

# **Hamshire-Fannett Independent School District**

## **Goals/Performance Objectives/Strategies**

### **2020-2021**

# Mission Statement

## Vision

**The vision of Hamshire-Fannett Independent School District is to provide all students the opportunity to attain their maximum potential as productive citizens by offering a safe environment and exemplary education that reflects the moral and ethical values of the community.**

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# Goals

**Goal 1: ACADEMIC ACHIEVEMENT:** Hamshire-Fannett ISD campuses and district will obtain ratings of a "B" or higher.

**Performance Objective 1:** The percent of 3rd graders that score meets grade level or above on 2020-2021 STAAR Reading will score 55% or above.

## HB3 Goal

**Evaluation Data Sources:** STAAR Reading Assessment








	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 1:</b> Identified Essential Standards using the R.E.A.L. (Readiness, Endurance, Assessed, Leverage) Method Use Assessments (Circle, Kindergarten Entry Assessment, Texas Primary Reading Inventory, I-Station, Developmental Reading Assessment, and Common Formative Assessments) to identify strengths and weaknesses to adapt instruction to meet the needs of the students Scheduled common planning times to implement the Professional Learning Communities process to improve students learning and teacher instruction Scheduled intervention time to implement a Multi-Tiered Support System to assist students not meeting standards Purchased Education Galaxy & Lift Off and IXL to assist students not meeting standards and for those students that are meeting standards to extend their learning  <b>Strategy's Expected Result/Impact:</b> The above strategies are expected to improve student learning using the Professional Learning Communities Process by answering the following questions: What do we want students to learn? (Essential Standards) How do we know the students learned it? (Assessments) How do we respond if the students didn't learn it? (Multi-Tiered Support System, Education Galaxy & Lift Off, and IXL) How do we respond if the students already know it? (Multi-Tiered Support System, Education Galaxy & Lift Off, and IXL)  <b>Staff Responsible for Monitoring:</b> HFE Teachers HFE Administration  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>Results Driven Accountability</b>				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1: ACADEMIC ACHIEVEMENT:** Hamshire-Fannett ISD campuses and district will obtain ratings of a "B" or higher.

**Performance Objective 2:** The percent of 3rd grade students that score meets grade level or above on 2020-2021 STAAR Math will score 56% or above.

**HB3 Goal**

**Evaluation Data Sources:** STAAR Math Assessment

	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 1:</b> Identified Essential Standards using the R.E.A.L. (Readiness, Endurance, Assessed, Leverage) Method Use Assessments (Circle, Kindergarten Entry Assessment, Texas Primary Reading Inventory, I-Station, Developmental Reading Assessment, and Common Formative Assessments) to identify strengths and weaknesses to adapt instruction to meet the needs of the students Scheduled common planning times to implement the Professional Learning Communities process to improve students learning and teacher instruction Scheduled intervention time to implement a Multi-Tiered Support System to assist students not meeting standards Purchased Education Galaxy & Lift Off and IXL to assist students not meeting standards and for those students that are meeting standards to extend their learning  <b>Strategy's Expected Result/Impact:</b> The above strategies are expected to improve student learning using the Professional Learning Communities Process by answering the following questions: What do we want students to learn? (Essential Standards) How do we know the students learned it? (Assessments) How do we respond if the students didn't learn it? (Multi-Tiered Support System, Education Galaxy & Lift Off, and IXL) How do we respond if the students already know it? (Multi-Tiered Support System, Education Galaxy & Lift Off, and IXL)  <b>Staff Responsible for Monitoring:</b> HFE Teachers HFE Administration  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - Results Driven Accountability				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





**Goal 1: ACADEMIC ACHIEVEMENT:** Hamshire-Fannett ISD campuses and district will obtain ratings of a "B" or higher.

**Performance Objective 3:** The percentage of graduates that meet the criteria for CCMR will increase from 60% to 80 % by August 2025

**HB3 Goal**

**Evaluation Data Sources:** Accountability index, TAPR



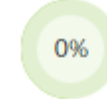

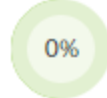
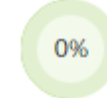

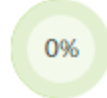
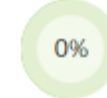







<b>Strategy 1:</b> Add CTE classes based on industry based certification and CTE advisory committee suggestions. <b>Strategy's Expected Result/Impact:</b> Higher number of CTE course offerings that are related to needs of the students and community <b>Staff Responsible for Monitoring:</b> Higher Ed. Coordinator Principal District Adm.	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 2:</b> Explore the possibility of an additional CTE introductory course in Middle School for High School credit and weighted funding. <b>Strategy's Expected Result/Impact:</b> Weighted funding Allows students in high school to complete higher level CTE courses leading to Industry Based Certifications. <b>Staff Responsible for Monitoring:</b> Higher Ed. Coordinator Principal District Adm. Counselors	Reviews			
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	Formative			Summative
	Oct	Jan	Mar	June

