

Whitney Independent School District
District Improvement Plan
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.	13
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.	30
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%.	43
Goal 6: WISD will increase the opportunities for all parents, guardians, and community members to become active partners in the education of students.	52

Goals





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

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

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>Strategy 1: 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>Strategy's Expected Result/Impact: Fundamental Five strategies will help teachers to improve instructional rigor and relevance and improve student performance.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, Principals</p> <p>Results Driven Accountability</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: WISD will use the TEKS Resource System developed by the Texas Curriculum Management Program Cooperative (TCMPC) as the district curriculum.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Assistant Superintendent, Principals</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 3 Details	Reviews		
<p>Strategy 3: WISD will use Professional Learning Communities (PLC) at each campus to improve teaching skills and the academic performance of students.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Assistant Superintendent, Principals</p> <p>Title I: 2.4, 2.5, 2.6 - Results Driven Accountability</p> <p>Problem Statements: Demographics 1</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 4 Details	Reviews		
<p>Strategy 4: 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>Strategy's Expected Result/Impact: Teachers and principals will have increased knowledge and skills in the science of reading instruction.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, WES Principal, WIS Principal</p> <p>Problem Statements: Student Learning 4</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 5 Details	Reviews		
<p>Strategy 5: WISD will meet House Bill 1416 updated accelerated instruction requirements and will document instructional time as required.</p> <p>Strategy's Expected Result/Impact: Accelerated instruction will meet TEA compliance and increase student achievement</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, Principals</p> <p>Problem Statements: Student Learning 2, 3, 4</p>	Formative		Summative
	Dec	Feb	Apr
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Performance Objective 1 Problem Statements:

Demographics

Problem Statement 1: In 2022-2023, WISD had 22 teachers teaching under District of Innovation (DOI) plan and 4 teachers in an Alternative Education Program. **Root Cause:** Hiring efforts are not producing candidates, so WISD must rely on two nontraditional ways to hire uncertified individuals for teaching positions--the district's District of Innovation (DOI) plan and Alternative Education Programs.

Student Learning

Problem Statement 2: Algebra I students in Whitney ISD scored below the state and region in approaches, meets, and masters. **Root Cause:** Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I instruction with several DOI and new teachers. The Algebra I students also experienced inconsistent instruction in 2022-2023.





Problem Statement 3: Student Math STAAR scores for grades 3 and 4 are well below State and Region in all categories. **Root Cause:** Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I instruction with several DOI and new teachers.

Problem Statement 4: Student Reading STAAR scores in grades 3-5 are below State and Region in all categories. **Root Cause:** Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I planning and instruction. The campus has several DOI and new teachers. Improvement is also needed in regard to reading intervention.

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

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

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

Strategy 1 Details	Reviews		
<p>Strategy 1: 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>Strategy's Expected Result/Impact: Implementation of technology standards will ensure that students have the opportunity to gain and apply critical 21st Century digital knowledge and skills.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, Technology Director, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: WISD will implement an initiative to provide access to an iPad for every student, teacher, and instructional aide in grades PK - 2nd.</p> <p>Strategy's Expected Result/Impact: WISD will use technology integration to positively affect student achievement and academic performance.</p> <p>Staff Responsible for Monitoring: Principals, Technology Director</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: WISD will implement an initiative to provide access to a laptop or desktop for every student, teacher, and instructional aide in grades 3rd -12th.</p> <p>Strategy's Expected Result/Impact: WISD will use technology integration to positively affect student achievement and academic performance.</p> <p>Staff Responsible for Monitoring: Principals, Technology Director</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 1: The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 38% to 50% by June 2024.

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

Evaluation Data Sources: Program reviews will show student growth.

Strategy 1 Details	Reviews		
<p>Strategy 1: WISD will utilize a mixture of resource and an inclusion model using Texas Co-Teaching Guidelines to serve students in Special Education.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Director of State and Federal Programs, Assistant Superintendent, Principals</p> <p>Results Driven Accountability</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: 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>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Assistant Superintendent, Director of State and Federal Programs, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: WISD will strengthen the Guided Reading Programs at WES and WIS.</p> <p>Strategy's Expected Result/Impact: Guided Reading can:</p> <ul style="list-style-type: none"> -help students understand that reading involves thinking and meaning making, -help students develop the skills and understandings necessary to be strategic in reading a wide variety of texts, -provide experience in a wide variety of text types, -increase student ability to self-select and apply purposes for comprehending, -develop comprehension of text and maximizing thinking, and -build confidence as readers. <p>Staff Responsible for Monitoring: Assistant Superintendent, Principals</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 4 Details	Reviews		
<p>Strategy 4: 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>Strategy's Expected Result/Impact: WES and WIS teachers will use effective, research-based, classroom strategies to help build and strengthen literacy skills.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, Principals</p> <p>Problem Statements: Student Learning 4</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 5 Details	Reviews		
<p>Strategy 5: WISD will provide staff development through Hill County SSA (HCSSA) on August 3 and 4, 2023.</p> <p>Strategy's Expected Result/Impact: HCSSA will train Special Education Teachers in writing goals and PLAAFs, training in SuccessEd, and updates in legislation.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, Director of State and Federal Programs</p> <p>Results Driven Accountability</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
<p>Strategy 6: WISD hired Region 12 for assistance with administration of the Title I, Part A program.</p> <p>6200 - \$22,690</p> <p>Contract Services: District level reservation - ESC Grant Support and Monitoring Fee</p> <p>Strategy's Expected Result/Impact: Grant Support and Monitoring for 2023-2024 so that all federal dollars are accounted for accurately</p> <p>Staff Responsible for Monitoring: Director of State and Federal Programs</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 7 Details	Reviews		
<p>Strategy 7: WISD will implement the Fountas & Pinnell Leveled Literacy Intervention System(LLI) as an intensive, small-group, supplementary literacy intervention for students who find reading and writing difficult.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Assistant Superintendent, Principals</p> <p>Title I: 2.5, 2.6 - Results Driven Accountability</p> <p>Problem Statements: Student Learning 4</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 8 Details	Reviews		
<p>Strategy 8: WISD will employ Texas ACE (Afterschool Centers on Education) at WES and WIS.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: ACE Coordinator, Principals</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 3, 4</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 9 Details	Reviews		
<p>Strategy 9: WISD will employ Reading Interventionists at Whitney Elementary School and Whitney Intermediate School.</p> <p>Strategy's Expected Result/Impact: Reading Interventionists will provide structured lessons in an individual and/or small group setting targeting specific progress or attainment gaps.</p> <p>Staff Responsible for Monitoring: Principals, Assistant Superintendent</p> <p>Results Driven Accountability</p> <p>Problem Statements: Student Learning 4</p>	Formative		Summative
	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			

