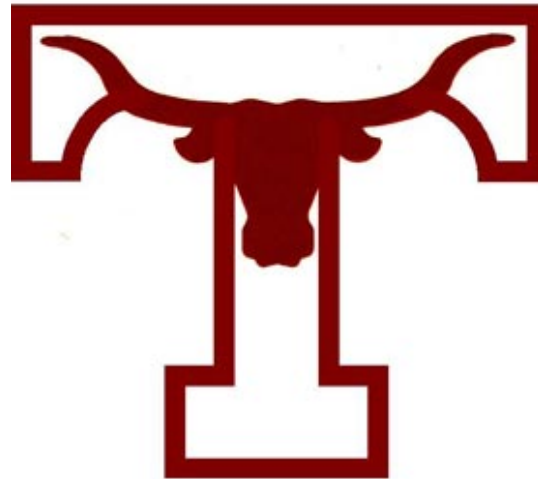


# **Tarkington Independent School District**

## **District Improvement Plan**

**2023-2024**



# Mission Statement

Tarkington ISD's mission is to empower, support, and inspire our students to achieve academic success and to pursue excellence in all aspects of learning so they may live purposeful and productive lives.

## Core Values

1. Integrity: The quality of being honest, respectful and having strong moral principles
2. Accountability: Accept responsibility for your own actions
3. Pursuit of Excellence: To give your best effort at all times
4. Courage: Having the strength to do the right thing

## Priority Guiding Statements

1. TISD will recruit, support, and retain high quality teachers and staff.
2. Our students will read on grade level or higher by the beginning of 3rd grade and will remain on grade level or higher until graduation.
3. TISD will provide career exploration opportunities for students so they have a better idea of opportunities after graduation.
4. TISD students will graduate college and or career, and life ready.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

23-24 School Year (data provided per Edugence on 11/01/23)

**TOTAL ENROLLMENT** = 1928 students (TECS = 186 / TES = 780 / TMS = 411 / THS = 551)

White = 1458 (76%), Hispanic = 368 (19%), 2 or more Ethnicities = 77 (4%), African American = 14 (0.7%), American Indian = 8 (0.4%),

Asian = 2 (0.1%), Pacific Islander = 1 (0.05%)

GENDER: Male = 969 students (50.26%) / Female = 959 students (49.74%)

ECO DIS: Free = 918 students (51.56%) / Reduced = 918 students (5.45%)

EB (Emergent Bilingual): ESL = 112 (5.81%)

SPECIAL ED: 299 students (16.52%)

### Demographics Strengths

Did NOT have to file for ESL waiver from TEA this year, as all EB students in ELAR classes with ESL certified teachers.

ALL district staff will be receiving Sheltered Instruction PD Training in December 2023.

All district teachers in Math, Science, and Social Studies content areas will be encouraged to earn their ESL certification in the 24-25 school year.

Will begin providing ESL summer school as required by Title III requirements, in the 2023-2024 school year.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** TISD does not employ staff members that are bilingual and are therefore unable to translate to parents that speak languages other than English. **Root Cause:** TISD has not had this need in prior years.

# 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
- SAT and/or ACT assessment data
- PSAT

## **Employee Data**

- State certified and high quality staff data
- Campus leadership data
- Professional development needs assessment data

# Goals

**Goal 1:** Tarkington ISD will recruit, support, and retain high quality teachers and staff (District Priority Guiding Statement).

**Performance Objective 1:** Tarkington ISD will recruit high quality teachers that hold the appropriate certifications per TEA guidelines.

**HB3 Goal**

**Evaluation Data Sources:** Employee certification records for all staff, recruitment data

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue this performance objective and strategy for the 2024-2025 school year .

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> District and campus staff will attend at least 2 job fairs per semester with the goal of teacher recruitment.</p> <p><b>Strategy's Expected Result/Impact:</b> Recruit teachers that already have their certifications per TEA guidelines.</p> <p><b>Staff Responsible for Monitoring:</b> Human Resources Supervisor, Campus Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

**Goal 1:** Tarkington ISD will recruit, support, and retain high quality teachers and staff (District Priority Guiding Statement).

**Performance Objective 2:** Tarkington ISD will support and retain high quality teachers through campus/district mentor programs and providing on-going professional development to improve student learning. Retention rate of employees will increase by 10%.

