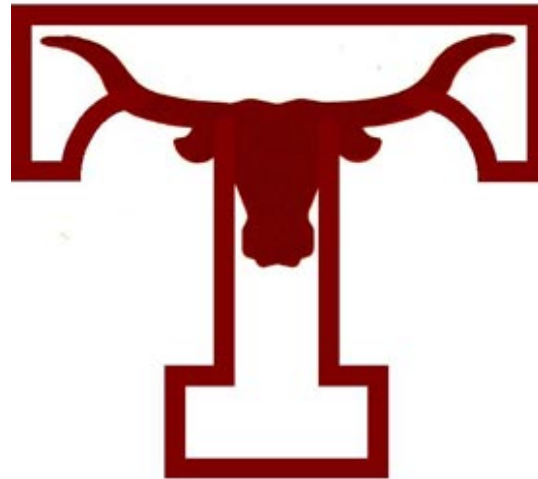# Tarkington Independent School District

District Improvement Plan

2022-2023

Mission Statement

In the belief that all children should be educated to the fullest extent of their individual abilities, the Tarkington Independent School District's mission is to provide the essential academic skills and the necessary knowledge base for the student's lifelong learning. All students will be taught a core curriculum of English language arts, mathematics, science, social studies, fine arts, health, physical education, and technological literacy. All students will acquire a knowledge of citizenship and their economic responsibility, based on an appreciation of our American heritage and an understanding of the importance of its multicultural richness.

The Tarkington Independent School District will:

- provide the student with the opportunities to acquire communication and computational skills needed for functioning in a changing society.
- distribute with equity, for all students, all educational opportunities and resources.
- provide the student with adequate facilities and opportunities to apply his understanding of the skills and knowledge acquired in the classroom.
- provide the student with knowledge and skills for economic and occupational competence.
- aid the student with acquiring attitudes and skills that will promote good personal health and physical fitness.
- provide the proper atmosphere and opportunity in which the student can demonstrate an ability to participate in the American social and governmental process.
- help the student attain a knowledge, and an awareness and concern for important environmental and conservation factors.
- help the student develop and use problem solving, creative and critical thinking, and reasoning skills.

Vision

Tarkington ISD will empower and inspire *every* student to meet the challenges of our rapidly changing world with academic preparedness, a passion for life-long learning, and a sense of social responsibility.

Table of Contents

Comprehensive Needs Assessment

Revised/Approved: October 20, 2022

Demographics

Demographics Summary

The student population in TISD is relatively stable with some growth expected this year in the low SES and ELL populations. Demographic breakdowns are as follows:

The total student population of Tarkington ISD from 2018 to present:

2018-2019   1863

2019-2020   1873

2020-2021   1735

2021-2022   1807

As of Septmeber 16, 2022 our enrollment is 1888.

The district consists of 4 schools:

- **Tarkington Early Childhood—EE-K**
- **Tarkington Elementary—Grades 1-5**
- **Tarkington Middle School—Grades 6-8**
- **Tarkington High School—Grades 9-12**

Student Population Distribution (as indicated in the 2020-2021 txschools.gov district profile):

- **.6% African-American**
- **12.2% Hispanic**
- **84.4% White**
- **0.2% American Indian**
- **0.3% Asian**
- **0.1% Pacific Islander**
- **2.1% two or more ethnicities**
- **51.9% male**
- **48.1% female**
- **53.3% economically disadvantaged**
- **37.1% at risk**
- **3.7% English learners**
- **25.2% Career & Technical Education**

- **4.7% Gifted Talented**
- **14.4% Special Education**
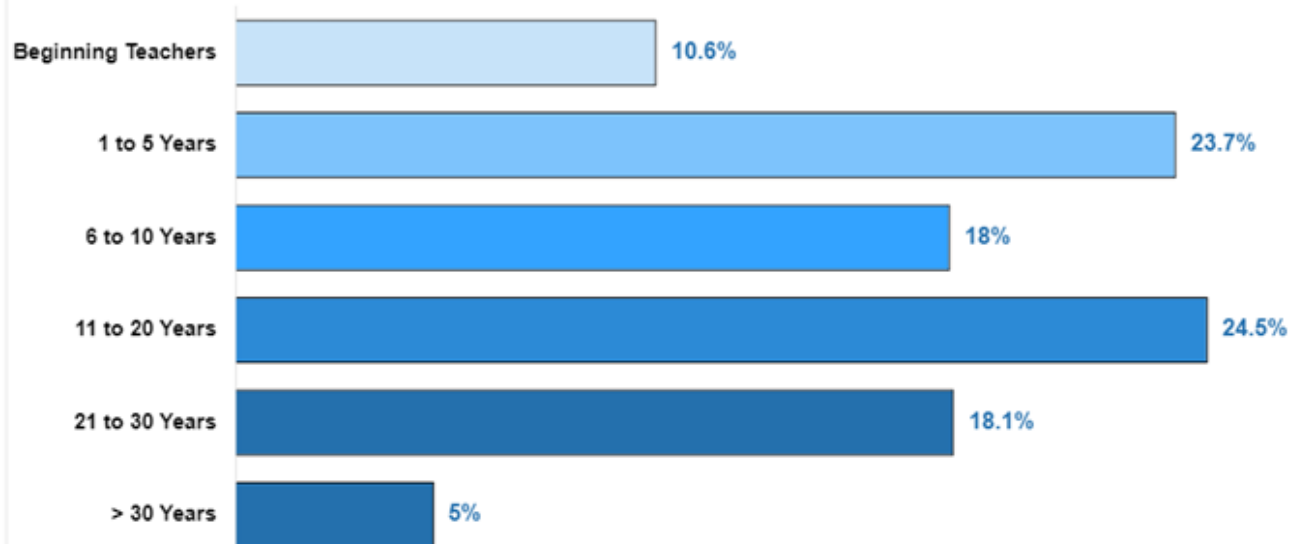
The average daily attendance rate for students

- **95.4% 2014-2015 school year**
- **95.7% 2015-2016 school year**
- **95.6% 2016-2017 school year**
- **95.5% 2017-2018 school year**
- **95.7% 2018-2019 school year**
- **96.5% 2019-2020 school year**
- **94.8% 2020-2021 school year**
- **93.6% 2021-2022 school year**

Staff:

Teachers new to the district are assigned a mentor teacher. Both new teachers and mentors are given clearly defined roles and responsibilities and resources are provided to help them during their first year in the district.

The district continues to monitor salary rates in our area and adjust to remain competitive with surrounding districts. Incentives were offered for returning as well as new hire empoyees for the 2022-2023 school year.

Teachers by Years of Experience,

Category	Percentage
Beginning Teachers	10.6%
1 to 5 Years	23.7%
6 to 10 Years	18%
11 to 20 Years	24.5%
21 to 30 Years	18.1%
> 30 Years	5%

Teachers by Race/Ethnicity

Race/Ethnicity	Percentage
African American	3.6%
Hispanic	2.9%
White	93.5%
American Indian	1%
Asian	1.1%
Pacific Islander	5.9%
Two or More Races	4.5%

Demographics Strengths

A demographic strength in TISD is that the student population is relatively stable with low mobility rates, thereby, allowing the staff the opportunity to learn the students' needs and provide a system of support, as well as targeted academic instruction. Our Title I campuses have been labeled as Title I for many years and are able to help those students/families overcome academic barriers should they exist. In addition, the post-secondary enrollment rate for TISD grades is an average of 45.5% for students enrolling in technical schools, as well as 2- and 4-year institutions.

