Driven Accountability</b></li> </ul>	Formative		Summative
	Dec	Feb	Apr

Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WISD will use Professional Learning Communities (PLC) at each campus to improve teaching skills and the academic performance of students.</p> <p><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?</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b>            2.4, 2.5, 2.6            - <b>TEA Priorities:</b>            Build a foundation of reading and math, Improve low-performing schools            - <b>ESF Levers:</b>            Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction            - <b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WISD will meet House Bill 1416 compliance with the 30 hour accelerated instruction requirement for students who failed STAAR and will document instructional time.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers and principals will have increased knowledge and skills in the science of reading instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b>            2.4, 2.5, 2.6            - <b>TEA Priorities:</b>            Build a foundation of reading and math, Improve low-performing schools            - <b>ESF Levers:</b>            Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 2:** The percent of students that score approaches grade level or above on STAAR Math will increase from 62% to 68% 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.

Strategy 1 Details	Reviews		
<p><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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WISD will implement an initiative to provide access to a laptop for every student, teacher, instructional aide in grades 3rd -12th.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will use technology integration to positively affect student achievement and academic performance.</p> <p><b>Staff Responsible for Monitoring:</b> Technology Director, Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 2:** The percent of students that score approaches grade level or above on STAAR Math will increase from 62% to 68% 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.

Strategy 1 Details	Reviews		
<p><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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>



Strategy 3 Details	Reviews		
<p><b>Strategy 3:</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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent, Director of State and Federal Programs</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WISD will employ Texas ACE (Afterschool Centers on Education) at WES and WIS.</p> <p><b>Strategy's Expected Result/Impact:</b> Texas ACE will provide interactive, hands-on learning aligned to the school curriculum. ACE will also provide homework help, tutoring, and other targeted needs-based assistance, as well as enrichment activities such as projects that build character, confidence, and leadership skills.</p> <p><b>Staff Responsible for Monitoring:</b> ACE Coordinator, Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr

Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WISD will employ a Math Interventionist at Whitney Intermediate School.</p> <p><b>Strategy's Expected Result/Impact:</b> The interventionist will provide structured lessons in an individual and/or small group setting targeting specific progress or attainment gaps.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 2:** The percent of students that score approaches grade level or above on STAAR Math will increase from 62% to 68% 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





Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WISD will utilize data analysis through district software to identify and track students' strengths, weaknesses, and progress toward mastery of the TEKS.</p> <p><b>Strategy's Expected Result/Impact:</b> DMAC data will track improved student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WISD will use interim assessments in the first and second semesters to project campus and student performance on state assessments and use data to employ strategies that provide immediate intervention.</p> <p><b>Strategy's Expected Result/Impact:</b> Data will help improve student performance on state exams and improve the quality and capacity of instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.6</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WISD will use assessments in the first and second semesters and use data to employ strategies that provide immediate intervention.</p> <p><b>Strategy's Expected Result/Impact:</b> Data will help improve student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

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

**Performance Objective 1:** WIS will provide career exploration opportunities for all students.





**Evaluation Data Sources:** Students will learn to use their personal interests, skills, and values, to begin exploring careers and become excited about future possibilities. WIS has incorporated CATS Class into specials rotations as career exploration opportunities. They will create budgets, explore careers, salaries, create resumes, applications, and mock interviews.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WIS will offer guidance lessons related to career exploration.</p> <p><b>Strategy's Expected Result/Impact:</b> Lessons will give students a chance to explore their interests, passions, skills, and goals as they relate to career clusters.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, SEL Paraprofessional</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WIS will offer a mock interview process.</p> <p><b>Strategy's Expected Result/Impact:</b> The mock interview day is used to gain early awareness, explore future career goals, and get students excited about future opportunities.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Counselor</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </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 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.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WISD will allow visitors on campuses with safety protocols in place.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Nurses</p> <p><b>Title I:</b> 2.5, 4.2</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 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:** Training certificates, sign in sheets, prevention plans, bullying reports, facility checklists, counseling schedules, daily campus safety checks, and consistent practice drills.





Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WISD will maintain a local School Health Advisory Council (SHAC) to assist the district in ensuring that local community values are reflected in the district's health education instruction.</p> <p><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.</p> <p>Compliance with HB 1386</p> <p><b>Staff Responsible for Monitoring:</b> Director Nursing</p> <p><b>Title I:</b> 2.5, 2.6, 4.2</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WISD will increase staff awareness and recognition of issues of bullying prevention, dating violence, and signs of child abuse.</p> <p><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.</p> <p>Compliance with SB 471 and HB 1942</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Counselors</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WISD will offer procedures for reporting allegations of bullying and cyberbullying.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will use an in house system posted on the district website to allow students to safely and anonymously report acts of bullying or other school-safety concerns.</p> <p>Compliance with TEC 11.252</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Counselor</p> <p><b>Title I:</b> 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<p><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.</p> <p><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.</p> <p>Compliance with HB 1041</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Counselor</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WISD will maintain a Crisis Management/Response Plan and provide annual training on the plan and emergency procedures.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Safety and Security Committee</p> <p><b>Title I:</b> 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>



Strategy 6 Details	Reviews		
<p><b>Strategy 6:</b> WISD will provide training on sexual abuse awareness and prevention and other maltreatment of children.</p> <p><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.</p> <p>Compliance with TEC 38.0041 (c) and 11.252(9)</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 7 Details	Reviews		
<p><b>Strategy 7:</b> WISD will provide training on suicide prevention.</p> <p><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.</p> <p>Compliance with TEC 11.252(3)(B)(i)</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

Strategy 8 Details	Reviews		
<p><b>Strategy 8:</b> WISD will maintain a safe traffic flow for students through drop-off and pick-up zones, parent communication, and traffic signs.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will keep children, staff, and schools safe.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 9 Details	Reviews		
<p><b>Strategy 9:</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.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will use these measures to ensure the safety of students, staff, and visitors.</p> <p><b>Staff Responsible for Monitoring:</b> Director Operations, Principals</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 10 Details	Reviews		
<p><b>Strategy 10:</b> WISD will continue to use the ALICE (Alert, Lockdown, Inform, Counter, and Evacuate) Program and will provide training to all employees.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Safety and Security Committee</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 11 Details	Reviews		
<p><b>Strategy 11:</b> The WISD SHAC committee will use a survey to collect data on the mental health of staff and gather ideas on helping cope.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD must care for the emotional well-being of educators so they may, in turn, meet the needs of the students.</p> <p><b>Staff Responsible for Monitoring:</b> Director Nursing</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>





Strategy 12 Details	Reviews		
<b>Strategy 12:</b> WISD will hire two KLARAS counselors through MHMR to serve students. <b>Strategy's Expected Result/Impact:</b> School-based mental health programs can focus on promoting mental wellness, preventing mental health problems, and providing treatment. <b>Staff Responsible for Monitoring:</b> Superintendent, Assistant Superintendent, Director of State and Federal Programs	Formative		Summative
	Dec	Feb	Apr
Strategy 13 Details	Reviews		
<b>Strategy 13:</b> WISD will provide STOP THE BLEED training to certain employees and students. <b>Strategy's Expected Result/Impact:</b> The goal of the program is to raise awareness and teach people how to learn three quick actions to control serious bleeding. HOTRAC will help with training students. <b>Staff Responsible for Monitoring:</b> Director Nursing	Formative		Summative
	Dec	Feb	Apr
 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:** Using the WISD Code of Conduct as well as the campus Restorative Discipline program, WIS will educate students on acceptable behavior.

Strategy 1 Details	Reviews		
<p><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.</p> <p>Compliance with TEC 11.252(3) (E)  <b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><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.</p> <p>Compliance with TEC 11.252(3) (E)  <b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><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.</p> <p>Compliance with TEC 11.252(3) (E)  <b>Staff Responsible for Monitoring:</b> Director PEIMS, Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<p><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 strengthen desired behaviors and decrease undesired behaviors.  <b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>





Strategy 5 Details	Reviews		
<p><b>Strategy 5:</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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 6 Details	Reviews		
<p><b>Strategy 6:</b> WIS will implement the Capturing Kids' Hearts program.</p> <p><b>Strategy's Expected Result/Impact:</b> The program will be used to build meaningful, productive relationships with students and colleagues, to create a safe, effective learning environment, and to teach adults and students how to deal with conflict and negative behaviors. Overall, the program will help the campus to decrease discipline issues.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> 0% No Progress</div> <div style="text-align: center;"> 100% Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </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:** WISD will conduct a comprehensive review and needs assessment of discipline policies and procedures.

**Evaluation Data Sources:** Each campus will examine individual student discipline referrals to determine frequency and trends of disciplinary placements.

Each campus will review current discipline policies and procedures and identify needed areas of improvement.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WIS will review the 6 week discipline reports from PEIMS.</p> <p><b>Strategy's Expected Result/Impact:</b> The process will allow staff members to review the data for accuracy and reasonableness and update inaccurate or missing data.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal</p>	Formative		Summative
	Dec	Feb	Apr
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**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 5:** WISD will implement alternative discipline strategies and consequences in order to see a reduction in discretionary ISS placements.