**HB3 Goal**









**Evaluation Data Sources:** Maintain records of observation logs, mentor reports, sign-in sheets, and PD agendas/calendar, classroom walkthrough data, teacher evaluation data, staff retention data

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Continue this performance objective and all four strategies for the upcoming school year (2024-2025).

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Develop and implement mentor programs to support new teachers. <b>Strategy's Expected Result/Impact:</b> Increase in staff retention, teacher performance and student achievement <b>Staff Responsible for Monitoring:</b> Campus Administrators, Human Resources Supervisor, Director of Curriculum and Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Professional development sessions will be provided to all teachers and staff members throughout the school year. <b>Strategy's Expected Result/Impact:</b> Increase in staff retention, teacher performance and student achievement <b>Staff Responsible for Monitoring:</b> Campus Administrators, Director of Curriculum and Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Continue to review salaries/pay scales to ensure they are comparable and competitive with like, neighboring districts. <b>Strategy's Expected Result/Impact:</b> Increase in staff retention and recruitment efforts <b>Staff Responsible for Monitoring:</b> Chief Financial Officer, Human Resources Supervisor	Formative			Summative
	Nov	Jan	Mar	June



Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Adopt a four day school week for students to allow time for teachers to plan and attend professional development on Fridays.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in staff retention and recruitment efforts</p> <p><b>Staff Responsible for Monitoring:</b> Human Resources Supervisor</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2:** By August 2024, students will increase overall STAAR/EOC meets level performance by 5% in all grades and core content areas (ELA, Math, Science, SS).

**Performance Objective 1:** Students will read on grade level or higher by the beginning of the 3rd grade and will remain on grade level or higher until graduation (District Priority Guiding Statement).

**HB3 Goal**


**Evaluation Data Sources:** TISD assessment data

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** A comparison of 22-23 vs. 23-24 STAAR/EOC scores at the "MEETS" performance level shows the following changes; Reading across all grade levels decreased by 3%, Math decreased by 10%, Science decreased by 6% overall, and Social Studies increased by 2%.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement early reading assessments in grades PK-2nd (Circle, TX-KEA, TPRI).  <b>Strategy's Expected Result/Impact:</b> Improved literacy and reading levels of students  <b>Staff Responsible for Monitoring:</b> Campus Principal, Instructional Coaches, K-2nd Grade Teachers, Director of Curriculum and Instruction, Director of Assessment and Accountability</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Create benchmarks and Curriculum Based Assessments (CBA) district-wide for students in grades 3-8 and EOC tested subjects.  <b>Strategy's Expected Result/Impact:</b> Increased student achievement and academic growth for each student  <b>Staff Responsible for Monitoring:</b> Campus Administrators, Director of Curriculum and Instruction, Director of Assessment and Accountability</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Utilize Professional Learning Communities (PLC) to review data, strategically plan and design lessons that incorporate best practices and strategies.  <b>Strategy's Expected Result/Impact:</b> Structured support for instructional planning and implementation of strategies, planning days built into the school calendar  <b>Staff Responsible for Monitoring:</b> Campus Administrators, Teachers, Instructional Coaches, Director of Curriculum and Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

**Goal 2:** By August 2024, students will increase overall STAAR/EOC meets level performance by 5% in all grades and core content areas (ELA, Math, Science, SS).

**Performance Objective 2:** Provide prescriptive instructional services and interventions to address identified student needs.

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** Intervention/tutoring documentation

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Train all campuses regarding expectations so district wide uniformity can occur.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement data review process to guide instructional adjustments/interventions in the classroom after each curriculum based assessment and reading leveling window (elementary only).  <b>Strategy's Expected Result/Impact:</b> Increased student achievement and academic growth for each student  <b>Staff Responsible for Monitoring:</b> Campus Administrators, Teachers, Director of Curriculum and Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide campuses with supplemental prescriptive programs to address individual student needs.  <b>Strategy's Expected Result/Impact:</b> Purchase of programs needed to increase student achievement, student progress in reading and math  <b>Staff Responsible for Monitoring:</b> Campus Principals, Director of Curriculum &amp; Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2:** By August 2024, students will increase overall STAAR/EOC meets level performance by 5% in all grades and core content areas (ELA, Math, Science, SS).









**Performance Objective 3:** Tarkington ISD will provide career exploration opportunities for students so they have a better idea of opportunities after graduation (District Priority Guiding Statement).