Staff Strengths:

- **ESL certifications by teachers have increased**
- **Continue to attend 2 job fairs each semester**
- **The number of CPI trained teachers has increased**
- **New teacher mentor program**
- **TISD offers a stipend for secondary math teachers**

Problem Statements Identifying Demographics Needs

Problem Statement 1: All campuses do not have the ability to speak with all parents in their native language.   **Root Cause:** All campuses do not currently have a fluent Spanish speaking employee.

Problem Statement 2: Data shows inequity between students with experienced teachers and new teachers.   **Root Cause:** : Horizontal alignment in grade level teams
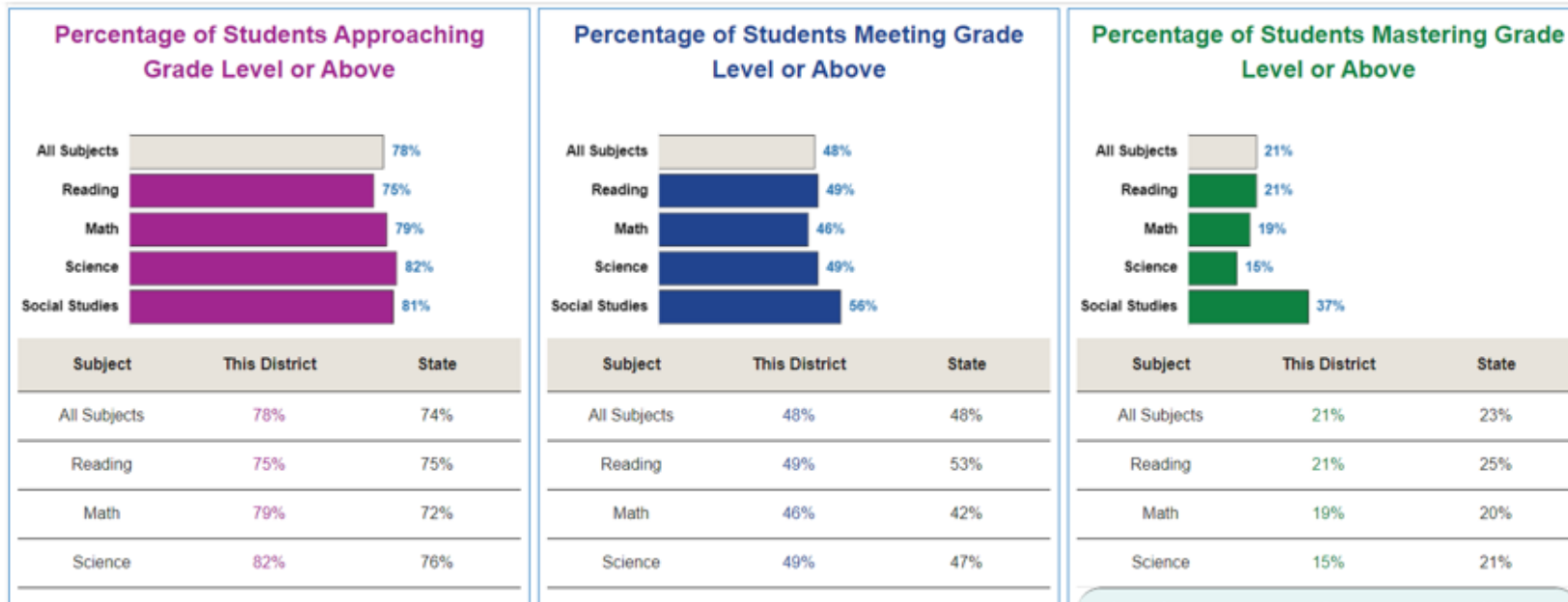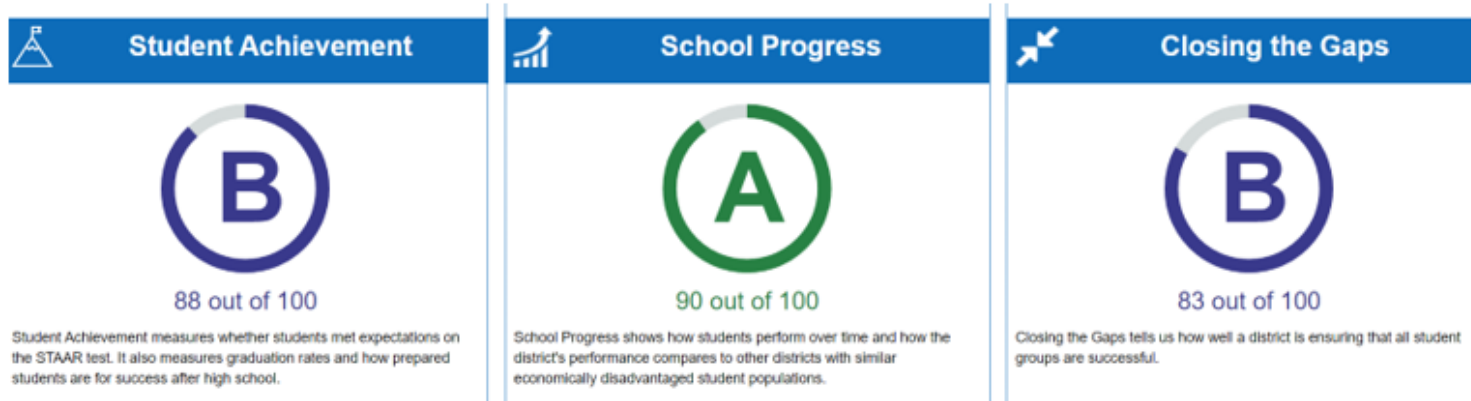
Problem Statement 3: Recruit and retain teachers in high need areas   **Root Cause:** Competitive compensation plans

Student Learning

Student Learning Summary

2021 Accountability Ratings

District Overall: 88 / B

Student Achievement	School Progress	Closing the Gaps
B	**A**	**B**
88 out of 100	90 out of 100	83 out of 100
Student Achievement measures whether students met expectations on the STAAR test. It also measures graduation rates and how prepared students are for success after high school.	School Progress shows how students perform over time and how the district's performance compares to other districts with similar economically disadvantaged student populations.	Closing the Gaps tells us how well a district is ensuring that all student groups are successful.

Percentage of Students Approaching Grade Level or Above

All Subjects		78%
Reading		75%
Math		79%
Science		82%
Social Studies		81%

Subject	This District	State
All Subjects	78%	74%
Reading	75%	75%
Math	79%	72%
Science	82%	76%

Percentage of Students Meeting Grade Level or Above

All Subjects		48%
Reading		49%
Math		46%
Science		49%
Social Studies		56%

Subject	This District	State
All Subjects	48%	48%
Reading	49%	53%
Math	46%	42%
Science	49%	47%

Percentage of Students Mastering Grade Level or Above

All Subjects		21%
Reading		21%
Math		19%
Science		15%
Social Studies		37%

Subject	This District	State
All Subjects	21%	23%
Reading	21%	25%
Math	19%	20%
Science	15%	21%

| Social Studies | 81% | 75% | | Social Studies | 56% | 50% | | Social Studies | 37% | 30% |

District Distinction: None

Student Learning Strengths

This year, all students will be required to take STAAR tests online. In order to prepare for that transition, we had all grade levels test online last year, however, third grade administered paper tests in conjunction with online testing.