Performance Objective 3 Problem Statements:

Student Learning
<p>Problem Statement 3: Student Math STAAR scores for grades 3 and 4 are well below State and Region in all categories. Root Cause: Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I instruction with several DOI and new teachers.</p> <p>Problem Statement 4: Student Reading STAAR scores in grades 3-5 are below State and Region in all categories. Root Cause: Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I planning and instruction. The campus has several DOI and new teachers. Improvement is also needed in regard to reading intervention.</p>

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

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

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

Data will be collected from:





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

Program data: school programs

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

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

Perception data: surveys

Strategy 1 Details	Reviews		
<p>Strategy 1: WISD will utilize data analysis through district software to identify and track students' strengths, weaknesses, and progress toward mastery of the TEKS.</p> <p>Strategy's Expected Result/Impact: DMAC and OnDataSuite data will be used to inform and guide decisions about teaching and learning. The overall goal of data-driven instruction is to guide the improvement of practice and increase student outcomes</p> <p>Staff Responsible for Monitoring: Director of State and Federal Programs, Assistant Superintendent, Principals</p> <p>Title I: 2.4, 2.5, 2.6 - Results Driven Accountability</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 5</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: 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>Strategy's Expected Result/Impact: Data will help improve student performance on state exams and improve the quality and capacity of instruction.</p> <p>Staff Responsible for Monitoring: Director of State and Federal Programs, Assistant Superintendent, Principals</p> <p>Title I: 2.4, 2.5, 2.6 - Results Driven Accountability</p> <p>Problem Statements: Student Learning 2, 3, 4, 5</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Performance Objective 4 Problem Statements:

Student Learning

Problem Statement 1: According to 2023 Final College, Career, and Military Readiness (CCMR) Student Listing, 46 of 102 met a CCMR indicator. **Root Cause:** WISD had no students who earned an IBC, and only 31% of the students met the TSI criteria in both ELA and Math. The percentage of students earning dual course credits and declined from 29% to 22%. WISD must improve the number of Program of Study completers and the number of students enrolled in College Prep courses.

Problem Statement 2: Algebra I students in Whitney ISD scored below the state and region in approaches, meets, and masters. **Root Cause:** Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I instruction with several DOI and new teachers. The Algebra I students also experienced inconsistent instruction in 2022-2023.

Problem Statement 3: Student Math STAAR scores for grades 3 and 4 are well below State and Region in all categories. **Root Cause:** Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I instruction with several DOI and new teachers.

Problem Statement 4: Student Reading STAAR scores in grades 3-5 are below State and Region in all categories. **Root Cause:** Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I planning and instruction. The campus has several DOI and new teachers. Improvement is also needed in regard to reading intervention.





Problem Statement 5: In the masters passing category, WISD scored below the state and region in 16 of the 20 tests. **Root Cause:** WISD has experienced trouble with students scoring in the masters category, which shows that students are performing above grade level. Likewise, WISD has experienced trouble with students who score masters one year and then drop down to meets the next year.

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: 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>Strategy 1: 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>Strategy's Expected Result/Impact: Fundamental Five strategies will help teachers to improve instructional rigor and relevance and improve student performance.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, Principals</p> <p>Results Driven Accountability</p> <p>Problem Statements: Demographics 1</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: WISD will use the TEKS Resource System developed by the Texas Curriculum Management Program Cooperative (TCMPC) as the district curriculum.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Assistant Superintendent, Principals</p> <p>Results Driven Accountability</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 3 Details	Reviews		
<p>Strategy 3: WISD will use Professional Learning Communities (PLC) at each campus to improve teaching skills and the academic performance of students.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Assistant Superintendent, Principals</p> <p>Title I: 2.4, 2.5, 2.6 - Results Driven Accountability</p> <p>Problem Statements: Demographics 1</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 4 Details	Reviews		
<p>Strategy 4: WISD will meet House Bill 1416 updated accelerated instruction requirements and will document instructional time as required.</p> <p>Strategy's Expected Result/Impact: Teachers and principals will have increased knowledge and skills in the science of reading instruction.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, Principals</p> <p>Problem Statements: Student Learning 2, 3, 4</p>	Formative		Summative
	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			

Performance Objective 1 Problem Statements:

Demographics
<p>Problem Statement 1: In 2022-2023, WISD had 22 teachers teaching under District of Innovation (DOI) plan and 4 teachers in an Alternative Education Program. Root Cause: Hiring efforts are not producing candidates, so WISD must rely on two nontraditional ways to hire uncertified individuals for teaching positions--the district's District of Innovation (DOI) plan and Alternative Education Programs.</p>
Student Learning
<p>Problem Statement 2: Algebra I students in Whitney ISD scored below the state and region in approaches, meets, and masters. Root Cause: Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I instruction with several DOI and new teachers. The Algebra I students also experienced inconsistent instruction in 2022-2023.</p> <p>Problem Statement 3: Student Math STAAR scores for grades 3 and 4 are well below State and Region in all categories. Root Cause: Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I instruction with several DOI and new teachers.</p>





Student Learning

Problem Statement 4: Student Reading STAAR scores in grades 3-5 are below State and Region in all categories. **Root Cause:** Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I planning and instruction. The campus has several DOI and new teachers. Improvement is also needed in regard to reading intervention.

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: 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>Strategy 1: 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>Strategy's Expected Result/Impact: Implementation of technology standards will ensure that students have the opportunity to gain and apply critical 21st Century digital knowledge and skills.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, Technology Director, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: WISD will implement an initiative to provide access to an iPad for every student, teacher, instructional aide in grades PK - 2nd.</p> <p>Strategy's Expected Result/Impact: WISD will use technology integration to positively affect student achievement and academic performance.</p> <p>Staff Responsible for Monitoring: Technology Director, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: WISD will implement an initiative to provide access to a laptop for every student, teacher, instructional aide in grades 3rd -12th.</p> <p>Strategy's Expected Result/Impact: WISD will use technology integration to positively affect student achievement and academic performance.</p> <p>Staff Responsible for Monitoring: Technology Director, 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 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: 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>Strategy 1: WISD will utilize a mixture of resource and an inclusion model using Texas Co-Teaching Guidelines to serve students in Special Education.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Director Curriculum/Instruction, Assistant Superintendent, Principals</p> <p>Results Driven Accountability</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: 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>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Director Curriculum/Instruction, Director Assessment/Accountability, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: WISD will provide staff development through Hill County SSA (HCSSA) on August 3 and 4, 2023.</p> <p>Strategy's Expected Result/Impact: HCSSA will train Special Education Teachers in writing goals and PLAAFs, training in SuccessEd, and updates in legislation.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, Director of State and Federal Programs</p> <p>Results Driven Accountability</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 4 Details	Reviews		
Strategy 4: WISD hired Region 12 for assistance with administration of the Title I, Part A program. 6200 - \$22,690 Contract Services: District level reservation - ESC Grant Support and Monitoring Fee Strategy's Expected Result/Impact: Grant Support and Monitoring for 2023-2024 so that all federal dollars are accounted for accurately Staff Responsible for Monitoring: Director of State and Federal Programs	Formative		Summative
	Dec	Feb	Apr
Strategy 5 Details	Reviews		
Strategy 5: WISD will employ Texas ACE (Afterschool Centers on Education) at WES and WIS. Strategy's Expected Result/Impact: 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. Staff Responsible for Monitoring: ACE Coordinator, Principals Title I: 2.4, 2.5, 2.6 - Results Driven Accountability	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
Strategy 6: WISD will employ a Math Interventionist at Whitney Intermediate School. Strategy's Expected Result/Impact: The interventionist will provide structured lessons in an individual and/or small group setting targeting specific progress or attainment gaps. Staff Responsible for Monitoring: Principal, Assistant Superintendent Problem Statements: Student Learning 3	Formative		Summative
	Dec	Feb	Apr
Strategy 7 Details	Reviews		
Strategy 7: WISD add a second Math teacher to 5th grade and make two teams of three teachers. Strategy's Expected Result/Impact: Reducing class size will increase student achievement through more individualized, targeted instruction and higher levels of engagement. Staff Responsible for Monitoring: Assistant Superintendent, Principals Problem Statements: Student Learning 3, 4	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>			

Performance Objective 3 Problem Statements:

Student Learning

Problem Statement 3: Student Math STAAR scores for grades 3 and 4 are well below State and Region in all categories. **Root Cause:** Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I instruction with several DOI and new teachers.

Problem Statement 4: Student Reading STAAR scores in grades 3-5 are below State and Region in all categories. **Root Cause:** Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I planning and instruction. The campus has several DOI and new teachers. Improvement is also needed in regard to reading intervention.

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: 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>Strategy 1: WISD will utilize data analysis through district software to identify and track students' strengths, weaknesses, and progress toward mastery of the TEKS.</p> <p>Strategy's Expected Result/Impact: DMAC data will track improved student performance.</p> <p>Staff Responsible for Monitoring: Director of State and Federal Programs, Assistant Superintendent, Principals</p> <p>Title I: 2.4, 2.5, 2.6 - Results Driven Accountability</p> <p>Problem Statements: Student Learning 2, 3, 4, 5</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: 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>Strategy's Expected Result/Impact: Data will help improve student performance on state exams and improve the quality and capacity of instruction.</p> <p>Staff Responsible for Monitoring: Director of State and Federal Programs, Assistant Superintendent, Principals</p> <p>Title I: 2.6</p> <p>Problem Statements: Student Learning 2, 3, 4, 5</p>	Formative		Summative
	Dec	Feb	Apr
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Performance Objective 4 Problem Statements:

Student Learning

Problem Statement 2: Algebra I students in Whitney ISD scored below the state and region in approaches, meets, and masters. **Root Cause:** Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I instruction with several DOI and new teachers. The Algebra I students also experienced inconsistent instruction in 2022-2023.