**HB3 Goal**

**Evaluation Data Sources:** Copies of parent flyers, parent communications, presentations from presenters

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue the goal of teaching students their options for their future career pathways.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Counselors will schedule at least one career day activity on all four campuses, in which students will experience various future career options. <b>Staff Responsible for Monitoring:</b> Campus Administration, Teachers, Counselors, Director of Special Programs	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** By August 2024, students will increase overall STAAR/EOC meets level performance by 5% in all grades and core content areas (ELA, Math, Science, SS).









**Performance Objective 4:** The students at Tarkington ISD will graduate college, and / or career, and life ready (District Priority Guiding Statement).

**HB3 Goal**

**Evaluation Data Sources:** College acceptance, Programs of Study completion

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Continue the goal of teaching students their options for their future career pathways.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> TISD students from all four campuses, will participate in the annual "Generation Texas Week" designed to motivate students to pursue higher education and training after high school. <b>Strategy's Expected Result/Impact:</b> Increased enrollment in colleges <b>Staff Responsible for Monitoring:</b> Campus Administration, Teachers, Counselors, Director of Special Programs	Formative			Summative
	Nov	Jan	Mar	June
	 50%	 100%	 100%	 100%
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** By August 2024, students will increase overall STAAR/EOC meets level performance by 5% in all grades and core content areas (ELA, Math, Science, SS).









**Performance Objective 5:** Instructional technology will be incorporated to increase the effectiveness of teaching and learning.

**HB3 Goal**

**Evaluation Data Sources:** Campus technology inventory, purchase orders

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** There has been progress made towards this goal, however TISD is still needs improvement in the specific area of instructional technology.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Update and improve technology hardware and software applications for teaching and learning. <b>Strategy's Expected Result/Impact:</b> increased technology usage <b>Staff Responsible for Monitoring:</b> Campus Administration, Director of Technology	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				









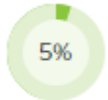



**Goal 3:** By August 2024, Tarkington ISD will provide a safe, disciplined and healthy environment on all campuses and district facilities that promotes and supports student learning resulting in an increase of 4% in attendance rate, successful safety audits, and a decrease of 5% in discipline referrals.

**Performance Objective 1:** Tarkington ISD will continue to ensure the safety of students, staff, parents, and community members.

**Evaluation Data Sources:** Safety audit reports, exterior door check spreadsheet, School Check-In reports

**Summative Evaluation:** No progress made toward meeting Objective

**Next Year's Recommendation:** There was no change in attendance rates from the 22-23 to the 23-24 school year; the avg. weekly attendance rate for 22-23 was 94.75% for both years. In the area of discipline referrals;, there were 472 discipline referrals in school year 22-23 and 535 in the 23-24 school year, which is a 6% increase.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement School Check-In program and replace/update security cameras to provide safe school environments. <b>Strategy's Expected Result/Impact:</b> Safe schools and district facilities <b>Staff Responsible for Monitoring:</b> Campus Administration, Director of Technology, Director of School and Student Services	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> School Safety drills completed monthly for emergency preparedness. <b>Strategy's Expected Result/Impact:</b> Safety and emergency preparedness <b>Staff Responsible for Monitoring:</b> Campus Administration, Director of School and Student Services	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Develop, implement, and train all staff on the Emergency Management Operations Plan. <b>Strategy's Expected Result/Impact:</b> Emergency preparedness <b>Staff Responsible for Monitoring:</b> Director of School and Student Services	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				



Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Training for staff and administrators on Edugence to enter and monitor discipline and attendance data effectively.</p> <p><b>Strategy's Expected Result/Impact:</b> Accurate reporting of discipline and attendance data, decrease in PEIMS errors</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Director of Technology, Director of School and Student Services, PEIMS Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Hire a School Resource Officer at each of the four campuses.</p> <p><b>Strategy's Expected Result/Impact:</b> Safety and emergency preparedness</p> <p><b>Staff Responsible for Monitoring:</b> Director of School and Student Services</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** By August 2024, Tarkington ISD will provide a safe, disciplined and healthy environment on all campuses and district facilities that promotes and supports student learning resulting in an increase of 4% in attendance rate, successful safety audits, and a decrease of 5% in discipline referrals.

**Performance Objective 2:** Tarkington ISD will continue to provide guidance and counseling services as outlined in the Texas Model for For Comprehensive School Counseling Programs, 5th Edition, specifically covering the areas of trauma informed care for both students and staff.