92 of 146 were paper tests in Math

80 of 146 were paper tests in Reading

Domain IIA Academic Growth increase-

2019- C (70)

2021- B (82)

Domain IIB Relative Performance

increase-

2019- B (88)

2021- A (90)

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Two campuses were identified for targeted support within the 2022 accountability systems.   **Root Cause:** Two campuses have had STAAR scores decline in reading and math.

Problem Statement 2: Every campus did not earn distinction designations.   **Root Cause:** The campus grade level STAAR scores, attendance rates, and expected growth in reading and/or math did not meet the necessary threshold for Q1 to earn distinction for multiple campuses.

Problem Statement 3: The Closing the Gaps domain shows an opportunity for growth specifically in the area of reading and math for white students as well as academic growth for all students.   **Root Cause:** Tier 1 instructional practices may have been minimized in an effort to strengthen tiers 2 and 3.

Problem Statement 4: CCMR indicators still need improvement in the areas of industry-accepted certifications and practicum classes.   **Root Cause:** Current course catalog doesn't include practicum classes in all programs of study.

District Processes & Programs

District Processes & Programs Summary

Professional development for employees at all levels is a high priority. Technology Liaisons offer professional development and technical support to our campuses to increase teachers' effectiveness in instruction using technology. Both online and face-to-face opportunities are utilized in order to maximize opportunities for training. Tarkington ISD is geographically located in an area with easy access to ESC Regions 4, 5, and 6, and is fortunate to be able to take advantage of professional development opportunities and support from each of these ESCs. The district is involved in grants that offer professional development in lesson planning and data driven instruction for our Early Childhood, Elementary, Middle School and High School Campuses. Our Early Childhood and Elementary campuses are completing coursework about the Science of Teaching Reading through the Texas Reading Academy.

Tarkington ISD is committed to improving the quality and value of education and understands ithe importance of technology integration in teaching and learning. Our focus is to provide students with educationally appropriate, accessible, high-quality resources designed to facilitate and enhance learning and assist in developing students' higher order thinking skills. To support teachers in these areas, the district organized an Instructional Technology Department in 2018-2019 consisting of a Coordinator and liasions. The Instructional Technology Department has planned monthly meetings with a focus of improving teacher and student technology usability. In addition, in order to encourage teachers to integrate technology into their daily curriculum, our Technology Director and Computer Technician work to improve infrastructure, hardware issues, and software needs and provides support for data automation with assessments, curriculum, and PEIMS reporting.

Teachers continue to use the District adopted curriculum. A district lesson plan template is in place that reflects critical aspects of curriculum. Teachers will continue to develop and post lesson plans that address student engagement and the rigor reflected in STAAR assessments. Teachers will develop and give CBAs/unit tests that reflect the state standards and STAAR assessment rigor using the district curriculum. Additionally, teachers received STAAR resources distributed on TEA's website, TEA-provided intervention for state assessments, and Career and Technology teachers have access to curriculum provided by TEA.

The CTE program has been updated and provides eleven Programs of Study: Accounting and Financial Services; Animal Science; Applied Agricultural Engineering; Automotive; Business Management; Culinary Arts; Environmental & Natural Resources; Graphic Design & Multimedia Arts; Healthcare Diagnostics; Healthcare Therapeutic; and Nursing Science. As the state changes its CCMR requirements, a need for more Practicum classes in all programs of study are needed.

The State Compensatory Program (SCE) consists of intervention teachers, funding for tutorials, intervention paraprofessionals, PreK as well as credit recovery programs.

District horizontal alignment meetings by subject will continue.

Instructional coaches were added to the Middle School and High School campuses to facilitate teacher and student growth.

District Processes & Programs Strengths

- Data-driven decision making
- Collaborative decision making
- Increased teacher integration of technology in classrooms
- Professional development based on campus and district needs
- Student achievement data is available through web-based programs and data is used by teachers to gauge students' needs and drive instruction with some fidelity
- Progress monitoring is achieved through benchmarks, regularly scheduled curriculum-based assessments, progress monitoring programs, and campus PLCs
- Teachers use all components of the distrct curriculum

- Vertical alignment of curriculum will be accomplished through the District adopted curriculum and horizontal alignment will be strengthen via organized planning meetings with a collaborative focus
- Core subject vertical and horizontal alignment meetings continue
- The Lead4ward module is used within DMAC and Eduphoria
- Online professional development has been introduced and used in the district
- Most classrooms have PC viewers
- Most teachers have iPads for progress monitoring and for instructional use
- All certified teachers have laptops
- Online, readily accessible professional development is available and utilized by teachers and staff
- Google access and Google classroom has increased in availability for students and teachers
- Technology programs are utilized in assessment and curriculum delivery
- The Technology Department and the Instructional Technology Department support training and accessibility throughout the district
- Technology is used to enhance communication with parents, students, and community
- Campus technology specialists were added at campuses to facilitate instructional technology integration

Problem Statements Identifying District Processes & Programs Needs

Problem Statement 1: Technology integration is perceived as unreliable and more time-consuming than traditional methods.   **Root Cause:** Wireless traffic is ever-increasing and bandwidth needs continue to grow. Keeping pace with continuous updates and increasing needs for hardware and software presents challenges. Teachers need more time to familiarize themselves in a practical manner in order to adapt to new technologies.

Problem Statement 2: Areas were identified as targets within the 2022 accountability systems.   **Root Cause:** The District has identified opportunities for growth in academic achievement in English Language Arts and Math.

Problem Statement 3: The CCMR indicators need extensive research and supervision to maintain coding accuracy.   **Root Cause:** Data entry, professional development, and software issues needed auditing and improvement.

Perceptions

Perceptions Summary

Tarkington ISD reaches parents and all community stakeholders through multiple forms of media and works with community organizations to promote the well-being of students and the community as a whole; however, increased parent involvement and communication would be of benefit to our students. Overall, district staff and students feel safe, schools are well-maintained, and the physical environment or climate is comfortable.

Perceptions Strengths

Our district supports programs that help our students with food and materials, through Brown Bag Buddies, Houston Food Bank, and the Christmas gift distribution. The Tarkington Student Foundation, Lions Club, Masonic Lodge, and Rotary Clubs continue to support our graduates with scholarships for postsecondary education or training. The district works with community organizations, such as the Lions Club and Rotary Club, to provide glasses, camps, and other opportunities for its students. Face-to-face parental involvement is encouraged through Meet the Teacher Night, Family Fun Nights, PTO, Middle School assemblies, elementary awards programs, Open Houses, and other informational meetings. Communication to parents and the community is disseminated through the district website, district newsletters, e-mails from teachers and administrators, Facebook, online surveys, Tarkington ISD, TX app, Remind, campus bulletins, and other print media sent home with students. The district works closely with the community library to promote summer reading and other programs offered. A summer feeding program is available for TISD students. An English to Spanish translation program is available at all campuses to provide materials in the parent's and student's home language. The Apptegy Alert system is utilized to inform parents of emergencies. All campuses have a parent organization, PTO/Parent Support Group.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Parent and community turn out for campus events needs improvement.   **Root Cause:** Various methods of communication indirect and/or passive thus doing little to engage parents and build relationships.