Problem Statement 3: Student Math STAAR scores for grades 3 and 4 are well below State and Region in all categories. **Root Cause:** Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I instruction with several DOI and new teachers.

Problem Statement 4: Student Reading STAAR scores in grades 3-5 are below State and Region in all categories. **Root Cause:** Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I planning and instruction. The campus has several DOI and new teachers. Improvement is also needed in regard to reading intervention.

Problem Statement 5: In the masters passing category, WISD scored below the state and region in 16 of the 20 tests. **Root Cause:** WISD has experienced trouble with students scoring in the masters category, which shows that students are performing above grade level. Likewise, WISD has experienced trouble with students who score masters one year and then drop down to meets the next year.





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>Strategy 1: WISD will provide parent meetings to guide parents in preparing students for CCMR.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Counselors, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: 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>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Counselors, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: WISD will provide instruction that prepares all 8th grade students for high school, college, and career readiness.</p> <p>Strategy's Expected Result/Impact: WMS and WHS will help all 8th graders create a Personal Graduation Plan for high school.</p> <p>Compliance with Texas Education Code Sec. 28.016</p> <p>Staff Responsible for Monitoring: Counselor, Principal</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 4 Details	Reviews		
<p>Strategy 4: WISD will provide Dual Credit opportunities.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Counselors, Principals</p> <p>Problem Statements: Student Learning 1</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 5 Details	Reviews		
<p>Strategy 5: WISD will use Odysseyware courses to provide students with the instruction, practice, and assessment experiences needed to prepare them for success on college entrance exams.</p> <p>Strategy's Expected Result/Impact: WISD will increase the passing rate of SAT, ACT, and TSIA testers.</p> <p>Staff Responsible for Monitoring: Counselors, Principals</p> <p>Problem Statements: Student Learning 1</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
<p>Strategy 6: WISD will offer PSAT, TSIA, and SAT exams to all students.</p> <p>Strategy's Expected Result/Impact: Numbers will increase for students who meet the TSI requirements in both Reading and Math.</p> <p>Staff Responsible for Monitoring: Director Assessment/Accountability, Counselors</p> <p>Problem Statements: Student Learning 1</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 7 Details	Reviews		
<p>Strategy 7: WISD will offer Principles of Business, Marketing, and Finance at Whitney Middle School.</p> <p>Strategy's Expected Result/Impact: Offering Principles of Business, Marketing, and Finance at WMS will increase the opportunities for students to complete a program of study at WHS.</p> <p>Staff Responsible for Monitoring: Counselors</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 8 Details	Reviews		
<p>Strategy 8: WISD will offer the College Prep Courses in Reading and Math.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Counselors</p> <p>Problem Statements: Student Learning 1</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 9 Details	Reviews		
<p>Strategy 9: WISD will provide students in grades 10 through 12 an opportunity to take the Armed Services Vocational Aptitude Battery (ASVAB) test and consult with a military recruiter.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Counselors</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 10 Details	Reviews		
<p>Strategy 10: WISD 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.</p> <p>Strategy's Expected Result/Impact: Compliance with Texas Education Code (TEC), SS28.0256</p> <p>Staff Responsible for Monitoring: Counselors</p>	Formative		Summative
	Dec	Feb	Apr
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Performance Objective 1 Problem Statements:





Student Learning
<p>Problem Statement 1: According to 2023 Final College, Career, and Military Readiness (CCMR) Student Listing, 46 of 102 met a CCMR indicator. Root Cause: WISD had no students who earned an IBC, and only 31% of the students met the TSI criteria in both ELA and Math. The percentage of students earning dual course credits and declined from 29% to 22%. WISD must improve the number of Program of Study completers and the number of students enrolled in College Prep courses.</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: WISD 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>Strategy 1: WISD will provide staff training to WHS teachers who will use Virtual Job Shadow.</p> <p>Strategy's Expected Result/Impact: Teachers of Principles courses will complete the following On Demand Video Workshops: VirtualJobShadow.com Training 101, Customer Workshop: Assessments, and Customer Workshop: Career Central.</p> <p>Staff Responsible for Monitoring: Director of CTE, Liaison of CTE</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: WISD will have all students enrolled in a principles class in the Fall of 2023 complete the Career Clusters Interest Survey (CCIS).</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Principal, CTE Teachers</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: WISD will have high school teachers guide students in using the O*Net Interest Profiler.</p> <p>Strategy's Expected Result/Impact: The profiler will allow students to explore their interests and learn how they relate to future career choices.</p> <p>Staff Responsible for Monitoring: Principal, CTE Teachers</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 4 Details	Reviews		
<p>Strategy 4: WISD teachers will have high school students choose and explore 2 Career Profiles with Job Shadowing videos in Career Central.</p> <p>Strategy's Expected Result/Impact: 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.</p> <p>Staff Responsible for Monitoring: Principal, CTE Teachers</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 5 Details	Reviews		
<p>Strategy 5: WISD will provide all eighth grade students opportunities to use Virtual Job Shadow.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Counselor, Principal</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 3: WISD 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>Strategy 1: 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>Strategy's Expected Result/Impact: 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. Staff Responsible for Monitoring: Director of CTE, Liaison of CTE, Principal</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: WISD will evaluate and improve the CTE programs offered to WISD students.</p> <p>Strategy's Expected Result/Impact: 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 Staff Responsible for Monitoring: Director of CTE, Liaison of CTE</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: WISD will increase the number of students who earn Industry-Based Certifications by offering the Texas State Floral Association Floral Skills Knowledge Certification and the American Welding Society D1.1 or D9.1 Certification.</p> <p>Strategy's Expected Result/Impact: Students will earn certifications and meet a CCMR indicator. Staff Responsible for Monitoring: Director of CTE, Liaison of CTE</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 4: WISD 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		
Strategy 1: WISD will host an academic boot camp for TSIA2. Strategy's Expected Result/Impact: The camp will be held at WHS and will help students meet TSI college readiness benchmarks. Staff Responsible for Monitoring: Principal, Counselors	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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