<b>Strategy 6:</b> Provide a support system to help students complete a rigorous course of study by participating in honors and Advanced Placement courses as well as passing AP test <b>Strategy's Expected Result/Impact:</b> AP test, CFA's, STAAR results, SAT/ACT test, TSI <b>Staff Responsible for Monitoring:</b> Counselors, Higher education coordinator, campus and district administrators, AP teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 7:</b> Increase the opportunity for students to take college level courses while in high school through the dual credit program by adding Lamar University and LIT partnerships along with Galveston College <b>Strategy's Expected Result/Impact:</b> College transcripts, high school transcripts, <b>Staff Responsible for Monitoring:</b> Counselors, Higher education coordinator, campus and district administrators,	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

**Goal 1: ACADEMIC ACHIEVEMENT:** Hamshire-Fannett ISD campuses and district will obtain ratings of a "B" or higher.

**Performance Objective 4:** Hamshire-Fannett ISD will increase its technology integration level by 10% above the 2018-2019 baseline based on the SAMR model survey.

**Evaluation Data Sources:** SAMR model survey data








<b>Strategy 1:</b> The Instructional Technology Department will send out a weekly technology newsletter to aid in supporting the teachers with technology implementation. <b>Strategy's Expected Result/Impact:</b> The newsletter will reach all teachers on a weekly basis and we expect to observe at least 5 teachers per campus utilizing at least one of the resources shared in the newsletter. <b>Staff Responsible for Monitoring:</b> Asst. Superintendent of Curriculum and Instruction, Instructional Technology Department	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
				
<b>Strategy 2:</b> The instructional technology department will follow-up with teachers who have added technology implementation as one of their T-Tess goals for the 20-21 school year by offering suggestions, lesson ideas, training, and observation. <b>Strategy's Expected Result/Impact:</b> The instructional technology team will plan a lesson(s) with at least 2 teachers on each campus who have noted technology as a T-Tess goal for the 20-21 school year. <b>Staff Responsible for Monitoring:</b> Asst. Superintendent of Curriculum and Instruction, Instructional Technology Department	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
				
<b>Strategy 3:</b> Technology resources will be added to campus Google Classrooms throughout the year. <b>Strategy's Expected Result/Impact:</b> 100% of staff will have access to technology resources, tutorials, and district professional development available at all times for reference. <b>Staff Responsible for Monitoring:</b> Asst. Superintendent of Curriculum and Instruction, Instructional Technology Department	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
				
<b>Strategy 4:</b> Teachers will be trained on how to request instructional technology services through Eduphoria and the instructional technologists will be available for classroom support as requested. <b>Strategy's Expected Result/Impact:</b> Campus Instructional Technologists expect to see at least 10% of their campus formally request instructional technology services. <b>Staff Responsible for Monitoring:</b> Asst. Superintendent of Curriculum and Instruction, Instructional Technology Department	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				



**Goal 1: ACADEMIC ACHIEVEMENT:** Hamshire-Fannett ISD campuses and district will obtain ratings of a "B" or higher.

**Performance Objective 5:** The percent of students that score meets grade level or above on STAAR reading will increase from 51% to 55% by June 2021

**Evaluation Data Sources:** Accountability index, TAPR





<b>Strategy 1:</b> Send ELAR teachers to Regional Service Centers to be trained on new ELAR TEKS and strategies in the classroom. <b>Strategy's Expected Result/Impact:</b> Accountability reports, school report card, TAPR <b>Staff Responsible for Monitoring:</b> Principals District Adm. Dept. Heads	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 2:</b> Continue Professional Learning Communities (PLC) training planning, and collaboration with staff <b>Strategy's Expected Result/Impact:</b> PLC process alignment Accountability <b>Staff Responsible for Monitoring:</b> District and Campus Adm.	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 3:</b> Have Elementary teachers complete their mandatory reading academies during the next 2 years. (2020-2021 and 2021-2022) <b>Strategy's Expected Result/Impact:</b> Elementary students reading levels and rigor will increase <b>Staff Responsible for Monitoring:</b> Elem. Principal, Elementary teachers <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - Results Driven Accountability	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
				
<b>Strategy 4:</b> Analyze Common Formative Assessment and other reading assessment data during staff development days after each six weeks and make curriculum adjustments based on the data. <b>Strategy's Expected Result/Impact:</b> Increase Meets Grade Level on state accountability Identify students based on Tier 1, Tier 2, and Tier 3 and make data driven adjustments to add more rigor and remediation <b>Staff Responsible for Monitoring:</b> Teachers Campus Adm. District Adm.	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 1: ACADEMIC ACHIEVEMENT:** Hamshire-Fannett ISD campuses and district will obtain ratings of a "B" or higher.

**Performance Objective 6:** Increase program options that develop the strength, needs, and interest of students served in special programs.