**Evaluation Data Sources:** Each campus will create a list of alternative consequences and strategies to reduce the number of ISS referrals.

Each campus will conduct student conferences with administrators and counselors when repeat infractions occur to build relationships with students, find the root causes of student behaviors, and address the student misbehavior.





**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 6:** WISD will comply with new state safety and reporting requirements, ensuring the Emergency Operations Plan is updated annually and meets state criteria.

**Evaluation Data Sources:** Efforts will improve the safety and security of school facilities for staff, students, and visitors.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> WISD will conduct a Summer Targeted Partial Safety Audit. <b>Strategy's Expected Result/Impact:</b> Efforts will improve the safety and security of school facilities for staff, students, and visitors. <b>Staff Responsible for Monitoring:</b> Safety and Security Committee	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> WISD will conduct an Exterior Door Safety Audit. <b>Strategy's Expected Result/Impact:</b> Efforts will improve the safety and security of school facilities for staff, students, and visitors. <b>Staff Responsible for Monitoring:</b> Safety and Security Committee	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> WISD will convene the LEA's Safety and Security Committee to review the multi-hazard emergency operations plan (EOP) and, as a component of the EOP, the LEA's active threat plan. <b>Strategy's Expected Result/Impact:</b> Plans will be updated as needed. <b>Staff Responsible for Monitoring:</b> Security Director	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> WISD will ensure all campus staff (including substitutes) are trained on their specific LEA and campus safety procedures. <b>Strategy's Expected Result/Impact:</b> Preparation to implement all safety protocols <b>Staff Responsible for Monitoring:</b> Safety and Security Committee	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>



Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WISD will schedule mandatory drills as required:</p> <p>Secure Drill: 1 per school year</p> <p>Lockdown Drill: 2 per school year (one per semester)</p> <p>Evacuation Drill: 1 per school year</p> <p>Shelter-in-Place for Hazmat Drill: 1 per school year</p> <p>Shelter for Severe Weather Drill: 1 per school year</p> <p>Fire Evacuation Drill: School districts and open-enrollment charter schools should consult with their local fire marshal and comply with their local fire marshal's requirements and recommendations. If a district does not have a local fire marshal, it shall conduct four per school year (two per semester).</p> <p><b>Strategy's Expected Result/Impact:</b> Compliance with Texas Education Code Section 37.114 and safe schools</p> <p><b>Staff Responsible for Monitoring:</b> Safety and Security Committee, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
<p><b>Strategy 6:</b> WISD will ensure all threat assessment team members are trained.</p> <p><b>Strategy's Expected Result/Impact:</b> TEA compliance and to improve the level of safety at all campuses</p> <p><b>Staff Responsible for Monitoring:</b> Safety and Security Committee</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 7 Details	Reviews		
<p><b>Strategy 7:</b> WISD will review and, if necessary, update access control procedures.</p> <p>* For the new school year, access control procedures must include exterior door sweeps (ensuring doors are closed and locked) at every instructional facility at least once each week while instruction is being conducted.</p> <p><b>Strategy's Expected Result/Impact:</b> Examine and improve campus security</p> <p><b>Staff Responsible for Monitoring:</b> Safety and Security Committee</p>	Formative		Summative
	Dec	Feb	Apr
<p style="text-align: center;">  No Progress       Accomplished       Continue/Modify       Discontinue </p>			





**Goal 5:** WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff and will reduce the turnover rate for teachers from 21.0% (TAPR 2021-2022) to 19.0%.

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

**HB3 Goal**

**Evaluation Data Sources:** Certificates will be used to determine qualifications.

Strategy 1 Details	Reviews		
<p><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 and teachers in alternative education programs will be used to ensure qualified educators are serving students.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will meet state certification requirements.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.6</p> <p><b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WISD will recruit and hire SPED individuals that help maintain a 100% State Certified status and a 100% Highly Qualified status.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will meet state certification requirements and federal SPED certification requirements.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><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 to reach qualified status.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will meet federal certification requirements.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>





Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WISD will conduct recruitment activities to sustain placement of state qualified and highly qualified, as appropriate, personnel in all positions.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will post job openings on the district webpage and with ESC Region 12. WISD will attend available job fairs to recruit applicants. WISD will reach out to college programs and alternative certification programs to recruit qualified educators.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WISD will provide a \$750.00 retention bonus for employees who have been with the district for 10 or more years and \$500.00 for employees who have been with the district less than 10 years on the November 2023 paycheck.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will provide retention bonuses to reward the hard work during the past year and remain competitive with other school districts.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent, Business Office</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
<p><b>Strategy 6:</b> WISD will provide a mentor program at each campus.</p> <p><b>Strategy's Expected Result/Impact:</b> The district mentor program for first and second-year teachers is meant to provide support, encouragement, and guidance for new teachers.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	Formative		Summative
	Dec	Feb	Apr
<p>  No Progress            Accomplished            Continue/Modify            Discontinue         </p>			

**Goal 5:** WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff and will reduce the turnover rate for teachers from 21.0% (TAPR 2021-2022) to 19.0%.

**Performance Objective 2:** WISD will train and use qualified individuals and programs 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.

Strategy 1 Details	Reviews		
<p><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.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will meet the requirements of the Texas State Plan for the Education of Gifted/Talented Students.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Counselors</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><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.</p> <p><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.</p> <p>Meet Compliance with 19 Texas Administrative Code, Chapter 89</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><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.</p> <p><b>Strategy's Expected Result/Impact:</b> Progress monitoring will inform and improve instruction and student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>





Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WISD will use appropriately certified staff to assess and serve students with dyslexia and related disorders.</p> <p><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.</p> <p>Compliance with TEC 11.252(a)(3)(B)(iv)</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.6</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 5 Details	Reviews		
<p><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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.6 - Results Driven Accountability</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 6 Details	Reviews		
<p><b>Strategy 6:</b> WISD will implement Summit K12 through the Title III SSA with Region 12 for all Emergent Bilingual students.</p> <p><b>Strategy's Expected Result/Impact:</b> WISD will use the program to instruct and track progress of students in making steady progress toward the English Language Proficiency Growth Goals throughout the year and are prepared for TELPAS.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Counselor</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 7 Details	Reviews		
<p><b>Strategy 7:</b> The district will implement Sheltered Instruction, ESL Certification, and ESL professional learning as part of the TEA required Comprehensive Professional Development plan for districts submitting an ESL Waiver.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement, Fewer waivers submitted in the future</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<p>  No Progress            Accomplished            Continue/Modify            Discontinue         </p>			

**Goal 5:** WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff and will reduce the turnover rate for teachers from 21.0% (TAPR 2021-2022) to 19.0%.

**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.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WISD will provide Professional Learning Communities (PLC) training to administrators and teacher leaders.</p> <p><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:</p> <p>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?</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I:</b>            2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b>            Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WISD will provide the required T-TESS update with teachers during the two-week staff development schedule in 2023-2024.</p> <p><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.</p> <p>Compliance of TAC 150.1006</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>TEA Priorities:</b>            Recruit, support, retain teachers and principals</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 3 Details	Reviews		
<p><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.</p> <p><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.</p> <p>Compliance with the Texas State Plan for the Education of Gifted/Talented Students</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<p><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 2023-2024. Likewise, WISD will apply for a waiver for any eligible teachers who are not currently ESL certified but serve ESL students.</p> <p><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.</p> <p>Compliance with TEC 29.061</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WISD will provide a Legal Overview with Dennis Eichelbaum from Eichelbaum, Wardell, Hansen, Powell, &amp; Mehl, P.C. on August 7, 2023.</p> <p><b>Strategy's Expected Result/Impact:</b> The session will cover the First Amendment, FERPA, Social Media, and Harassment Training.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 6 Details	Reviews		
<p><b>Strategy 6:</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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> CTCs</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<p>  No Progress            Accomplished            Continue/Modify            Discontinue         </p>			





**Goal 6:** WISD will increase the opportunities for all parents, guardians, and community members to become 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.

Strategy 1 Details	Reviews		
<p><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</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><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</p> <p><b>Title I:</b> 4.1</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><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> Director PEIMS, Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<p><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 in addition to creating a partnership with families.  <b>Staff Responsible for Monitoring:</b> Principals, Secretaries, Teachers</p> <p><b>Title I:</b> 4.2</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>







Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WISD will maintain a district and campus websites to keep parents/guardians and community members informed.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Director Technology, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
<p><b>Strategy 6:</b> WISD will use multiple channels and approaches for communicating with families.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 6:** WISD will increase the opportunities for all parents, guardians, and community members to become active partners in the education of students.

**Performance Objective 2:** WISD will develop and use outreach strategies to strengthen communication and engagement which will lead to the academic and social-emotional development of students.