Problem Statement 2: School to home communication needs improvement.   **Root Cause:** Various methods of communication indirect and/or passive thus doing little to engage parents and build relationships.

Problem Statement 3: District parent survey participation level needs improvement.   **Root Cause:** Use various means of publicizing the parent survey and encouraging participation including the alert system, newsletters, and other media.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Performance Objectives with summative review (prior year)

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)

Employee Data

- Campus leadership data
- Professional development needs assessment data

Parent/Community Data

- Parent surveys and/or other feedback

Goals
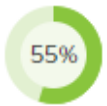
Revised/Approved: October 24, 2022

Goal 1: Provide a safe, positive, and orderly environment throughout the district for students, staff, parents, and patrons of the Tarkington ISD.
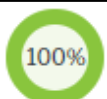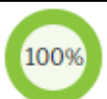
Performance Objective 1: All students will be educated in safe learning environments that are and remain conducive to learning.

    Summative Evaluation: Some progress made toward meeting Objective

    Next Year's Recommendation: Continue Performance Objective and review current and new strategies.

Strategy 1 Details	Reviews			
Strategy 1: Discipline management program is enforced and provides prevention and education concerning unwanted physical/verbal aggression, sexual harassment and other forms of bullying in schools, school grounds, and school vehicles.	**Formative**			**Summative**
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Improve student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Principals, Assistant Principals, Counselors	40%	40%	40%	→

Strategy 2 Details	Reviews			
Strategy 2: Dating violence awareness and bully prevention education programs are presented to students, parents, and staff. These programs will include definitions, safety planning, protective orders, training for teachers, counseling for affected students, and anonymous bullying reporting methods.	**Formative**			**Summative**
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Improve student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Secondary Counselors, Principals, and Assistant Principals	40%	50%	55%	→

Strategy 3 Details	Reviews			
Strategy 3: All staff are trained on the prevention and recognition of sexual harassment, child abuse (including children with the most significant cognitive disabilities), suicide awareness, and bullying and conflict resolution through professional development and/or online modules.	Formative			Summative
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Principals; Exec Director of Student Services; Human Resources	40%	N/A	50%	100%

Strategy 4 Details	Reviews			
Strategy 4: Three district resource officers are employed to assist with safety, truancy checks, criminal discipline incidents, as well as all emergencies.	Formative			Summative
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Decrease truancy and violent discipline referrals to improve student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Superintendent, Exec Director of Student Services	100%	100%	100%	100%

Strategy 5 Details	Reviews			
Strategy 5: Campus discipline of special education students is monitored for PBMAS/RDA.	Formative			Summative
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Principals, Assistant Principals, Exec Director of Student Services	40%	65%	100%	100%

Strategy 6 Details	Reviews			
Strategy 6: Freedom from Bullying School Board Policy	Formative			Summative
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve student achievement and state accountability for student, campus, and District success. See attached policy FFI Legal and Local. **Staff Responsible for Monitoring:** School Board	100%	100%	100%	100%

Strategy 7 Details	Reviews			
Strategy 7: Facilities are well-kept and promote learning.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improve student achievement and state accountability for student, campus, and District success.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Deputy Superintendent, Maintenance Supervisor	40%	55%	65%	→

Strategy 8 Details	Reviews			
Strategy 8: Explore optional methods for anonymous crisis / crime reporting, including the use of student committees.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improve student achievement and state accountability for student, campus, and district success.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Exec Director of Student Services	40%	50%	100%	✕

Strategy 9 Details	Reviews			
Strategy 9: Ensure all staff are using Capturing Kids' Hearts and monitor the implementation of best practices in positive environments conducive to learning.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Positive campus and classroom environment conducive to learning	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: District and Campus Administrators	100%	100%	100%	→

Strategy 10 Details	Reviews			
Strategy 10: Improve district security by adding video cameras to campuses with minimal security camera coverage. Adding a few each year in order to have sufficient security footage for the entire district by December 2023.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Provide a safe school district, capable of providing video footage to law enforcement and school district administrators.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: District and Campus Administrators	40%	55%	80%	→

Strategy 11 Details	Reviews			
Strategy 11: Gather information on the available outlets in classrooms and if surge protectors are needed on outlets.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Availability of technology within classrooms	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Maintenance Supervisor	100%	100%	100%	100%

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue
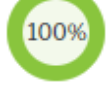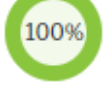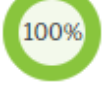
Goal 1: Provide a safe, positive, and orderly environment throughout the district for students, staff, parents, and patrons of the Tarkington ISD.

Performance Objective 2: Implementation of crisis management efforts in district.

    Summative Evaluation: Some progress made toward meeting Objective

    Next Year's Recommendation: Continue Performance Objective and review current and new strategies.

Strategy 1 Details	Reviews			

Strategy 1: District will appoint a District Safety Coordinator to review, revise, and update the Emergency Operation Plan (to include a multi-hazard plan for responding to an active-shooter), as well as coordinate crisis response training for staff.
 	
    Strategy's Expected Result/Impact: Improved student and staff safety.
    Staff Responsible for Monitoring: District Safety Coordinator; Superintendent
	Formative			**Summative**

	Nov	Jan	Mar	June
	100%	100%	100%	100%

Strategy 2 Details	Reviews			

Strategy 2: Each campus will practice various crisis drills including drills that require students and staff to practice responding to crisis when they are outside the school building such as recess or secondary schools changing classes. Table top scenarios are discussed with faculty and staff members. Campus drills are monitored monthly. All staff members and students receive emergency preparedness training.
    Strategy's Expected Result/Impact: Improved student and staff safety.
 	
    Staff Responsible for Monitoring: Principals, Assistant Principals, Superintendent
	Formative			**Summative**

	Nov	Jan	Mar	June
	40%	60%	100%	100%

Strategy 3 Details	Reviews			

Strategy 3: Each campus will continue the practice of maintaining secure entrances and the requirement that all visitors use the check-in computer program.
 	
    Strategy's Expected Result/Impact: Improved student and staff safety.
 	
    Staff Responsible for Monitoring: Principals, Campus Secretaries
	Formative			**Summative**

	Nov	Jan	Mar	June
	100%	85%	100%	100%

Strategy 4 Details	Reviews			

Strategy 4: The district conducts a facility safety and security audit every three years and an annual review of recommendations set forth in the written audit report. Audit findings will be presented to the Board of Trustees, and submitted to the Texas School Safety Center on a web-enabled form.
    Strategy's Expected Result/Impact: Improved student and staff safety.
 	
    Staff Responsible for Monitoring: Superintendent, Exec. Director of Student Services
	Formative			Summative

	Nov	Jan	Mar	June
	40%	55%	55%	→

Strategy 5 Details	Reviews			

Strategy 5: District will perform campus security checks, including the use of well-known and unknown individuals attempting building entry.
    Strategy's Expected Result/Impact: Improved student and staff safety.
 	