**Evaluation Data Sources:** 3-4 week CBA's, STAAR test, I-station, eduphoria, three week progress reports, 6 week report cards








<b>Strategy 1:</b> Disaggregate special education data using eduphoria and CFA's focusing on objective weaknesses below 70%. <b>Strategy's Expected Result/Impact:</b> CFA's, principal walkthroughs, state and federal reports, STAAR reports, school report cards, eduphoria <b>Staff Responsible for Monitoring:</b> Special education teachers, core teachers, school and district administrators	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 2:</b> Train all teachers and administrators on the RTI process that is consistent and aligned to best practices and researched based strategies. <b>Strategy's Expected Result/Impact:</b> CBA's, principal walkthroughs, state and federal reports, STAAR reports, school report cards, eduphoria <b>Staff Responsible for Monitoring:</b> Special education teachers, core teachers, school and district administrators	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 3:</b> Provide a support system to help students complete a rigorous course of study by participating in Pre-Advanced Placement and Advanced Placement courses as well as passing AP test <b>Strategy's Expected Result/Impact:</b> AP test, CFA's, STAAR results, SAT/ACT test, TSI <b>Staff Responsible for Monitoring:</b> Counselors, Higher education coordinator, campus and district administrators, AP teachers	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 4:</b> Increase the opportunity for students to take college level courses while in high school through the dual credit program by adding Lamar University and LIT partnerships along with Galveston College <b>Strategy's Expected Result/Impact:</b> College transcripts, high school transcripts, <b>Staff Responsible for Monitoring:</b> Counselors, Higher education coordinator, campus and district administrators,	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 5:</b> Early identification of dyslexic students allowing them to receive basic language skills with a trained reading specialist. Dyslexic students will be identified and monitored through the 504 process. <b>Strategy's Expected Result/Impact:</b> STAAR results, TPRI results, dyslexic testing, CBA's <b>Staff Responsible for Monitoring:</b> Dyslexic teacher for each campus, counselors, 504 coordinators, campus adm.	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 6:</b> Pay fees related to teachers receiving ESL certification. <b>Strategy's Expected Result/Impact:</b> TELPAS results, formative assessments, CBA's <b>Staff Responsible for Monitoring:</b> General ed. teachers, ESL teachers, campus administrators <b>Funding Sources:</b> - 199 - General Fund: Local	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June

<b>Strategy 7:</b> Have a district process including funding that helps GT teachers and the district keep up with mandated GT training. <b>Strategy's Expected Result/Impact:</b> All GT and AP teachers have mandated hours of training each year <b>Staff Responsible for Monitoring:</b> Assistant Sup for special programs Principals Teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

**Goal 1: ACADEMIC ACHIEVEMENT:** Hamshire-Fannett ISD campuses and district will obtain ratings of a "B" or higher.

**Performance Objective 7:** By June of 2021, Hamshire-Fannett ISD Meets Grade level Percentage for Math will increase from 50% to 60% by June of 2021

**Evaluation Data Sources:** State Accountability  
TAPR  
School Report Card

<b>Strategy 1:</b> Schedule multiple vertical alignment training during staff development days. <b>Strategy's Expected Result/Impact:</b> TAPR report Accountability reports School report cards  Staff Survey  Prioritizing Instructional Time and Minimizing disruptions <b>Staff Responsible for Monitoring:</b> District and Campus Administrators	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 2:</b> Pay teachers in the summer to analyze and rewrite curriculum as needed <b>Strategy's Expected Result/Impact:</b> Accountability reports, school report card, TAPR <b>Staff Responsible for Monitoring:</b> Campus principals District adm.	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 3:</b> Continue Professional Learning Communities (PLC) training planning, and collaboration with staff <b>Strategy's Expected Result/Impact:</b> PLC Process alignment Accountability <b>Staff Responsible for Monitoring:</b> District and Campus Adm.	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 4:</b> Analyze Common Formative Assessment data during staff development days after each six weeks and make curriculum adjustments based on the data. <b>Strategy's Expected Result/Impact:</b> Increase Meets Grade Level on state accountability Identify students based on Tier 1, Tier 2, and Tier 3 and make data driven adjustments to add more rigor and remediation <b>Staff Responsible for Monitoring:</b> Teachers Campus Adm. District Adm.	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 1: ACADEMIC ACHIEVEMENT:** Hamshire-Fannett ISD campuses and district will obtain ratings of a "B" or higher.

**Performance Objective 8:** Reduce the drop out rate and decrease any disparity in performance on state assessments between students at risk of dropping out of school and all other district students