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

Strategy 1 Details	Reviews		
<p><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.</p> <p><b>Strategy's Expected Result/Impact:</b> Research has proven that parent/community involvement in education is instrumental to students' academic achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 4.2</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WISD will work to expand partnerships with local businesses and organizations.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WISD include parents and community members as active members of district and campus planning groups.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Whitney Independent School District**  
**Whitney Elementary School**  
**2023-2024 Goals/Performance Objectives/Strategies**



**Board Approval Date:** November 13, 2023  
**Public Presentation Date:** November 13, 2023

# **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!

# Table of Contents

Goals	4
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.	4
Goal 2: The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 32% to 46% by June 2024.	11
Goal 3: The percentage of graduates that meet the criteria for CCMR will increase from 46% to 58% by August 2024.	16
Goal 4: WES 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.	17
Goal 5: WES will recruit, develop, and retain highly effective school leaders, teachers, and staff and will reduce the turnover rate for teachers from 21.0% (TAPR 2021-2022) to 19.0%.	24
Goal 6: WES will increase the opportunities for all parents, guardians, and community members to become active partners in the education of students.	27

# 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:** WES staff will provide high quality instruction and deliver student-centered lessons.

**HB3 Goal**

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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WES will use Professional Learning Communities (PLC) at each campus to improve teaching skills and the academic performance of students.</p> <p><b>Strategy's Expected Result/Impact:</b> WES 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?</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b>                      2.4, 2.5, 2.6                      - <b>TEA Priorities:</b>                      Build a foundation of reading and math                      - <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WES will create curriculum guides and align to TEKS for each grade level, K-2. WES will use the TEKS resource expanding the TEKS tools to unpack and analyze state standards</p> <p><b>Strategy's Expected Result/Impact:</b> Curriculum guides will develop consistent implementation of district curriculum resources.</p>	Formative		Summative
	Dec	Feb	Apr

Implementation of the curriculum will improve Tier 1 instruction.


**Staff Responsible for Monitoring:** Principals


**Title I:**


2.4, 2.5

**- TEA Priorities:**

Build a foundation of reading and math

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

**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:** WES 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.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WES 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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Technology Director, Principals</p> <p><b>Title I:</b> 2.6 - TEA Priorities: Build a foundation of reading and math</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WES will implement an initiative to provide access to an iPad for every student, teacher, instructional aide in grades PK - 2nd.</p> <p><b>Strategy's Expected Result/Impact:</b> WES will use technology integration to positively affect student achievement and academic performance.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Technology Director</p> <p><b>Title I:</b> 2.4, 2.6</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</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 3:** WES staff will use high quality instructional programs and services to improve student achievement.

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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WES will utilize a reading support and inclusion model to serve students in Special Education.</p> <p><b>Strategy's Expected Result/Impact:</b> WES will use a mixture of the reading support service and inclusion 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.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent, Principals</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WES 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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WES will strengthen the Guided Reading Programs.</p> <p><b>Strategy's Expected Result/Impact:</b> Guided Reading can:</p> <ul style="list-style-type: none"> <li>-help students understand that reading involves thinking and meaning making,</li> <li>-help students develop the skills and understandings necessary to be strategic in reading a wide variety of texts,</li> <li>-provide experience in a wide variety of text types,</li> <li>-increase student ability to self-select and apply purposes for comprehending,</li> <li>-develop comprehension of text and maximizing thinking, and</li> <li>-build confidence as readers.</li> <li>-strengthen written response to reading skills</li> </ul> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WES will provide a high-quality literacy program that includes instruction in phonemic awareness, phonics, vocabulary, comprehension, and fluency at WES.</p> <p><b>Strategy's Expected Result/Impact:</b> WES teachers will use effective, research-based, classroom strategies to help build and strengthen literacy skills.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WES will employ Texas ACE (Afterschool Centers on Education) at WES.</p> <p><b>Strategy's Expected Result/Impact:</b> Texas ACE will provide interactive, hands-on learning aligned to the school curriculum. ACE will also provide homework help, tutoring, and other targeted needs-based assistance, as well as enrichment activities such as projects that build character, confidence, and leadership skills.</p> <p><b>Staff Responsible for Monitoring:</b> ACE Coordinator, Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr

Strategy 6 Details	Reviews		
<p><b>Strategy 6:</b> WES will employ Reading Interventionists.</p> <p><b>Strategy's Expected Result/Impact:</b> Reading Interventionists will provide structured lessons in an individual and/or small group setting targeting specific progress or attainment gaps.</p> <p><b>Staff Responsible for Monitoring:</b> Principals,</p> <p><b>Title I:</b> 2.4, 2.6</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**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:** WES 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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WES will utilize data analysis through district software to identify and track students' strengths, weaknesses, and progress toward mastery of the TEKS.</p> <p><b>Strategy's Expected Result/Impact:</b> Variety of data sources will track improved student performance. Maintain and analyze student portfolios that include authentic samples of student's work</p> <p><b>Staff Responsible for Monitoring:</b> Director Assessment/Accountability, Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WES will use benchmark assessments at the beginning, middle and end of the year and use data to employ strategies that provide immediate intervention.</p> <p><b>Strategy's Expected Result/Impact:</b> Data will help improve student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Director Assessment/Accountability, Director Curriculum/Instruction, Principal</p> <p><b>Title I:</b> 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
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**Goal 2:** The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 32% to 46% by June 2024.

**Performance Objective 1:** WES 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.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WISD will use Professional Learning Communities (PLC) at each campus to improve teaching skills and the academic performance of students.</p> <p><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?</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Principals</p> <p><b>Title I:</b>            2.4, 2.5, 2.6  <b>- TEA Priorities:</b>            Build a foundation of reading and math, Improve low-performing schools  <b>- Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WES will create curriculum guides and align to TEKS for each grade level, K-2. WES will use the TEKS resource expanding the TEKS tools to unpack and analyze state standards</p> <p><b>Strategy's Expected Result/Impact:</b> Curriculum guides will develop consistent implementation of district curriculum resources. Implementation of the curriculum will improve Tier 1 instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b>            2.4, 2.5  <b>- TEA Priorities:</b>            Build a foundation of reading and math</p>	Formative		Summative
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**Goal 2:** The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 32% to 46% by June 2024.

**Performance Objective 2:** WES 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.





Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WES 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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Technology Director, Principals</p> <p><b>Title I:</b> 2.4, 2.6</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WES will implement an initiative to provide access to an iPad for every student, teacher, instructional aide in grades PK - 2nd.</p> <p><b>Strategy's Expected Result/Impact:</b> WES will use technology integration to positively affect student achievement and academic performance.</p> <p><b>Staff Responsible for Monitoring:</b> Technology Director, Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
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**Goal 2:** The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 32% to 46% by June 2024.

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

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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WES will utilize a blend of reading support and inclusion model to serve students in Special Education.</p> <p><b>Strategy's Expected Result/Impact:</b> WES 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.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent, Principals</p> <p><b>Title I:</b> 2.4, 2.6</p> <p><b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p><b>- Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WES 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.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Director Assessment/Accountability, Principals</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WES will employ Texas ACE (Afterschool Centers on Education) at WES.</p> <p><b>Strategy's Expected Result/Impact:</b> Texas ACE will provide interactive, hands-on learning aligned to the school curriculum. ACE will also provide homework help, tutoring, and other targeted needs-based assistance, as well as enrichment activities such as projects that build character, confidence, and leadership skills.</p> <p><b>Staff Responsible for Monitoring:</b> ACE Coordinator, Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6 - <b>Results Driven Accountability</b></p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			



**Goal 2:** The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 32% to 46% by June 2024.

**Performance Objective 4:** WES 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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WES will utilize data analysis through district software to identify and track students' strengths, weaknesses, and progress toward mastery of the TEKS.</p> <p><b>Strategy's Expected Result/Impact:</b> WES will use a variety of data and track improved student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Director Assessment/Accountability, Director Curriculum/Instruction, Principals</p> <p><b>Title I:</b> 2.4, 2.5, 2.6 - <b>Results Driven Accountability</b></p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WES will use assessments at the beginning, middle and end of year to analyze progress to employ strategies that provide immediate intervention.</p> <p><b>Strategy's Expected Result/Impact:</b> Data will help improve student performance.</p> <p><b>Staff Responsible for Monitoring:</b> Director Assessment/Accountability, Principal</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

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

**Performance Objective 1:** WES will create early awareness, knowledge, and skills that lay the foundation for college, career, or other postsecondary success.





**Evaluation Data Sources:** Students who engage in early and ongoing college and career exploration opportunities are more likely to participate in the preparation and planning necessary for future goal setting.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WES will provide a variety of opportunities through the campus Wildcat Hall of Fame and Wildcat education path.  <b>Strategy's Expected Result/Impact:</b> Create awareness of choices that students can make about careers and exemplify the importance of receiving an education.  <b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b>            Connect high school to career and college</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WES will administer student interest inventories.  <b>Strategy's Expected Result/Impact:</b> Student interest surveys will help staff get to know students to help build relationships and purposeful learning. In addition, inventories will be used to help students learn more about their personal interests, values, and skills which will be used in career exploration.  <b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b>            Connect high school to career and college</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WES will participate in a career dress up day.  <b>Strategy's Expected Result/Impact:</b> The dress up day is used to gain early awareness, explore future career goals, and get students excited about future opportunities.  <b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b>            Connect high school to career and college</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 4:** WES 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:** WES 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:** WES will implement practices to prevent or cut down on the COVID-19 virus from entering the school.





Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WES will allow visitors on campuses with safety protocols in place.  <b>Strategy's Expected Result/Impact:</b> WES will implement practices to prevent or cut down on the COVID-19 virus from entering the school.  <b>Staff Responsible for Monitoring:</b> Principals, Nurses</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</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, Nurses</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 4:** WES 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:** WES will provide, promote, and monitor staff and student safety.

**Evaluation Data Sources:** Training certificates, sign in sheets, prevention plans, bullying reports, facility checklists, counseling schedules

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WES will offer procedures for reporting allegations of bullying and cyberbullying.</p> <p><b>Strategy's Expected Result/Impact:</b> WES will use an in house system posted on the district website to allow students to safely and anonymously report acts of bullying or other school-safety concerns.</p> <p>Compliance with TEC 11.252</p> <p><b>Staff Responsible for Monitoring:</b> Director Assessment/Accountability, Principals, Counselors</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WES 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.</p> <p><b>Strategy's Expected Result/Impact:</b> WES will use these measures to ensure the safety of students, staff, and visitors.</p> <p><b>Staff Responsible for Monitoring:</b> Director Operations, Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WES will continue to implement the ALICE (Alert, Lockdown, Inform, Counter, and Evacuate) Program.</p> <p><b>Strategy's Expected Result/Impact:</b> The program will continue to supply staff members with the ability to anticipate potential dangers and to take precautions to protect the students from those dangers.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>





Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WES will provide a counselor, two and a half days a week, to help work with students social and emotional needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Support social and emotional development  Empower students to self regulate and self advocate to meet their needs  Manage crisis situations  Provide character lessons that will impact social and emotional skills</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I:</b> 2.6</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 4:** WES 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:** WES will implement positive, proactive discipline management strategies.

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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WES 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.</p> <p>Compliance with TEC 11.252(3) (E)  <b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WES 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.</p> <p>Compliance with TEC 11.252(3) (E)  <b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WES behavior committee will meet and review discipline reports and referrals.  <b>Strategy's Expected Result/Impact:</b> The goal is to maintain accurate reports and improve campus-wide efficacy.</p> <p>Compliance with TEC 11.252(3) (E)  <b>Staff Responsible for Monitoring:</b> PEIMS clerk, Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WES 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 strengthen desired behaviors and decrease undesired behaviors.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>





Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WES will implement a campus wide PBIS behavior management system focused on recognition of positive behaviors and good citizenship.</p> <p><b>Strategy's Expected Result/Impact:</b> Focus on desired behaviors and habits in the classroom will provide role models Incentives will encourage students to make positive choices that will have a positive impact on learning environment. Create a sense of community in classrooms and across campus</p> <p><b>Staff Responsible for Monitoring:</b> Principals, counselor</p> <p><b>Title I:</b> 2.5</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 4:** WES 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:** WES will implement alternative discipline strategies and consequences in order to see a reduction in discretionary ISS placements.

**Evaluation Data Sources:** Each campus will create a list of alternative consequences and strategies to reduce the number of ISS referrals.

Each campus will conduct student conferences with administrators and counselors when repeat infractions occur to build relationships with students, find the root causes of student behaviors, and address the student misbehavior.





Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WES will continue utilizing Conscious Discipline strategies to model consequences and rewards of individual choices.</p> <p><b>Strategy's Expected Result/Impact:</b> When students accept ownership of their behavior choices they are able to learn from them. Students will evaluate how personal choices lead to rewards or consequences.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, SEL para, Asst. Principal, Teacher</p>	Formative		Summative
	Dec	Feb	Apr
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			



**Goal 4:** WES 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 5:** WES will create processes to ensure students with consistent discipline problems are referred for interventions that are supportive and responsive.

**Evaluation Data Sources:** WISD will partner with local agencies like KLARAS/MHMR to help reduce repeat behaviors that lead to discipline referrals. WISD will use ESSR funds to hire an additional KLARAS Counselor to help with the caseload in 2021-2022, 2022-2023, and 2023-2024.