    Staff Responsible for Monitoring: Superintendent
	Formative			Summative

	Nov	Jan	Mar	June
	40%	70%	100%	100%

Strategy 6 Details	Reviews			

Strategy 6: Increase coordination & pre-planning with local law enforcement, fire, and EMS and provide campus maps for emergency agencies, preferably including all rooms in the entire building.
    Strategy's Expected Result/Impact: Improved student and staff safety.
 	
    Staff Responsible for Monitoring: Superintendent, Campus Principals
	Formative			Summative

	Nov	Jan	Mar	June
	100%	100%	100%	100%

Strategy 7 Details	Reviews			

Strategy 7: Continue use of automated phone/text messaging service.
    Strategy's Expected Result/Impact: Improved student and staff safety along with parent communication and involvement.
 	
    Staff Responsible for Monitoring: Superintendent, Campus Principals
	Formative			Summative

	Nov	Jan	Mar	June
	100%	100%	100%	100%

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 1: Provide a safe, positive, and orderly environment throughout the district for students, staff, parents, and patrons of the Tarkington ISD.

Performance Objective 3: Improve health and wellness of students and staff

   Summative Evaluation: Some progress made toward meeting Objective

   Next Year's Recommendation: Continue Performance Objective and review current and new strategies.

Strategy 1 Details		Reviews			
Strategy 1: The District School Health Advisory Council (SHAC) will meet four times per year to provide advice to the district on coordinated school health programming and its impact on student health and learning.		**Formative**			**Summative**
		Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Improved staff and student health and achievement. **Staff Responsible for Monitoring:** Exec. Director of Student Services & Auxillary Operations		40%	60%	100%	100%

Strategy 2 Details		Reviews			
Strategy 2: Train two people on issues connected to diabetes		**Formative**			**Summative**
		Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Improved staff and student health and achievement. **Staff Responsible for Monitoring:** District Nurse		100%	100%	100%	100%

Strategy 3 Details		Reviews			
Strategy 3: CPR and training for AED units is provided each summer for required personnel, administrators, counselors, and bus drivers, with a minimum of five personnel per campus trained and certified.		**Formative**			**Summative**
		Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Improved staff and student health. **Staff Responsible for Monitoring:** District Nurse		100%	100%	100%	100%

Strategy 4 Details	**Reviews**			
Strategy 4: District will collaborate with Elite Medical Imaging or a similar private health care provider to offer preventative screenings	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improved student achievement and health. **Staff Responsible for Monitoring:** District Nurse	40%	45%	100%	100%

Strategy 5 Details	**Reviews**			
Strategy 5: All participants in extra-curricular activities are required to participate in the student drug testing program. See Drug Policy on website for details.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improved student achievement and health. **Staff Responsible for Monitoring:** Secondary Principals and Assistant Principals, Athletic Director, Sponsors	100%	100%	100%	100%

Strategy 6 Details	**Reviews**			
Strategy 6: Students participate in Fitness Gram assessment	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improved student achievement and health.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Athletic Director, Coaches, and P.E. Teachers	40%	40%	100%	100%

Strategy 7 Details	**Reviews**			
Strategy 7: District will coordinate annual flu shot vaccines as well as Hepatitis B shots for recommended personnel.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improved health and achievement	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: District Nurse	100%	100%	100%	100%

Strategy 8 Details	Reviews			
Strategy 8: Require District Nurse to complete training on managing students with seizure disorders and coordinate training of district employees. **Strategy's Expected Result/Impact:** Improved health and achievement **Staff Responsible for Monitoring:** District Nurse	Formative			Summative
	Nov	Jan	Mar	June
	100%	100%	100%	100%

Strategy 9 Details	Reviews			
Strategy 9: Ensuring the use of Capturing Kids' Hearts by all staff, and monitor the implementation of best practices in positive environments conducive to learning. **Strategy's Expected Result/Impact:** Positive work and school environment conducive to social-emotional well-being **Staff Responsible for Monitoring:** District and Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
	40%	50%	70%	→

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

Goal 2: Prepare students for a productive future by providing instructional programs relevant to their needs, interests, aptitudes, and societal trends.

Performance Objective 1: All students will graduate from high school.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue Performance Objective and review current and new strategies.

Strategy 1 Details			Reviews	
Strategy 1: Guidance will be provided for parents and students (grades 8-12) regarding graduation program requirements and course choices to achieve desired diplomas. The THS Academic Course Planning Guide is used for course selection at the HS level. All TMS students are provided career choices and endorsement opportunities instruction at the HS level.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased student certifications and post-secondary opportunities, which will also improved student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Secondary Counselors, Principals, and Assistant Principals				

Strategy 2 Details			Reviews	
Strategy 2: Personal Graduation Plans will be created for all middle school and high school students who have failed a state assessment, and all ninth grade students will have a program of study, including a graduation program plan, which will be signed by the student and parent.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased student certifications and after high school opportunities and improved state accountability and student achievement for student, campus, and District success. **Staff Responsible for Monitoring:** Secondary Counselors				

Strategy 3 Details			Reviews	
Strategy 3: Each campus will implement individual and/or group counseling for at-risk students as needed, including those assigned to DAEP.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improved student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Counselors, Principals				

Strategy 4 Details	Reviews			
Strategy 4: Review CTE programs of study with course offerings annually and expand as needed. Students will be encouraged to participate in nontraditional CTE courses. Students are also encouraged to take and pass certification exams. Report to school board at November and June Board meetings.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased student certifications and after high school opportunities and improved state accountability and student achievement for student, campus, and District success. **Staff Responsible for Monitoring:** High School Principal, Counselors, CTE Teachers				

Strategy 5 Details	Reviews			
Strategy 5: Each campus will develop a plan to assist students transition from campus to campus.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improved student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Principals, Assistant Principals, Counselors	**Nov**	**Jan**	**Mar**	**June**

Strategy 6 Details	Reviews			
Strategy 6: Ensure that all staff are using Capturing Kids' Hearts, and monitor the implementation of best practices in positive environments conducive to learning.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Provide a positive climate supporting students academically and emotionally and increase the graduation rate **Staff Responsible for Monitoring:** District and Campus Administrators				

0% No Progress   100% Accomplished   → Continue/Modify   ✖ Discontinue

Goal 2: Prepare students for a productive future by providing instructional programs relevant to their needs, interests, aptitudes, and societal trends.

Performance Objective 2: Provide accelerated instruction to students at-risk of not graduating.

    Next Year's Recommendation: Continue Performance Objective and review current and new strategies.

