

Argyle ISD
District Improvement Plan
2024 - 2025



INSTRUCTION ACTION PLAN

CHARACTER DEVELOPMENT AND SAFETY ACTION PLAN

FACILITIES AND LEARNING SPACES ACTION PLAN

ATTRACTING, RETAINING, AND TRAINING STAFF ACTION PLAN

FISCAL RESPONSIBILITY ACTION PLAN

INSTRUCTION ACTION PLAN

Strategy 1:

We will develop and implement engaging, innovative, and rigorous curriculum and instruction that will optimize learning. We will adopt a system-wide approach to prepare students for college, careers, and beyond academics.

Specific Result 1: Maintain a district-wide curriculum that will optimize learning while engaging students in developmentally appropriate content.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Annually review and revise the district-created, developmentally appropriate, real-world, and 21st-century curriculum that is rigorous and well-planned but driven by learning goals and outcomes. The curriculum should also guarantee mastery of basic and advanced skills at all levels while requiring higher-order thinking processes.	Asst Superintendent of C&I Campus Principals Teachers	August 2024	July 2025	Ongoing
2	Continue to utilize curriculum writing teams per campus to collaborate and partner with the Assistant Superintendent of C&I to maintain continuity of curriculum across all grades and campuses.	Asst Superintendent of C&I Campus Principals Curriculum Coordinators	August 2024	July 2025	Ongoing
3	Annually, based on the most recent data, identify areas of strength and weakness for each subject/grade level in an effort to decrease learning gaps in each specific area.	Asst Superintendent of C&I Campus Principals Curriculum Coordinators	August 2024	July 2025	Ongoing

4	Annually review and study data, making necessary adjustments to the plan to increase AHS student performance on AP exams and college preparatory exams such as ACT & SAT.	Asst Superintendent of C&I High School Principal (Lead)	August 2024	July 2025	Ongoing
5	Annually, consider course offerings in grades 6-8 that minimize busing to the high school.	Asst Superintendent of C&I Middle School Principal (Lead)	August 2024	July 2025	Ongoing
6	Continue to expand elective offerings in grades 6-12 to include a wider variety of offerings that reflect student interests. In addition to course selection sheets, survey students to see what courses they are interested in taking. Research other school district middle and high schools (with similar students as AISD) to see what courses are offered.	Asst Superintendent of C&I Middle School Principal (Lead for MS campus) High School Principal (Lead for HS campus)	August 2024	July 2025	Ongoing

Strategy 1:

We will develop and implement engaging, innovative, and rigorous curriculum and instruction that will optimize learning. We will adopt a system-wide approach to prepare students for college, careers, and beyond academics.

Specific Result 2:

Cultivate a district-wide curriculum alignment that supports content that includes student choice, inquiry, problem-solving, critical thinking, and research to support lifelong learners in an ever-changing world.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Continue to utilize an established system for vertical and horizontal alignment of curriculum K-12.	Asst Superintendent of C&I	August 2024	July 2025	Ongoing
2	Continue to promote the use of common vocabulary across grade levels and subjects to deepen the understanding of content and learning.	Asst Superintendent of C&I Curriculum Coordinators Teachers	August 2024	July 2025	Ongoing
3	Continue to utilize experts by content, PK-5 and 6-12, who will collaborate with staff and administration to enhance content-specific learning and communication.	Asst Superintendent of C&I	August 2024	July 2025	Ongoing
4	Continue to utilize Curriculum Coordinators to work with teachers to facilitate cross-curricular integration throughout grades K-12.	Asst Superintendent of C&I Curriculum Coordinators	August 2024	July 2025	Ongoing

5	Continue to study and make necessary adjustments to campus master schedules to support maximum learning and collaboration through Professional Learning Communities.	Asst Superintendent of C&I Campus Principals	January 2024	July 2025	Ongoing
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Strategy 1:

We will develop and implement engaging, innovative, and rigorous curriculum and instruction that will optimize learning. We will adopt a system-wide approach to prepare students for college, careers, and beyond academics.