Strategy 1 Details	Reviews		
<b>Strategy 1:</b> WISD will partner with local agencies like KLARAS/MHMR to help reduce repeat behaviors that lead to discipline referrals.	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> WISD will use ESSR funds to hire an additional KLARAS Counselor to help with the caseload in 2021-2022, 2022-2023, and 2023-2024.	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 5:** WES will recruit, develop, and retain highly effective school leaders, teachers, and staff and will reduce the turnover rate for teachers from 21.0% (TAPR 2021-2022) to 19.0%.

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

**HB3 Goal**

**Evaluation Data Sources:** Certificates will be used to determine qualifications.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WES will recruit and hire individuals that help maintain a 100% State Certified status for all core classroom teachers. If needed, DOI and teachers in alternative education programs will be used to ensure qualified educators are serving students.</p> <p><b>Strategy's Expected Result/Impact:</b> WES will meet state certification requirements.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Director Assessment/Accountability</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WES will recruit and hire SPED individuals that help maintain a 100% State Certified status and a 100% Highly Qualified status.</p> <p><b>Strategy's Expected Result/Impact:</b> WES will meet state certification requirements and federal SPED certification requirements.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Director Assessment/Accountability</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WES will recruit and hire individuals that help maintain a 100% Highly Qualified status for paraprofessionals at WES. All individuals who are not properly certified will attend a paraprofessional academy to reach qualified status.</p> <p><b>Strategy's Expected Result/Impact:</b> WES will meet federal certification requirements.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Director Assessment/Accountability</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WES will provide a mentor program on campus.</p> <p><b>Strategy's Expected Result/Impact:</b> The mentor program for first and second-year teachers is meant to provide support, encouragement, and guidance for new teachers.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			





**Goal 5:** WES will recruit, develop, and retain highly effective school leaders, teachers, and staff and will reduce the turnover rate for teachers from 21.0% (TAPR 2021-2022) to 19.0%.

**Performance Objective 2:** WES 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.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WES will provide the required T-TESS update with teachers during the two-week staff development schedule in 2022-2023.</p> <p><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.</p> <p>Compliance of TAC 150.1006</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Director Assessment/Accountability, Principals</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WES 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.</p> <p><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.</p> <p>Compliance with the Texas State Plan for the Education of Gifted/Talented Students</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Director Assessment/Accountability, Principals</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WES 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 2022-2023. Likewise, WISD will apply for a waiver for any eligible teachers who are not currently ESL certified but serve ESL students.</p> <p><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.</p> <p>Compliance with TEC 29.061</p> <p><b>Staff Responsible for Monitoring:</b> Director Curriculum/Instruction, Director Assessment/Accountability, Principals</p>	Formative		Summative
	Dec	Feb	Apr





 No Progress
 Accomplished
 Continue/Modify
 Discontinue

**Goal 6:** WES will increase the opportunities for all parents, guardians, and community members to become active partners in the education of students.

**Performance Objective 1:** WES 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:** WES will use survey results, meeting minutes, and parent/guardian attendance (sign in sheets) to measure participation and growth.





Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WES will ensure that information is provided in languages that parents/guardians can understand.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Secretaries, Counselors</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WES will ensure that parents/guardians and students are informed of their rights and responsibilities.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 4.1</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WES will use a variety of methods to conduct teacher/parent conferences. Conferences will be held in the fall at the end of the 1st grading period and in May to review progress for the year.</p> <p><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 in addition to creating a partnership with families.</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Secretaries, Teachers</p> <p><b>Title I:</b> 4.1, 4.2</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> WES will maintain a campus website to keep parents/guardians and community members informed.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Director Technology, Principals</p> <p><b>Title I:</b> 4.1</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> WES will use multiple channels and approaches for communicating with families.</p> <p><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, WES 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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 6:** WES will increase the opportunities for all parents, guardians, and community members to become active partners in the education of students.

**Performance Objective 2:** WES will develop and use outreach strategies to strengthen communication and engagement which will lead to the academic and social-emotional development of students.

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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> WES will host open house, family engagement nights, meet-the-teacher nights, and other opportunities to actively recruit parents/guardians as partners in the education of their children.</p> <p><b>Strategy's Expected Result/Impact:</b> Research has proven that parent/community involvement in education is instrumental to students' academic achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 4.1, 4.2</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> WES will work to expand partnerships with local businesses and organizations.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> WES include parents and community members as active members of campus planning groups.</p> <p><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.</p> <p><b>Staff Responsible for Monitoring:</b> Director Assessment/Accountability, Principals</p> <p><b>Title I:</b> 4.2</p>	<b>Formative</b>		<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			