Performance Objective 5: WISD 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>Strategy 1: WISD will implement a career readiness program at WIS and WES where students will engage in lessons designed to help them explore and discover their skills and interests</p> <p>Strategy's Expected Result/Impact: A career readiness program will use engaging lessons designed to help students explore and discover their skills and interests.</p> <p>Staff Responsible for Monitoring: Principals, Counselors</p>	Formative		Summative
	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 4: WISD will provide learning environments that are safe, drug-free, and conducive to learning by promoting the physical, emotional, and social well-being of students and staff.

Performance Objective 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>Strategy 1: WISD will allow visitors on campuses with safety protocols in place. Strategy's Expected Result/Impact: WISD will implement practices to prevent or cut down on the COVID-19 virus from entering the school. Staff Responsible for Monitoring: Principals, Nurses</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: 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. Strategy's Expected Result/Impact: WISD will implement practices to prevent or cut down on the COVID-19 virus from entering the school. Staff Responsible for Monitoring: Principals, Nurses</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: WISD will implement additional cleaning and disinfecting procedures as needed during the day. Strategy's Expected Result/Impact: WISD will implement additional practices to prevent or cut down on the COVID-19 virus from entering the school. Staff Responsible for Monitoring: Director Operations</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 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>Strategy 1: 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>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Director Nursing</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: WISD will increase staff awareness and recognition of issues of bullying prevention, dating violence, and signs of child abuse.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Director State and Federal Programs, Principals, Counselors</p> <p>Problem Statements: Demographics 2</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: WISD will offer procedures for reporting allegations of bullying and cyberbullying.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Director State and Federal Programs, Principals, Counselors</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 4 Details	Reviews		
<p>Strategy 4: 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>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Director State and Federal Programs, Principals, Counselors</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 5 Details	Reviews		
<p>Strategy 5: WISD will maintain a Crisis Management/Response Plan and provide annual training on the plan and emergency procedures.</p> <p>Strategy's Expected Result/Impact: Training and awareness education ensures that all are prepared to address the issues in an appropriate, effective manner.</p> <p>Staff Responsible for Monitoring: Safety and Security Committee</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
<p>Strategy 6: WISD will conduct annual upkeep and improvements on the district facilities.</p> <p>Strategy's Expected Result/Impact: Upkeep and improvements will effectively maintain facility resources, thereby providing a healthy, safe, and reliable environment for students and staff.</p> <p>Staff Responsible for Monitoring: Director Operations</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 7 Details	Reviews		
<p>Strategy 7: WISD will provide training on harassment and dating violence.</p> <p>Strategy's Expected Result/Impact: Training and awareness education on harassment and dating violence ensures that all are prepared to address the issues in an appropriate, effective manner.</p> <p>Compliance with TEC 11.252(3)(B)(iii), 37.001, and 37.0831</p> <p>Compliance with family Code 71.0021</p> <p>Staff Responsible for Monitoring: Director State and Federal Programs, Principals</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 8 Details	Reviews		
<p>Strategy 8: WISD will provide training on sexual abuse awareness and prevention and other maltreatment of children.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Director State and Federal Programs, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 9 Details	Reviews		
<p>Strategy 9: WISD will provide training on suicide prevention.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Director State and Federal Programs, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 10 Details	Reviews		
<p>Strategy 10: WISD will maintain a safe traffic flow for students through drop-off and pick-up zones, parent communication, and traffic signs.</p> <p>Strategy's Expected Result/Impact: WISD will keep children, staff, and schools safe.</p> <p>Staff Responsible for Monitoring: Director Operations, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 11 Details	Reviews		
<p>Strategy 11: 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>Strategy's Expected Result/Impact: WISD will use these measures to ensure the safety of students, staff, and visitors.</p> <p>Staff Responsible for Monitoring: Director Operations, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 12 Details	Reviews		
<p>Strategy 12: WISD will provide American Heart CPR Recertification workshops during the two-week staff development schedule.</p> <p>Strategy's Expected Result/Impact: Staff will earn certification and be prepared to serve students.</p> <p>Staff Responsible for Monitoring: Director Nursing</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 13 Details	Reviews		
Strategy 13: WISD will implement the School Safety Training (Guardian Plan) as passed by the Texas Legislature in 2013. Strategy's Expected Result/Impact: 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. Staff Responsible for Monitoring: Safety and Security Committee	Formative		Summative
	Dec	Feb	Apr
Strategy 14 Details	Reviews		
Strategy 14: WISD will continue to use the ALICE (Alert, Lockdown, Inform, Counter, and Evacuate) Program and will provide training to all employees. Strategy's Expected Result/Impact: 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. Staff Responsible for Monitoring: Safety and Security Committee	Formative		Summative
	Dec	Feb	Apr
Strategy 15 Details	Reviews		
Strategy 15: The WISD SHAC committee will use a survey to collect data on the mental health of staff and gather ideas on helping cope. Strategy's Expected Result/Impact: WISD must care for the emotional well-being of educators so they may, in turn, meet the needs of the students. Staff Responsible for Monitoring: Director Nursing	Formative		Summative
	Dec	Feb	Apr
Strategy 16 Details	Reviews		
Strategy 16: WISD will partner with KLARAS/MHMR as well as Texas A&M's TCHAT program to offer mental health counseling services to our students. Strategy's Expected Result/Impact: School-based mental health programs can focus on promoting mental wellness, preventing mental health problems, and providing treatment. Staff Responsible for Monitoring: Superintendent, Assistant Superintendent, Director State and Federal Programs, Principals Problem Statements: Demographics 2	Formative		Summative
	Dec	Feb	Apr
Strategy 17 Details	Reviews		
Strategy 17: WISD will provide STOP THE BLEED training to certain employees and students. Strategy's Expected Result/Impact: 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. Staff Responsible for Monitoring: Director Nursing	Formative		Summative
	Dec	Feb	Apr