Strategy 1 Details	Reviews			
Strategy 1: Each campus will continue to identify at-risk students and provide intervention strategies and accelerated instruction by using state assessments, benchmark results and progress monitoring data.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improved student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** District Administrators, Principals, Assistant Principals, Counselors, and Teachers				

Strategy 2 Details	Reviews			
Strategy 2: Opportunities to recover credit will be offered through summer school and/or a credit recovery program. Tuition fees for summer programs may be charged.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve student graduation rate, student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Principal, Counselors				

Strategy 3 Details	Reviews			
Strategy 3: Accelerated instruction is offered during the summer and the school year as needed.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improve student graduation rate, student achievement and state accountability for student, campus, and District success.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principals, Counselors, and Teachers				

Strategy 4 Details	Reviews			
Strategy 4: District curriculum assessments are administered at the end of each unit in ELA, math, science, and social studies at each grade level.	Formative			Summative
Strategy's Expected Result/Impact: Improved student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Teachers, Principals, Assistant Principals, Exe Dir of Cur, Assistant Superintendent, Superintendent	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: The district curriculum will be followed with fidelity and flexibility at each campus and grade level.	Formative			Summative
Strategy's Expected Result/Impact: Improved student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Teachers, Principals, Assistant Principals, Exe Dir of Cur, Assistant Superintendent, Superintendent	Nov	Jan	Mar	June

Strategy 6 Details	Reviews			
Strategy 6: Campus leaders will monitor student progress and teacher instruction each six weeks through the use of PLCs.	Formative			Summative
Strategy's Expected Result/Impact: Improve instruction, student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Principals, Assistant Principals, and Counselors	Nov	Jan	Mar	June

0% No Progress   100% Accomplished   → Continue/Modify   ✖ Discontinue

Goal 2: Prepare students for a productive future by providing instructional programs relevant to their needs, interests, aptitudes, and societal trends.

Performance Objective 3: Provide career and guidance counseling to secondary students, assisting them with post-secondary preparation including college application assistance and financial aid information.

    Next Year's Recommendation: Continue Performance Objective and review current and new strategies.

Strategy 1 Details		Reviews			
Strategy 1: Pamphlets, links to web pages, and training will be provided to inform high school and middle school students, teachers, counselors, and parents about job fairs, higher education admissions, financial aid opportunities/scholarships, Texas Grant Program, and Teach for Texas Grant Programs.		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased student after high school opportunities and improve state accountability and student achievement for student, campus, and District success. **Staff Responsible for Monitoring:** Counselors, Webpage Assistant, Principals, Assistant Principals					

Strategy 2 Details		Reviews			
Strategy 2: Secondary campuses will provide career interest assessments to help students determine career paths and interest.		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased student certifications and after high school opportunities and improved state accountability and student achievement for student, campus, and District success. **Staff Responsible for Monitoring:** Counselors, Principals		100%	100%	100%	

Strategy 3 Details	Reviews			
Strategy 3: The district will continue to promote "Generation TX" Week to encourage students to gain information about college possibilities, as well as technical and vocational schools and union apprenticeships where applicable.	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Increased student after high school opportunities and improve state accountability and student achievement for student, campus, and District success. **Staff Responsible for Monitoring:** Secondary Counselors or Designees	100%	100%	100%	

Strategy 4 Details	Reviews			
Strategy 4: Continue dual credit opportunities through Texas Virtual School Network, as well as articulations with Lone Star College, UT Arlington, UT Permian Basin, and Lamar University. Report to school board at the November Board Meeting.	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Increase in number of students enrolled in dual credit and student after high school opportunities and improve state accountability and student achievement for student, campus, and District success. **Staff Responsible for Monitoring:** Superintendent, Executive Director Curriculum, Principals, High School Counselors	100%	100%	100%	

Strategy 5 Details	Reviews			
Strategy 5: Continue to support and participate in the Tarkington Student Foundation to promote the idea that any TISD graduate who attends post-secondary education will receive a scholarship.	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Increased student after high school opportunities and graduation rate improve state accountability and student achievement for student, campus, and District success. **Staff Responsible for Monitoring:** THS Principal, Exe Dir of Cur, Superintendent	40%			

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 2: Prepare students for a productive future by providing instructional programs relevant to their needs, interests, aptitudes, and societal trends.

Performance Objective 4: The percent of 3rd grade students that score Meets grade level or above on STAAR Reading will increase from 51% to 55% in 2023.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Reading data

Next Year's Recommendation: Continue Performance Objective and review current and new strategies.

Goal 2: Prepare students for a productive future by providing instructional programs relevant to their needs, interests, aptitudes, and societal trends.

Performance Objective 5: The percent of 3rd grade students that score Meets grade level or above on STAAR Math will increase from 45% to 48% in 2023.

    High Priority

    HB3 Goal

    Evaluation Data Sources: STAAR Math data

    Next Year's Recommendation: Continue Performance Objective and review current and new strategies.

Goal 2: Prepare students for a productive future by providing instructional programs relevant to their needs, interests, aptitudes, and societal trends.

Performance Objective 6: The percentage of graduates that meet the criteria for CCMR will increase from 72% to 82% in 2023.

High Priority

HB3 Goal

Evaluation Data Sources: Test data from TSIA 2; AP; PSAT; SAT; ACT; IBCs, and audits of CTE programs of study completers

Next Year's Recommendation: Continue Performance Objective and review current and new strategies.

Goal 3: Prepare all instructional staff to effectively educate all students through the use of best practices and research-based strategies to improve student achievement.

Performance Objective 1: Increase student academic performance.

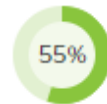   **Evaluation Data Sources:** attendance rates; standardized test scores; retention rates; graduation rates
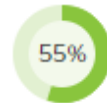
    Next Year's Recommendation: Continue Performance Objective and review current and new strategies.

Strategy 1 Details		Reviews			
Strategy 1: To increase academic performance, students need to be in attendance. Each campus will address student attendance issues and communicate with parents the importance of consistent attendance at school. District Resource officer will be used to help investigate truancy issues. The automated phone call system will be used to notify parents of absent students daily. Each campus will provide student attendance incentives and advertise / promote them. Student Attendance Reports to school board at the November and April meeting.		**Formative**			**Summative**
		Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Increase student attendance and improve state accountability and student achievement for student, campus, and District success. **Staff Responsible for Monitoring:** Principals, Teachers, Attendance Clerks, Resource Officer, Assistant Principals,					
Strategy 2 Details		Reviews			
Strategy 2: To increase achievement on standardized tests, the district will provide prep-programs for practice and review, and to support students taking the exams, the district will provide on-site testing.		**Formative**			**Summative**
		Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Increase post-secondary readiness, improve state accountability and student achievement for student, campus, and District success. **Staff Responsible for Monitoring:** High School Principal and Counselors; Middle School Principal and Counselor					

Strategy 3 Details	Reviews			

Strategy 3: Each campus will encourage all students to participate in UIL competitions or subject specific contests, in particular targeting GT students, by providing clear campus sign-up timelines and enlisting teacher support in making recommendations of students' based on their strengths/aptitudes.
 	