**Evaluation Data Sources:** TAPR, State Accountability Reports

<b>Strategy 1:</b> Offer credit recovery classes throughout the school year and the summer <b>Strategy's Expected Result/Impact:</b> TAPR, State Accountability reports <b>Staff Responsible for Monitoring:</b> Campus administrators, counselors, teachers <b>Funding Sources:</b> - 199 - High School Allotment: State - \$2,000	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Increase parental involvement by having parent/teacher and administrator conferences with those parents whose children are at risk or continually absent. <b>Strategy's Expected Result/Impact:</b> TAPR, State Accountability reports <b>Staff Responsible for Monitoring:</b> Campus administrators, counselors, teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Marketing and vocational programs for high school students <b>Strategy's Expected Result/Impact:</b> TAPR, State Accountability reports <b>Staff Responsible for Monitoring:</b> Campus administrators, counselors, CTE teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Teen leadership programs for at-risk students along with capturing kids hearts programs for district staff  <b>Strategy's Expected Result/Impact:</b> TAPR, State Accountability reports <b>Staff Responsible for Monitoring:</b> Campus administrators, counselors, teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 5:</b> Accelerated instruction before, during and after school focusing on re-teaching to assist students with mastering TEKS and daily lessons <b>Strategy's Expected Result/Impact:</b> Passing final grades Promotion Passing STAAR test <b>Staff Responsible for Monitoring:</b> Campus Principals Teachers <b>Funding Sources:</b> - 199 - State Compensatory Ed (SCE): State	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 6:</b> Build into district calendar a day for all teachers to meet/call parents for better communication and expectations of their students.	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Goal 1: ACADEMIC ACHIEVEMENT:** Hamshire-Fannett ISD campuses and district will obtain ratings of a "B" or higher.

**Performance Objective 9:** TELPAS progress rate will increase from 28% to 36% of EL students by June of 2021

**Evaluation Data Sources:** TELPAS

<b>Strategy 1:</b> Hire a bilingual interpreter for the district to help communicate better with EL's and their families <b>Strategy's Expected Result/Impact:</b> TELPAS STAAR test TAPR Accountability <b>Staff Responsible for Monitoring:</b> Campus principals District Adm.	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 2:</b> Train teachers annually on the English Language Proficiency Standards (ELPS) <b>Strategy's Expected Result/Impact:</b> TELPAS progress scores increase  TAPR  Accountability  School Report Card <b>Staff Responsible for Monitoring:</b> District Adm Campus Principals	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 3:</b> Hire an additional EL teacher for the district to help with a growing number of EL students. <b>Strategy's Expected Result/Impact:</b> TELPAS Accountability TAPR STAAR Test <b>Staff Responsible for Monitoring:</b> District Adm. Campus Principals	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 4:</b> Use Rosetta Stone to help students who are struggling English learners <b>Strategy's Expected Result/Impact:</b> TELPAS progress rate for EL students will increase <b>Staff Responsible for Monitoring:</b> District Adm ESL teachers Bilingual /Interpreter	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				





**Goal 1: ACADEMIC ACHIEVEMENT:** Hamshire-Fannett ISD campuses and district will obtain ratings of a "B" or higher.

**Performance Objective 10:** The percentage of graduates that meet the criteria for CCMR will increase from 60% to 80 % by August 2025

**HB3 Goal**

**Evaluation Data Sources:** Accountability index, TAPR

<b>Strategy 1:</b> Add CTE classes based on industry based certification and CTE advisory committee suggestions. <b>Strategy's Expected Result/Impact:</b> Higher number of CTE course offerings that are related to needs of the students and community <b>Staff Responsible for Monitoring:</b> Higher Ed. Coordinator Principal District Adm.	Reviews			
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<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				



**Goal 2: OPERATIONAL:** Hamshire-Fannett ISD will provide a safe and secure environment for all students and staff

**Performance Objective 1:** Train 100% of the staff on CRAZE EOP procedures and processes by August 2021

**Evaluation Data Sources:** Sign- sheets, certificates ,





<b>Strategy 1:</b> Include CRAZE Active Shooter training into staff development days <b>Strategy's Expected Result/Impact:</b> staff morale will be better as a result of clear expectations in times of possible crisis <b>Staff Responsible for Monitoring:</b> Superintendent and campus principals	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 2:</b> Use eduphoria as a tool to keep up to date training information for the district staff <b>Strategy's Expected Result/Impact:</b> All district staff trained Compliance with mandates <b>Staff Responsible for Monitoring:</b> Superintendent, central office administrators, and campus administrators	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 3:</b> Meet with campus principals to address any safety concerns from each campus in the district. <b>Strategy's Expected Result/Impact:</b> Compliance with mandates Address safety concerns <b>Staff Responsible for Monitoring:</b> Campus principals Teachers District Adm.	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Goal 2: OPERATIONAL:** Hamshire-Fannett ISD will provide a safe and secure environment for all students and staff

**Performance Objective 2:** By June of 2021, the number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use will be reduced by 3% as measured by PEIMS and number of discipline referrals