Strategy 18 Details	Reviews		
Strategy 18: WISD will use the Navigate 360 program to house/monitor data for the district's Safe and Supportive School Program Team's threat assessments as well as for the district's ALICE trainings and certifications. Strategy's Expected Result/Impact: Program consistency and improved data collection and monitoring. Staff Responsible for Monitoring: Safety Director, Assistant Superintendent, Superintendent	Formative		Summative
	Dec	Feb	Apr
Strategy 19 Details	Reviews		
Strategy 19: WISD will employ one SEL paraprofessional at WES and WIS. Strategy's Expected Result/Impact: Staff members will create a program focused on improving a student's ability to recognize and manage emotions, set and achieve positive goals, appreciate the perspective of others, establish and maintain positive relationships, and make responsible decisions. Staff Responsible for Monitoring: Principals Problem Statements: Demographics 2	Formative		Summative
	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			

Performance Objective 2 Problem Statements:





Demographics
Problem Statement 2: WISD has experienced a steady increase in adolescent mental health issues. Root Cause: WISD students face a variety of serious issues such as: increased stress, fear, and anxiety; depression; negative family environment/family conflict; homelessness; child mistreatment or abuse; bullying; identity issues; and behavior disorders.

Goal 4: WISD will provide learning environments that are safe, drug-free, and conducive to learning by promoting the physical, emotional, and social well-being of students and staff.

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

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

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

Strategy 5 Details	Reviews		
<p>Strategy 5: 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>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Principals</p> <p>Results Driven Accountability</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
<p>Strategy 6: WISD will provide a Capturing Kids' Hearts Recharged training for WIS and WMS on October 30, 2023.</p> <p>Strategy's Expected Result/Impact: This will be the second training for the campuses and will focus on revisiting and reinforcing foundational skills.</p> <p>Staff Responsible for Monitoring: Superintendent, Principals</p> <p>Problem Statements: Demographics 2</p>	Formative		Summative
	Dec	Feb	Apr
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Performance Objective 3 Problem Statements:

Demographics
<p>Problem Statement 2: WISD has experienced a steady increase in adolescent mental health issues. Root Cause: WISD students face a variety of serious issues such as: increased stress, fear, and anxiety; depression; negative family environment/family conflict; homelessness; child mistreatment or abuse; bullying; identity issues; and behavior disorders.</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 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.

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 improve the dropout rate by 1 student in 2022-2023.

Evaluation Data Sources: WISD reported 3 dropouts in 2019-2020, 8 dropouts in 2020-2021, and 3 in 2021-2022.





Strategy 1 Details	Reviews		
Strategy 1: WISD will provide tutoring before, during, and after school. Strategy's Expected Result/Impact: 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. Staff Responsible for Monitoring: Principals, Teachers	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: All campuses will provide coordinated intervention programs for at-risk students that will focus on assessed individual needs. Strategy's Expected Result/Impact: Intervention will be used to break past the barriers students face on the path to academic success. Staff Responsible for Monitoring: Principals, Counselors	Formative		Summative
	Dec	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: WISD 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. Strategy's Expected Result/Impact: Increased academic achievement, Improved attendance and accountability Staff Responsible for Monitoring: Principals, Assistant Principals	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 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		
Strategy 1: WISD will conduct a Summer Targeted Partial Safety Audit. Strategy's Expected Result/Impact: Efforts will improve the safety and security of school facilities for staff, students, and visitors. Staff Responsible for Monitoring: Safety and Security Committee	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: WISD will conduct an Exterior Door Safety Audit. Strategy's Expected Result/Impact: Efforts will improve the safety and security of school facilities for staff, students, and visitors. Staff Responsible for Monitoring: Safety and Security Committee	Formative		Summative
	Dec	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: 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. Strategy's Expected Result/Impact: Plans will be updated as needed. Staff Responsible for Monitoring: Bob Kruse	Formative		Summative
	Dec	Feb	Apr
Strategy 4 Details	Reviews		
Strategy 4: WISD will ensure all campus staff (including substitutes) are trained on their specific LEA and campus safety procedures. Strategy's Expected Result/Impact: Preparation to implement all safety protocols Staff Responsible for Monitoring: Safety and Security Committee	Formative		Summative
	Dec	Feb	Apr