**Evaluation Data Sources:** Counselor case management as documented in counseling time-management program SCUTA  
Guidance lesson documentation, Quaver SEL program lesson plans

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** This performance objective and strategies will continue for the 2024-2025 school year.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Counselors provide trauma-informed care as necessary to enable teachers and students to deescalate and provide trauma-informed services.</p> <p><b>Strategy's Expected Result/Impact:</b> Decreased behavior incidents and threat assessments</p> <p><b>Staff Responsible for Monitoring:</b> Campus Counselors, Campus Administration, Director of Special Programs</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> 100% of campus staff members will continue to receive training regarding crisis management, specifically trauma-informed care are through the EduHero module assigned at the beginning of each school year.</p> <p><b>Strategy's Expected Result/Impact:</b> All campus staff will be familiar with trauma informed care practices.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Director of Special Programs</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Implement Texas Child Health Access through Telemedicine (TCHAT) to refer students for trauma informed care.</p> <p><b>Strategy's Expected Result/Impact:</b> Decreased behavior incidents and threat assessments</p> <p><b>Staff Responsible for Monitoring:</b> Director of Special Programs, Campus Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				









**Goal 3:** By August 2024, Tarkington ISD will provide a safe, disciplined and healthy environment on all campuses and district facilities that promotes and supports student learning resulting in an increase of 4% in attendance rate, successful safety audits, and a decrease of 5% in discipline referrals.

**Performance Objective 3:** Create and utilize a Threat Assessment Team to assess and address the seriousness of violent threats when students make a violent or terroristic threat.

**Evaluation Data Sources:** Violent threat assessment procedures and documentation

**Summative Evaluation:** No progress made toward meeting Objective

**Next Year's Recommendation:** The Director of School & Student Services attended a conference in June 2024 in which TEA informed re: a online platform being developed to house all "Threat Assessment, etc., resources" coming in July 2024.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The counselors and newly appointed District Administrator will meet to review and confirm the procedures and team process for student or staff violent threats that occur.</p> <p><b>Strategy's Expected Result/Impact:</b> Emergency procedure preparedness</p> <p><b>Staff Responsible for Monitoring:</b> Campus Counselors, Director of Special Programs, Director of School and Student Services</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** By August 2024, Tarkington ISD will provide a safe, disciplined and healthy environment on all campuses and district facilities that promotes and supports student learning resulting in an increase of 4% in attendance rate, successful safety audits, and a decrease of 5% in discipline referrals.

**Performance Objective 4:** Campus staff will continue to provide training and support to address the following topics; bullying, drug prevention, human trafficking, teen dating violence, and suicide awareness.

**Evaluation Data Sources:** EduHero training certificates, publications

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Per Texas legislative requirements, this performance objective and strategies will continue for the 2024-2025 school year.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> 100% of campus staff will receive training through the EduHero modules addressing the following topics; bullying, drug prevention, human trafficking, teen dating violence, and suicide awareness.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be informed regarding the topics in the list.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Director of Special Programs</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Counselors will schedule and implement annual "Drug Awareness Week" with a specific focus area each year, on all four campuses. This week will be conducted annually according to the state/national calendar dates.</p> <p><b>Strategy's Expected Result/Impact:</b> Students, staff, parents, and community members will be presented with the latest information about the area of focus for that year.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Counselors, Campus Administration, Director of Special Programs</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Utilize STOPit, an online anonymous reporting system that is designed to deter bullying, discrimination and other inappropriate or unsafe behaviors.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease in harmful and inappropriate behavior</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators, Director of School and Student Services</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				


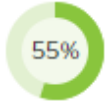






**Goal 4:** TISD will continue to build the foundation between the school, and the parents. To build this bridge the district will increase the number of family engagement activities for the 23-24 school year over the prior school year by 3%.

**Performance Objective 1:** Promote and support parent and family engagement to strengthen the home and school connection.

**Evaluation Data Sources:** Event flyers, sign-in sheets, feedback surveys/forms, attendance numbers

**Summative Evaluation:** Met Objective

**Next Year's Recommendation:** Strong family and community engagement will always be a necessary objective for schools for focus on, therefore this goal will remain for the 2024-2025 school year.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All campuses will engage parents/families in at least 2 workshops/educational nights to provide opportunities to support student learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Stronger parent/school connection, parents have a better understanding how to support their child(ren) at home in academia</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Director of Special Programs</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				