**Evaluation Data Sources:** Sign in sheets, PEIMS data, Skyward data





<b>Strategy 1:</b> Train all discipline coordinators on Skyward data input <b>Strategy's Expected Result/Impact:</b> Ensure accurate data is being documented correctly <b>Staff Responsible for Monitoring:</b> District and campus principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Establish line of communication between the school administration and students to encourage reporting of possible or potential helpful information to prevent violent incidents.  <b>Strategy's Expected Result/Impact:</b> decrease incidents of violence on school campuses <b>Staff Responsible for Monitoring:</b> District and Campus administration	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Increase presence of law enforcement agencies/officers on the campus at both predictable and unpredictable times/days.  <b>Strategy's Expected Result/Impact:</b> reduce number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use as measured by PEIMS and number of discipline referrals <b>Staff Responsible for Monitoring:</b> District and Campus Administration	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Inhibit dating violence along with all other types of harassment for students and employees by training teachers annually to recognize these issues. <b>Strategy's Expected Result/Impact:</b> Maintain low incidence of dating violence; increase awareness of dating violence issues; reduce harassment issues and increase feeling of safety by students and employees <b>Staff Responsible for Monitoring:</b> District and Campus Administration	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 5:</b> Provide awareness education to students/parents by bringing in speakers that relate to students and these types of problems <b>Strategy's Expected Result/Impact:</b> increased awareness and feeling of safety at the school by students and parents as indicated on the community survey given each spring <b>Staff Responsible for Monitoring:</b> District and Campus Administration	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 6:</b> Monitor the district's DAEP and how it provides positive changes in student behavior <b>Strategy's Expected Result/Impact:</b> number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use will be reduced by 3% as measured by PEIMS and number of discipline referrals <b>Staff Responsible for Monitoring:</b> HS/MS campus administration	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<b>Strategy 7:</b> Develop district wide data input processes <b>Strategy's Expected Result/Impact:</b> More streamlined accurate data to be analyzed <b>Staff Responsible for Monitoring:</b> District Administration	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 8:</b> Assess and reflect on data to analyze needs, problems, and possible strategies to align programs <b>Strategy's Expected Result/Impact:</b> Number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use will be reduced by as measured by PEIMS and number of discipline referrals <b>Staff Responsible for Monitoring:</b> District and Campus Administrators	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

**Goal 3: LEADERSHIP:** Hamshire-Fannett ISD will establish a positive district culture

**Performance Objective 1:** Goal: LEADERSHIP: Hamshire-Fannett ISD will establish a positive district culture by increasing positive parent perception of bullying at all campuses by 10% over the prior year.

**Evaluation Data Sources:** School perceptions survey data

<b>Strategy 1:</b> A bullying reporting form will be placed on the district's website <b>Strategy's Expected Result/Impact:</b> increased awareness of student behavior and feeling of safety at the school by students and parents as indicated on the community survey given each spring <b>Staff Responsible for Monitoring:</b> Technology staff and school administration	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 2:</b> Continue to offer Teen leadership classes <b>Strategy's Expected Result/Impact:</b> number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use will be reduced by 3% as measured by PEIMS and number of discipline referrals <b>Staff Responsible for Monitoring:</b> Curriculum department and campus administration	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 3:</b> Send teachers to "Capturing Kids Hearts" training <b>Strategy's Expected Result/Impact:</b> number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use will be reduced by 3% as measured by PEIMS and number of discipline referrals <b>Staff Responsible for Monitoring:</b> school administration	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 4:</b> Bring in anti-bullying programs during Bullying prevention month in October including speakers and classroom curriculum. <b>Strategy's Expected Result/Impact:</b> PEIMS data Parent survey <b>Staff Responsible for Monitoring:</b> Campus and District Administration <b>Funding Sources:</b> - 265 - Title IV, Part A - \$2,500	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 5:</b> Continue training students on the "stop it" app as a means to report bullying or threats <b>Strategy's Expected Result/Impact:</b> PEIMS <b>Staff Responsible for Monitoring:</b> Campus Principals District Adm.	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 6:</b> Use with fidelity the bullying forms given to us by Walsh Anderson Law Firm <b>Strategy's Expected Result/Impact:</b> PEIMS data Parent Survey <b>Staff Responsible for Monitoring:</b> District Adm. Campus Administrators	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 3: LEADERSHIP:** Hamshire-Fannett ISD will establish a positive district culture

**Performance Objective 2:** By October 2020, Hamshire-Fannett ISD will have an EL community/parent outreach night for district EL parents and students.








**Evaluation Data Sources:** Sign in Sheets, School Surveys

<b>Strategy 1:</b> HFISD will host an EL parent night for district English Learners and parents to accommodate EL's on the resources they need to succeed when navigating through the school district. <b>Strategy's Expected Result/Impact:</b> Better communication with EL parents Compliance with Title 3 mandates <b>Staff Responsible for Monitoring:</b> Campus Principals EL staff District Adm.	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Goal 3: LEADERSHIP:** Hamshire-Fannett ISD will establish a positive district culture

**Performance Objective 3:** By October 2020, HFISD Title 1 campuses will update their parental involvement and procedures document and conduct required individual parent meetings.