Strategy 5 Details	Reviews		
<p>Strategy 5: 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>Strategy's Expected Result/Impact: Compliance with Texas Education Code Section 37.114 and safe schools</p> <p>Staff Responsible for Monitoring: Safety and Security Committee, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
<p>Strategy 6: WISD will ensure all threat assessment team members are trained.</p> <p>Strategy's Expected Result/Impact: TEA compliance and to improve the level of safety at all campuses</p> <p>Staff Responsible for Monitoring: Safety and Security Committee</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 7 Details	Reviews		
<p>Strategy 7: 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>Strategy's Expected Result/Impact: Examine and improve campus security</p> <p>Staff Responsible for Monitoring: 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>Strategy 1: 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>Strategy's Expected Result/Impact: WISD will meet state certification requirements.</p> <p>Staff Responsible for Monitoring: Principals, Assistant Superintendent</p> <p>Problem Statements: Demographics 1</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: WISD will recruit and hire SPED individuals that help maintain a 100% State Certified status and a 100% Highly Qualified status.</p> <p>Strategy's Expected Result/Impact: WISD will meet state certification requirements and federal SPED certification requirements.</p> <p>Staff Responsible for Monitoring: Principals, Assistant Superintendent, Director State and Federal Programs</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: 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>Strategy's Expected Result/Impact: WISD will meet federal certification requirements.</p> <p>Staff Responsible for Monitoring: Principals, Director State and Federal Programs</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 4 Details	Reviews		
<p>Strategy 4: WISD will conduct recruitment activities to sustain placement of state qualified and highly qualified, as appropriate, personnel in all positions.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Principals, Assistant Superintendent</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 5 Details	Reviews		
<p>Strategy 5: WISD will provide a mentor program at each campus.</p> <p>Strategy's Expected Result/Impact: The district mentor program for first and second-year teachers is meant to provide support, encouragement, and guidance for new teachers.</p> <p>Staff Responsible for Monitoring: Principals</p>	Formative		Summative
	Dec	Feb	Apr
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Performance Objective 1 Problem Statements:

Demographics
<p>Problem Statement 1: In 2022-2023, WISD had 22 teachers teaching under District of Innovation (DOI) plan and 4 teachers in an Alternative Education Program. Root Cause: Hiring efforts are not producing candidates, so WISD must rely on two nontraditional ways to hire uncertified individuals for teaching positions--the district's District of Innovation (DOI) plan and Alternative Education Programs.</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>Strategy 1: 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>Strategy's Expected Result/Impact: WISD will meet the requirements of the Texas State Plan for the Education of Gifted/Talented Students.</p> <p>Staff Responsible for Monitoring: Director State and Federal Programs, Principals, Counselors</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: 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>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Director State and Federal Programs, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: 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>Strategy's Expected Result/Impact: Progress monitoring will inform and improve instruction and student performance.</p> <p>Staff Responsible for Monitoring: Director State and Federal Programs, Principals</p> <p>Results Driven Accountability</p> <p>Problem Statements: Student Learning 2, 3, 4, 5</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 4 Details	Reviews		
<p>Strategy 4: WISD will use appropriately certified staff to assess and serve students with dyslexia and related disorders.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Director State and Federal Programs, Principals</p> <p>Title I: 2.6</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 5 Details	Reviews		
<p>Strategy 5: WISD will use interventionists at WES and WIS to provide an intensive reading program that appropriately addresses students' reading difficulties and needs.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Assistant Superintendent, Principals</p> <p>Title I: 2.6 - Results Driven Accountability - Equity Plan</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
<p>Strategy 6: WISD will implement Summit K12 through the Title III SSA with Region 12 for all Emergent Bilingual students.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Director State and Federal Programs, Principals</p> <p>Results Driven Accountability</p> <p>Problem Statements: District Processes & Programs 2</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 7 Details	Reviews		
<p>Strategy 7: 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>Strategy's Expected Result/Impact: Increased student achievement, Fewer waivers submitted in the future</p> <p>Staff Responsible for Monitoring: Director of State and Federal Programs, Principals</p> <p>Problem Statements: District Processes & Programs 1</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 8 Details	Reviews		
<p>Strategy 8: WISD will send teachers who need to pass the English as a Second Language Supplemental (154) exam to the preparation course at ESC Region 12.</p> <p>Strategy's Expected Result/Impact: The session will cover the structure of the test, how to get registered, and what to expect from the test and will prepare the teachers to pass the exam.</p> <p>Staff Responsible for Monitoring: Director of State and Federal Programs, Principals</p> <p>Problem Statements: District Processes & Programs 1</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 9 Details	Reviews		
<p>Strategy 9: WISD will provide reimbursement for Texas ESL certification testing fee who attended training and passed the test.</p> <p>Strategy's Expected Result/Impact: The reimbursement will be an added incentive to pass the test</p> <p>Staff Responsible for Monitoring: Director of State and Federal Programs, Accounts Payable</p> <p>Problem Statements: District Processes & Programs 1</p>	Formative		Summative
	Dec	Feb	Apr
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Performance Objective 2 Problem Statements:





Student Learning
<p>Problem Statement 2: Algebra I students in Whitney ISD scored below the state and region in approaches, meets, and masters. Root Cause: Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I instruction with several DOI and new teachers. The Algebra I students also experienced inconsistent instruction in 2022-2023.</p>
<p>Problem Statement 3: Student Math STAAR scores for grades 3 and 4 are well below State and Region in all categories. Root Cause: Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I instruction with several DOI and new teachers.</p>
<p>Problem Statement 4: Student Reading STAAR scores in grades 3-5 are below State and Region in all categories. Root Cause: Along with the gaps in learning due to COVID, WISD has need for improvement in Tier I planning and instruction. The campus has several DOI and new teachers. Improvement is also needed in regard to reading intervention.</p>
<p>Problem Statement 5: In the masters passing category, WISD scored below the state and region in 16 of the 20 tests. Root Cause: WISD has experienced trouble with students scoring in the masters category, which shows that students are performing above grade level. Likewise, WISD has experienced trouble with students who score masters one year and then drop down to meets the next year.</p>
District Processes & Programs
<p>Problem Statement 1: WISD does not have an ESL certified teacher to teach ESL in 6th grade, English II, and English III. Root Cause: Like the state of Texas, Whitney ISD has continued to experience a shortage of teachers, including teachers qualified in ESL.</p>
<p>Problem Statement 2: Emergent Bilingual students in Whitney ISD perform lower than their peers on STAAR testing and are not progressing as expected on TELPAS. Root Cause: Students lack vocabulary skills needed to be successful and testing skills specific to the TELPAS.</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>Strategy 1: WISD will provide Professional Learning Communities (PLC) training to administrators and teacher leaders.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Assistant Superintendent, Principals</p> <p>Title I: 2.4, 2.5, 2.6 - Results Driven Accountability</p> <p>Problem Statements: Demographics 1</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: WISD will provide the required T-TESS update with teachers during the two-week staff development schedule in 2023-2024.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Assistant Superintendent, Principals</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 3 Details	Reviews		
<p>Strategy 3: 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>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Director of State and Federal Programs, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 4 Details	Reviews		
<p>Strategy 4: 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>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Director of State and Federal Programs, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 5 Details	Reviews		
<p>Strategy 5: WISD will provide a Legal Overview with Dennis Eichelbaum from Eichelbaum, Wardell, Hansen, Powell, & Mehl, P.C. on August 7, 2023.</p> <p>Strategy's Expected Result/Impact: The session will cover the First Amendment, FERPA, Social Media, and Harassment Training.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
<p>Strategy 6: 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>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Director of State and Federal Programs, Counselors</p>	Formative		Summative
	Dec	Feb	Apr
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Performance Objective 3 Problem Statements:





Demographics

Problem Statement 1: In 2022-2023, WISD had 22 teachers teaching under District of Innovation (DOI) plan and 4 teachers in an Alternative Education Program. **Root Cause:** Hiring efforts are not producing candidates, so WISD must rely on two nontraditional ways to hire uncertified individuals for teaching positions--the district's District of Innovation (DOI) plan and Alternative Education Programs.

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 4: WISD will offer incentives that acknowledges the commitment and productivity.

Evaluation Data Sources: Incentives will help the district keep the staff currently employed and potentially attract more people to the district.

Strategy 1 Details	Reviews		
Strategy 1: WISD will provide a retention bonus on the November 2023 paycheck for all employees. \$500.00 will be given to employees with 0-9 years with the district, and \$750.00 will be given to those with 10 years or more. Strategy's Expected Result/Impact: The bonus will be used to improve retention and recruiting. Staff Responsible for Monitoring: Accounts Payable Problem Statements: Demographics 1	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: WISD will create and implement a stipend pay scale. Strategy's Expected Result/Impact: Stipends are incentive pay for extra duties, hard to find positions, etc. Staff Responsible for Monitoring: Accounts Payable, Principals	Formative		Summative
	Dec	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			

Performance Objective 4 Problem Statements:





Demographics
Problem Statement 1: In 2022-2023, WISD had 22 teachers teaching under District of Innovation (DOI) plan and 4 teachers in an Alternative Education Program. Root Cause: Hiring efforts are not producing candidates, so WISD must rely on two nontraditional ways to hire uncertified individuals for teaching positions--the district's District of Innovation (DOI) plan and Alternative Education Programs.

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>Strategy 1: WISD will ensure that information is provided in languages that parents/guardians can understand. Strategy's Expected Result/Impact: Schools will communicate with parents/guardians in their home language and work to effectively bring them in to the classroom and the school community. Staff Responsible for Monitoring: Principals, Secretaries, Counselors</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: WISD will ensure that parents/guardians and students are informed of their rights and responsibilities. Strategy's Expected Result/Impact: Parents/guardians and students will be well informed of the rights and responsibilities involved in the education of each student and the district. Staff Responsible for Monitoring: Principals</p> <p>Title I: 4.1</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: WISD will provide a Parent Portal for parents to monitor a child's attendance, grades, and discipline. Strategy's Expected Result/Impact: 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. Staff Responsible for Monitoring: Director PEIMS, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 4 Details	Reviews		
<p>Strategy 4: WISD will use a variety of methods to conduct teacher/parent conferences. Strategy's Expected Result/Impact: 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. Staff Responsible for Monitoring: Principals, Secretaries, Teachers</p> <p>Title I: 4.2</p>	Formative		Summative
	Dec	Feb	Apr

Strategy 5 Details	Reviews		
<p>Strategy 5: WISD will maintain a district and campus websites to keep parents/guardians and community members informed.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Director Technology, Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 6 Details	Reviews		
<p>Strategy 6: WISD will use multiple channels and approaches for communicating with families.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: 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>Strategy 1: 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>Strategy's Expected Result/Impact: Research has proven that parent/community involvement in education is instrumental to students' academic achievement.</p> <p>Staff Responsible for Monitoring: Principals</p> <p>Title I: 4.2</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 2 Details	Reviews		
<p>Strategy 2: WISD will work to expand partnerships with local businesses and organizations.</p> <p>Strategy's Expected Result/Impact: Parent-school-community partnerships will improve schools, strengthen families, build community support, and increase student achievement and success.</p> <p>Staff Responsible for Monitoring: Principals</p>	Formative		Summative
	Dec	Feb	Apr
Strategy 3 Details	Reviews		
<p>Strategy 3: WISD include parents and community members as active members of district and campus planning groups.</p> <p>Strategy's Expected Result/Impact: Any processes which look at addressing academic success are more effective when a range of perspectives are included.</p> <p>Staff Responsible for Monitoring: Director of State and Federal Programs, 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>			