Explore the feasibility of providing transportation from practices.
    Strategy's Expected Result/Impact: Increase number of UIL participants and more placing in their contests and improve state accountability and student achievement for student, campus, and District success.
    Staff Responsible for Monitoring: UIL Coordinators, UIL Coaches, Teachers, Principals, Assistant Principals, Counselors
	Formative			**Summative**

	Nov	**Jan**	**Mar**	**June**

Strategy 4 Details	Reviews			

Strategy 4: Continue to implement research-based practices in reading and math using the multi-tiered system of response method (MTSS) method in grades K-8, focusing on multi-sensory / hands-on / manipulatives where applicable.
    Strategy's Expected Result/Impact: Improve state accountability and student achievement for student, campus, and District success.
    Staff Responsible for Monitoring: Teachers, Counselors, Principals, Assistant Principals, Exe Dir of Cur, Assistant Superintendent, Superintendent
	Formative			**Summative**

	Nov	**Jan**	**Mar**	**June**

Strategy 5 Details	Reviews			

Strategy 5: Each campus will provide data informed instructional placement to ensure the closure of achievement gaps and progress of all students by using the provided programs: Renaissance, Eduphoria, DMAC, etc.
    Strategy's Expected Result/Impact: Improve state accountability and student achievement for student, campus, and District success.
    Staff Responsible for Monitoring: Teachers, Counselors, Principals, Assistant Principals, Exe Dir of Cur, Assistant Superintendent, Superintendent
	Formative			**Summative**

	Nov	**Jan**	**Mar**	**June**

Strategy 6 Details		Reviews			
Strategy 6: Each campus will disaggregate state assessment data for all students using a data analysis program and campus-developed programs, including subgroup populations as well as special education data.		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Identification of struggling and masters level students to improve state accountability and student achievement for student, campus, and District success. **Staff Responsible for Monitoring:** Principals, Counselors, Teachers, Assistant Superintendent, Exe Dir of Cur, Assistant Principals					

Strategy 7 Details		Reviews			
Strategy 7: The District will monitor staffing patterns from a district perspective, changing configuration of classes as students move through the system, keeping in mind class size--particularly at the primary and middle school level.		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve state accountability and student achievement for student, campus, and District success. **Staff Responsible for Monitoring:** Superintendent, Assistant Superintendent, Executive Directors, Principals					

Strategy 8 Details		Reviews			
Strategy 8: The district will continue to provide professional development in vertical and horizontal alignment within core subjects, scientifically-based research strategies that increase the core academic program, including the rigor necessary for preparation for STAAR assessments and including differentiation for struggling students.		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve state accountability and student achievement for student, campus, and District success. **Staff Responsible for Monitoring:** Assistant Superintendent, Executive Director, Principals					

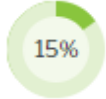| Strategy 9 Details		Reviews			
Strategy 9: Student achievement increases when teacher attendance rates are high. The district will incentivize perfect attendance by randomly selecting two employees with perfect attendance in each 6 weeks to reward with a $250 check.		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve state accountability and student achievement for student, campus, and District success. **Staff Responsible for Monitoring:** Deputy Superintendent, Assistant Superintendent, Executive Director, Principals, Assistant Principals					

Strategy 10 Details		Reviews			
Strategy 10: Evaluate each campus's special programs for effectiveness and compliance: CTE, GT, ELL, Dyslexia, 504, Special Ed. Report to school board at November meeting.		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve state accountability and student achievement for student, campus, and District success. **Staff Responsible for Monitoring:** Principals, Assistant Superintendent, Executive Director, Coordinator					

Strategy 11 Details		Reviews			
Strategy 11: Provide quality instruction for ELL students in the district by ensuring ESL certified teachers, professional development as needed, and reimbursing certification fees.		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve state accountability and student achievement for student, campus, and District success. **Staff Responsible for Monitoring:** Principals, Exe Dir of Cur, Assistant Principals, Counselors					

Strategy 12 Details	Reviews			

Strategy 12: Ensure all staff are using Capturing Kids' Hearts and monitor the implementation of best practices in positive environments conducive to learning.
    Strategy's Expected Result/Impact: Increase student academic performance
    Staff Responsible for Monitoring: District and Campus Administrators
	Formative			Summative

	Nov	Jan	Mar	June
	30%	55%	60%	→

Strategy 13 Details	Reviews			

Strategy 13: Provide professional development via contracted services to content areas / grades with highest level of need based on campus data.
    Strategy's Expected Result/Impact: Increase capacity for instructional practices and command of content in professional staff in order to increase student achievement
    Staff Responsible for Monitoring: Asst. Superintendent ; Exec. Director
	Formative			Summative

	Nov	Jan	Mar	June
	20%	55%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue

Goal 3: Prepare all instructional staff to effectively educate all students through the use of best practices and research-based strategies to improve student achievement.

Performance Objective 2: Retain and hire quality certified professionals and paraprofessionals. District will pay a retention bonus in November 2021 for all employees retained from the previous school year, 2020-2021.

    Next Year's Recommendation: Continue Performance Objective and review current and new strategies.

Strategy 1 Details	Reviews			
Strategy 1: Continue to use federal grant funds to improve classroom instruction and retain highly qualified staff. These funds are used for teacher salaries and professional development at the Primary, Intermediate, and Middle School campuses.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve recruitment and retention of highly qualified teachers and paraprofessionals to improve student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Superintendent, Deputy Superintendent, Assistant Superintendent, Executive Director, Principals,				

Strategy 2 Details	Reviews			
Strategy 2: The district will continue to provide professional development to teachers, principals, and other appropriate staff. Professional development will focus on providing knowledge and skills to help accomplish campus objectives.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve recruitment and retention of highly qualified teachers and paraprofessionals to improve student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Superintendent, Assistant Superintendent, Executive Director, Principals,				

Strategy 3 Details	Reviews			
Strategy 3: First year teachers will participate in the District Mentor Program. Professional development in lesson planning, Gradebook, e-mail, attendance programs, and classroom management procedures will be provided at the beginning of the year during new teacher orientation. Each campus will provide release time for teacher and mentor for classroom observations. Mentor teachers will receive a stipend. Explore the potential of providing first-year teachers in alternative certification programs additional work days and paying a stipend.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improved recruitment and retention of highly qualified teachers and paraprofessionals to improve student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Superintendent, Deputy Superintendent, Assistant Superintendent, Executive Director	15%	100%	100%	100%

Strategy 4 Details	Reviews			
Strategy 4: Continue to use federal grant funds to improve classroom instruction and retain highly qualified staff. These funds are used for teacher salaries and professional development at the Primary, Intermediate, and Middle School campuses.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve recruitment and retention of highly qualified teachers and paraprofessionals to improve student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Superintendent, Deputy Superintendent, Assistant Superintendent, Executive Director, Principals,				

Strategy 5 Details	Reviews			
Strategy 5: The district will continue to provide professional development to teachers, principals, and other appropriate staff. Professional development will focus on providing knowledge and skills to help accomplish campus objectives.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve recruitment and retention of highly qualified teachers and paraprofessionals to improve student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Superintendent, Assistant Superintendent, Executive Director, Principals,				

Strategy 6 Details	Reviews			
Strategy 6: First year teachers will participate in the District Mentor Program. Professional development in lesson planning, Gradebook, e-mail, attendance programs, and classroom management procedures will be provided at the beginning of the year during new teacher orientation. Each campus will provide release time for teacher and mentor for classroom observations. Mentor teachers will receive a stipend. Explore the potential of providing first-year teachers in alternative certification programs additional work days and paying a stipend.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improved recruitment and retention of highly qualified teachers and paraprofessionals to improve student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Superintendent, Deputy Superintendent, Assistant Superintendent, Executive Director				

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 3: Prepare all instructional staff to effectively educate all students through the use of best practices and research-based strategies to improve student achievement.

Performance Objective 3: Implement and use technology to increase the effectiveness of student learning, instructional management, staff development, and administration.

  Next Year's Recommendation: Continue Performance Objective and review current and new strategies.