**Evaluation Data Sources:** New Parental Involvement and Procedures Document

<b>Strategy 1:</b> Have campus based parental involvement committees that meet to update our parental involvement procedures <b>Strategy's Expected Result/Impact:</b> Updated Parental Involvement document Compliance with ESSA <b>Staff Responsible for Monitoring:</b> Campus principals District Administrators	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 2:</b> Include a staff development day where all campuses can contact parents along with Elementary and Intermediate campuses having their required individual parent meetings.	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 3: LEADERSHIP:** Hamshire-Fannett ISD will establish a positive district culture

**Performance Objective 4:** By May 2021, Hamshire-Fannett will increase the staff quality, recruitment, and retention of teachers



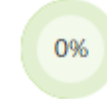

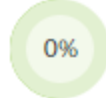
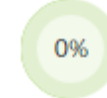

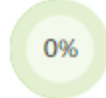
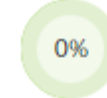

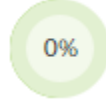





**Evaluation Data Sources:** TAPR, TTESS, State assessment results

<b>Strategy 1:</b> Longevity Pay of \$25 per year <b>Strategy's Expected Result/Impact:</b> Retention, recruitment, and support of teachers <b>Staff Responsible for Monitoring:</b> District Administrators <b>Funding Sources:</b> - 199 - General Fund: Local - \$55,000	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Pay for professional development for teachers <b>Strategy's Expected Result/Impact:</b> Retention and support of teacher, TAPR, TTESS <b>Staff Responsible for Monitoring:</b> District Administrators <b>Funding Sources:</b> - 199 - General Fund: Local - \$48,000	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Continue to give raises to teachers each year if our budget allows <b>Strategy's Expected Result/Impact:</b> Retention, recruitment, and support of teachers <b>Staff Responsible for Monitoring:</b> District Administrators	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Ongoing mentoring, support, and alignment opportunities for teachers in new positions <b>Strategy's Expected Result/Impact:</b> Retention, support of teachers. TAPR, TTESS <b>Staff Responsible for Monitoring:</b> District and Campus Administrators, Lead teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 5:</b> District administrators attend job fairs to attract high quality teachers <b>Strategy's Expected Result/Impact:</b> Recruiting high quality teachers <b>Staff Responsible for Monitoring:</b> District Administration <b>Funding Sources:</b> - 199 - General Fund: Local - \$1,000	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 6:</b> Continue offering 2 days of new teacher orientation to help them transition more smoothly into the school year. <b>Strategy's Expected Result/Impact:</b> Retaining new teachers <b>Staff Responsible for Monitoring:</b> District Administration	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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**Goal 3: LEADERSHIP:** Hamshire-Fannett ISD will establish a positive district culture

**Performance Objective 5:** By June 2021 , Hamshire-Fannett ISD will increase communication to parents, staff and community members concerning school events, grading periods, positive notifications, and all pertinent information.

**Evaluation Data Sources:** School perception survey

<b>Strategy 1:</b> Establish a line of communication and relationship with the Winnie newspaper highlighting Hamshire-Fannett ISD successes in Academics, Sports, Clubs, Organizations, etc. <b>Strategy's Expected Result/Impact:</b> Better Communication to community <b>Staff Responsible for Monitoring:</b> Principals Sponsors of Activities District Adm. District Adm. Secretary	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
				
<b>Strategy 2:</b> Use Social Media tools such as Facebook and Twitter to communicate with parents, students. <b>Strategy's Expected Result/Impact:</b> Better Communication Survey information <b>Staff Responsible for Monitoring:</b> Superintendent Sponsors of Activities	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
				
<b>Strategy 3:</b> Employee recognition, awards and certificates recognized at board meetings, social media, district convocation, website, local media. <b>Strategy's Expected Result/Impact:</b> Staff Morale Surveys <b>Staff Responsible for Monitoring:</b> Superintendent Secretary for the Superintendent	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
				
<b>Strategy 4:</b> Retiree celebrations: These accomplishments will be recognized via board meetings, website, social media, campus level celebrations <b>Strategy's Expected Result/Impact:</b> Staff morale <b>Staff Responsible for Monitoring:</b> Campus principals Superintendent	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				



**Goal 4: LEADERSHIP:** Hamshire-Fannett ISD will increase the quality of extra- and co-curricular programs as measured by participation, diversity of programs, and funding.

**Performance Objective 1:** Increase the participation of students in all Academic UIL activities by 10%

**Evaluation Data Sources:** Members of UIL academic teams

<b>Strategy 1:</b> Request that all teachers advocate for the program, encourage participation, and secure as many sponsors for as many events as possible <b>Strategy's Expected Result/Impact:</b> More participation in UIL events. UIL district, regional, state <b>Staff Responsible for Monitoring:</b> Campus and District Administrators, teachers, UIL department head	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Place fliers around the campus for maximum exposure <b>Strategy's Expected Result/Impact:</b> More participation in UIL events. UIL district, regional, state <b>Staff Responsible for Monitoring:</b> Campus and District Administrators, teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Encourage students to help with recruiting. <b>Strategy's Expected Result/Impact:</b> More participation in UIL events. UIL district, regional, state <b>Staff Responsible for Monitoring:</b> Campus and District Administrators, teachers. UIL department head	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Bring debate and public speaking students to two introduction tournaments which can help encourage more participation <b>Strategy's Expected Result/Impact:</b> Higher numbers of students in debate and public speaking contest <b>Staff Responsible for Monitoring:</b> UIL coordinator	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 5:</b> Have more students participate in the on-line competitions held in the Fall and Spring . (Texas and Virtual Challenge). <b>Strategy's Expected Result/Impact:</b> More participation <b>Staff Responsible for Monitoring:</b> UIL coordinator	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 6:</b> Make sure students are aware that they can qualify for TILF scholarships if they make it to State level competition. <b>Strategy's Expected Result/Impact:</b> More participation More regional and state qualifiers <b>Staff Responsible for Monitoring:</b> UIL Coordinator	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<b>Strategy 7:</b> Stress the "TEAM" concept <b>Strategy's Expected Result/Impact:</b> More participation <b>Staff Responsible for Monitoring:</b> UIL Coordinator	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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**Goal 4: LEADERSHIP:** Hamshire-Fannett ISD will increase the quality of extra- and co-curricular programs as measured by participation, diversity of programs, and funding.