Strategy 1 Details				Reviews			
Strategy 1: Teachers will use available technology to provide intervention or enhance mastery of TEKS skills. Available technology programs such as Study Island, TMSDS, Discovery Ed, Renaissance, textbook online resources, OnTrack, and Think through Math.				**Formative**			**Summative**
				Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Technology Director, Principals, Assistant Principals, Campus Instructional Technology Specialist							

Strategy 2 Details				Reviews			
Strategy 2: The district will provide professional development on integrating technology into the curriculum using the Instructional Technology Liaisons. Report to school board on technology support / workshops offered by technology department at the May board meeting.				**Formative**			**Summative**
				Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Instructional Technology Coordinator, Technology Director, Campus Instructional Technology Specialist							

Strategy 3 Details	Reviews			
Strategy 3: The district will provide training on TEKS Resource System curriculum plan and on Eduphoria/DMAC components as needed, with a focus on streamlining programs and data-driven instruction.	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Improve student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Superintendent, Assistant Superintendent, Director Curriculum, Principals				➡️

Strategy 4 Details	Reviews			
Strategy 4: Online opportunities for professional development will be expanded for staff.	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Improve student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Assistant Superintendent, Principals, Technology Director, Campus Instructional Technology Specialist	20%	60%	100%	100%

Strategy 5 Details	Reviews			
Strategy 5: Technology audit report to board at the January meeting.	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Improve student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Technology Director	50%	100%	100%	100%

0% No Progress	100% Accomplished	➡️ Continue/Modify	❌ Discontinue

Goal 4: Encourage and assist all parents/guardians to be active partners in the education of their children beginning in Pre-K/K through 12th grade and expand opportunities for parental and community input.

Performance Objective 1: Maintain and increase opportunities for open communication, significant discourse between families/community/school.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue Performance Objective and review current and new strategies.

Strategy 1 Details	Reviews			

Strategy 1: The district will promote family and community involvement by notifying local media; updating TISD/Campus websites; posting on Facebook and campus marquees; use of parent surveys; providing resources on the district website; and sending mass parent/community emails of all upcoming campus events in a timely manner and in the student's home language.
   Strategy's Expected Result/Impact: Improve parent and community involvement, student achievement and state accountability for student, campus, and District success.
   Staff Responsible for Monitoring: Principals, Campus and District Webmasters, Assistant Principals
	Formative			Summative

	Nov	Jan	Mar	June
	40%	65%	100%	100%

Strategy 2 Details	Reviews			

Strategy 2: Information regarding the process for signing up for TXConnect (and its app), School Cafe, and StopIt! will be included in all mass parent e-mails, appropriate report cards, home communications and placed permanently on the website.
   Strategy's Expected Result/Impact: Improve parent and community involvement, student achievement and state accountability for student, campus, and District success.
   Staff Responsible for Monitoring: Principals, Technology Director, Webmaster
	Formative			Summative

	Nov	Jan	Mar	June
	100%	100%	100%	100%

Strategy 3 Details	Reviews			

Strategy 3: The District will continue to recognize a community member and a former employee by presenting them with the annual Commitment to Education Award at the Tarkington Round-Up.
 	
   Strategy's Expected Result/Impact: Improve parent and community involvement.
   Staff Responsible for Monitoring: Superintendent, School Board, Tarkington Student Foundation members
	Formative			Summative

	Nov	Jan	Mar	June
	100%	100%	100%	100%

Strategy 4 Details	Reviews			
Strategy 4: The beginning of the year documentation will change to digital format. Each campus will include forms for the collection of parent emails and a form for the preferred language for written home communication.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve parent and community involvement, student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Campus Secretaries, PEIMS Clerks	100%	100%	100%	100%

Strategy 5 Details	Reviews			
Strategy 5: Continuous evaluation of current web hosting options, so we stay as up-to-date and current for our parents/users to have the best available/user-friendly platform.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve parent and community involvement, student achievement and state accountability for student, campus, and district success. **Staff Responsible for Monitoring:** Asst Supt; Ex Dir; Technology Dept; Webmaster	100%	100%	100%	100%

Strategy 6 Details	Reviews			
Strategy 6: We will work toward a district level account that includes texting features and voice calling for teachers and administrators to better communicate with more parents/stakeholders.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Improve parent and community involvement, student achievement and state accountability for student, campus, and district success. **Staff Responsible for Monitoring:** District Administrators	100%	100%	100%	100%

0% No Progress   100% Accomplished   → Continue/Modify   ✖ Discontinue

Goal 4: Encourage and assist all parents/guardians to be active partners in the education of their children beginning in Pre-K/K through 12th grade and expand opportunities for parental and community input.

Performance Objective 2: Increase opportunities for parents to be active partners in student learning and meaningful decision-making in the education of their children.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue Performance Objective and review current and new strategies.

Strategy 1 Details	Reviews			
Strategy 1: Each campus will actively encourage family involvement through events at the campuses designed specifically for parent-school connections, such as Open House, parent orientation, informational events, Beginning of the Year Meet the Teacher, and other family oriented events facilitating parental involvement in student achievement. **Strategy's Expected Result/Impact:** Improve parent and community involvement, student achievement and state accountability for student, campus, and District success. **Staff Responsible for Monitoring:** Principals, Assistant Principals	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
	40%	65%	85%	100%

Strategy 2 Details	Reviews			
Strategy 2: The district will seek community involvement on district and campus activities, such as site-based decision making, improvement planning, and School Health Advisory Council or (SHAC). **Strategy's Expected Result/Impact:** Improve parent and community involvement, student achievement and state accountability for student, campus, and District success. Agendas, sign-in sheets **Staff Responsible for Monitoring:** Principals, Assistant Superintendent, Executive Director of Student Services	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
	100%	100%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: Increased use of grade-level emails by each campus along with information about TISD website and TX-Connect will be disseminated to parents and the community. **Strategy's Expected Result/Impact:** Improve parent and community involvement, student achievement and state accountability for student, campus, and District success. Increase number of email addresses, number of parents using TXConnect, increased parent participation, and increased number of mass emails sent out by campuses **Staff Responsible for Monitoring:** Principals	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
	100%	100%	100%	100%

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

District Improvement & Planning Committee

Committee Role	Name	Position
Classroom Teacher	Jason Bowen	THS Classroom Teacher
Classroom Teacher	Paula Broussard	TES Classroom Teacher
Parent	LaJeania Hicks	Parent
District-level Professional	Michael Kelley	District Administrator
Student	Beth Lambert	Student
Parent	Kristin Thorpe	Parent
Community Representative	Jackie Harrison	Community Representative
Business Representative	Calvin Cox	Business Representative
Classroom Teacher	Sandy Rice	TES Classroom Teacher
Classroom Teacher	Gary Kay	THS Classroom Teacher
Classroom Teacher	David Labar	THS Classroom Teacher
Non-classroom Professional	Sandy Meekins	THS Counselor
Paraprofessional	Kathryn Hudman	THS Paraprofessional
Paraprofessional	Megan Molina	TMS Paraprofessional
Classroom Teacher	Hannah Ellis	TECS Classroom Teacher
District-level Professional	Renee Padgett	Assistant Superintendent
District-level Professional	Ami Potts	Ex Dir of School Innovation
Classroom Teacher	Shianne Hunter	TES Teacher
Classroom Teacher	Mariah Shelton	TMS Teacher