**Performance Objective 2:** Increase students advancing to Academic UIL regional and state competition by 10 % by June of 2021

<b>Strategy 1:</b> Require that all sponsors keep a log of practice days, time spent, and who attended. Requiring accountability should increase practice times and result in more success. <b>Strategy's Expected Result/Impact:</b> None <b>Staff Responsible for Monitoring:</b> Campus administrators, UIL academic department head	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 2:</b> Have more students participate in the on-line competitions held in the Fall and Spring ( Best of Texas and Virtual Challenge). <b>Strategy's Expected Result/Impact:</b> None <b>Staff Responsible for Monitoring:</b> Campus administrators, UIL academic department head	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 3:</b> Make sure all students are aware that they will qualify to apply for TILF Scholarships only if they make it to the State level of competition. <b>Strategy's Expected Result/Impact:</b> None <b>Staff Responsible for Monitoring:</b> Campus administrators, UIL academic department head	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 4:</b> Stress the TEAMÃ,Â concept! To win district it will take the contributions of many. <b>Strategy's Expected Result/Impact:</b> None <b>Staff Responsible for Monitoring:</b> Campus administrators, UIL academic department head	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 5:</b> Add an Academic Team Booster Club to increase funding possibilities. <b>Strategy's Expected Result/Impact:</b> Increased Funding More participation <b>Staff Responsible for Monitoring:</b> Academic UIL Sponsor	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Goal 4: LEADERSHIP:** Hamshire-Fannett ISD will increase the quality of extra- and co-curricular programs as measured by participation, diversity of programs, and funding.

**Performance Objective 3:** Increase participation rates of students in all Athletic UIL activities by 10% by June 2021

**Evaluation Data Sources:** Member of UIL sports teams

<b>Strategy 1:</b> Continue to offer summer programs to keep students involved around the school setting and the coaches <b>Strategy's Expected Result/Impact:</b> Increased participation in all athletic events <b>Staff Responsible for Monitoring:</b> Athletic Director Coaches	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Middle School coaches will encourage and motivate students to participate in multiple sports <b>Strategy's Expected Result/Impact:</b> Increased participation in all athletic events <b>Staff Responsible for Monitoring:</b> Middle School coaches Athletic Director	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Recruit the hallways. Create fan of the week awards and promote sports through social media and local media.. <b>Strategy's Expected Result/Impact:</b> Increased participation and enthusiasm for our sports teams <b>Staff Responsible for Monitoring:</b> Athletic Director Coaches Administrators	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div> <div> 0% No Progress</div> <div> 100% Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

**Goal 4: LEADERSHIP:** Hamshire-Fannett ISD will increase the quality of extra- and co-curricular programs as measured by participation, diversity of programs, and funding.

**Performance Objective 4:** Identify and increase the number of CTE organizations available for each CTE cluster.

**Evaluation Data Sources:** Number of students in each CTE organization





<b>Strategy 1:</b> Provide stipends for teacher and co-sponsors involved with CTSOs and competitive events and funding for membership dues for the 2020-2021 school year. <b>Strategy's Expected Result/Impact:</b> Increase student opportunities in CTSOs  Adding CTSO's for Business, Education, and Health Science <b>Staff Responsible for Monitoring:</b> District and campus administration, CTE teachers <b>Funding Sources:</b> - 199 - CTE: State - \$12,000	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Provide funding for competitive events to include travel and entry expenses <b>Strategy's Expected Result/Impact:</b> Increase student opportunities for college and career readiness, person/growth and career success <b>Staff Responsible for Monitoring:</b> District and campus administration, CTE teachers <b>Funding Sources:</b> - 199 - CTE: State - \$11,500	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Provide membership for Teacher/CTSOs sponsor to professional educator organizations related to their assignment <b>Strategy's Expected Result/Impact:</b> Provide teachers with information and tools for success in promoting leadership and career opportunities through CTSOs <b>Staff Responsible for Monitoring:</b> District and campus administration, CTE teachers <b>Funding Sources:</b> - 199 - CTE: State - \$1,500	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Provide funding for CTSOs conferences, workshops and conventions <b>Strategy's Expected Result/Impact:</b> Increase student knowledge, leadership opportunities within the CTSOs <b>Staff Responsible for Monitoring:</b> District and campus administration, CTE teachers <b>Funding Sources:</b> - 199 - CTE: State	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 5:</b> Provide funding for Teacher/sponsor to attend district, area and state in-service related to their teaching assignments and CTSOs <b>Strategy's Expected Result/Impact:</b> Provide professional development for training dedicated, enthusiastic CTSO sponsors <b>Staff Responsible for Monitoring:</b> District and campus administration, CTE teachers <b>Funding Sources:</b> - 199 - CTE: State - \$3,800	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Goal 4: LEADERSHIP:** Hamshire-Fannett ISD will increase the quality of extra- and co-curricular programs as measured by participation, diversity of programs, and funding.

**Performance Objective 5:** Increase the participation rate of the band on all campuses by 10% by June 2021

**Evaluation Data Sources:** Class Rosters





<b>Strategy 1:</b> Recruiting by performing for the 5th grade classes, hosting a "Petting Zoo" of instruments, and visiting the 5th grade classes monthly. We will also, audition every 5th grader on every instrument before the end of the year. <b>Strategy's Expected Result/Impact:</b> Increase in band enrollment and retention from year to year. <b>Staff Responsible for Monitoring:</b> All band teachers and directors, Campus principals, District Administrators	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 2:</b> Add 8th grade marchers to the high school marching band. This will allow for students to gain increase their knowledge in marching skills and help with retention rates going from middle school to high school. This will also increase the marching band size to be more competitive at UIL marching competition and invitational meets. <b>Strategy's Expected Result/Impact:</b> Increase in band enrollment and retention from year to year. <b>Staff Responsible for Monitoring:</b> All band teachers and directors, Campus principals, District Administrators	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 3:</b> Work on increasing budget so that we can make yearly purchase of instruments to replace and increase inventory to be able to have more to offer for the disadvantaged in our community so that anyone can be in band if the so desire. <b>Strategy's Expected Result/Impact:</b> Increase in band enrollment and retention from year to year. <b>Staff Responsible for Monitoring:</b> All band teachers and directors, Campus principals, District Administrators	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 4:</b> Work on increasing the bands knowledge of intonation, balance and precision so that they can attain the goals they set as individuals as well as a group. This will also spark more interest to join band to be a part of an award winning organization. <b>Strategy's Expected Result/Impact:</b> Increase in band enrollment and retention from year to year. <b>Staff Responsible for Monitoring:</b> All band teachers and directors, Campus principals, District Administrators	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 5:</b> Work on increasing knowledge about band scholarships in college and how to attain them. Help build repertoire needed for auditions and how to get the most amount for their efforts so everyone can better opportunities for a higher education after graduation. <b>Strategy's Expected Result/Impact:</b> Increase in band enrollment and retention from year to year. <b>Staff Responsible for Monitoring:</b> All band teachers and directors, Campus principals, District Administrators	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 6:</b> Have more involvement in ATSSB, TMEA and UIL Solo and Ensemble Contest <b>Strategy's Expected Result/Impact:</b> Increase in band enrollment and retention from year to year. <b>Staff Responsible for Monitoring:</b> All band teachers and directors, Campus principals, District Administrators	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 7:</b> Find workshops and concert/clinics for students to participate in. <b>Strategy's Expected Result/Impact:</b> Increase in band enrollment and retention from year to year. <b>Staff Responsible for Monitoring:</b> All band teachers and directors,	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June

<b>Strategy 8:</b> Attend a music festival in the Spring time as an educational trip <b>Strategy's Expected Result/Impact:</b> Increase in band enrollment and retention from year to year. <b>Staff Responsible for Monitoring:</b> All band teachers and directors,	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 9:</b> Attend a couple of Pre-UIL events to help better prepare for actual UIL competition <b>Strategy's Expected Result/Impact:</b> Increase in band enrollment and retention from year to year. <b>Staff Responsible for Monitoring:</b> All band teachers and directors,	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

**Goal 4: LEADERSHIP:** Hamshire-Fannett ISD will increase the quality of extra- and co-curricular programs as measured by participation, diversity of programs, and funding.

**Performance Objective 6:** Increase the participation rate of the choir on all campuses by 10% by June 2021

**Evaluation Data Sources:** Class Rosters

<b>Strategy 1:</b> Recruiting by performing for 5th grade classes to show the type of music learned in class, have current members answer any questions other students may have about what all is done in choir. <b>Strategy's Expected Result/Impact:</b> Increased number of students participating in choir. UIL events <b>Staff Responsible for Monitoring:</b> Choir teacher, Campus administrators	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 2:</b> Provide ample performance opportunities in the school and community where students can see and hear how the choir is doing and answer any questions that students may have about the program. <b>Strategy's Expected Result/Impact:</b> Increased number of students participating in choir. UIL events <b>Staff Responsible for Monitoring:</b> Choir teacher, Campus administrators	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				