Specific Result 3:

Continue to Integrate developmentally appropriate differentiation strategies to optimize student engagement, understanding, and depth of learning.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Continue to utilize a variety of data including formative and summative assessments to differentiate instruction by maximizing the use of Eduphoria.	Asst Superintendent of C&I Campus Principals Teachers	August 2024	June 2025	Ongoing
2	Continue to employ best practice methods to create lessons that promote the best possible learning outcomes for all students, including English Language Learners.	Coordinator of ESL Teachers	August 2024	June 2025	Ongoing
3	Continue to differentiate by using intentional student groupings to honor individual differences in learning and understanding.	Teachers Campus Principals	August 2024	June 2025	Ongoing
4	Continue to utilize a framework of reading and writing curriculum across all English Language Arts Classes in K-8 to develop lifelong habits of reading, writing, and independence.	Asst Superintendent of C&I Coordinators of ELA PK-5, 6-8	August 2024	May 2025	Ongoing
5	Continue to utilize training by Lead4Ward for campus administrators in the areas of data desegregation and accountability.	Asst Superintendent of C&I	August 2024	July 2025	Ongoing

Strategy 1:

We will develop and implement engaging, innovative, and rigorous curriculum and instruction that will optimize learning. We will adopt a system-wide approach to prepare students for college, careers, and beyond academics.

Specific Result 4:

Continue to integrate a professional development program to facilitate content-specific instruction as well as areas of digital literacy, lesson design, flexible grouping, and best practices.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Continue to utilize a district-developed, district-wide curriculum that is aligned both horizontally and vertically in all core subjects.	Asst Superintendent of C&I District Curriculum Coord	August 2024	May 2025	Ongoing
2	Continue to utilize a district-wide curriculum that is aligned both horizontally and vertically in all elective subjects.	Asst Superintendent of C&I Campus Lead Teachers	August 2024	May 2025	Ongoing
3	Continue to provide teachers opportunity and time to research, collaborate, and plan content area curriculum and lessons that are engaging and developmentally appropriate.	Asst Superintendent of C&I Campus Principals	August 2024	July 2025	Ongoing
4	Campus administrators will continue to collaborate with teachers on how to use data to drive instruction.	Campus Principals	August 2024	June 2025	Ongoing

Strategy 1:

We will develop and implement engaging, innovative, and rigorous curriculum and instruction that will optimize learning. We will adopt a system-wide approach to prepare students for college, careers, and beyond academics.

Specific Result 5:

Maintain a state accountability rating of “A” for the district.

Strategy 1:

We will develop and implement engaging, innovative, and rigorous curriculum and instruction that will optimize learning. We will adopt a system-wide approach to prepare students for college, careers, and beyond academics.

Specific Result 6:

Evaluate, update, and implement emerging technology and technology-based curriculum in the classroom by budgeting necessary resources and ensuring teacher accountability.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Create a webpage regarding best practices for cyber safety for students and parents	CTO Communications Director	September 2024	May 2025	Ongoing
2	Communicate with campus trainers to determine what factors are most important for new technology when considering classroom upgrades, i.e. ease of use, how easy to integrate, sustainability, etc.	CTO	September 2024	May 2025	Ongoing
3	Form a district technology committee to discuss problems and make suggestions; meet with the Tech department to give input into budget, and new technology	Campus Principal Campus Technology Trainer	September 2024	May 2025	Ongoing

		CTO			
4	<p>Define communication channels regarding technology</p> <ul style="list-style-type: none"> • Technology staff will visit campuses regularly • Campus administration will submit technology needs in the Spring for the following year • Campus technology trainers receive new tools first and give feedback • Communication centrally flows through a help desk position 	<p>Technology Staff</p> <p>Campus Principal</p>	September 2024	May 2025	Ongoing
5	Continue to identify technology proficiencies appropriate to Argyle ISD.	<p>Asst Superintendent of C&I</p> <p>CTO</p>	August 2024	July 2025	Ongoing
6	<p>Continue to implement the previously developed plan to assess technology proficiencies.</p> <ul style="list-style-type: none"> • T-TESS, Goal by end of school - Google I Certification 	<p>Asst Superintendent of C&I</p> <p>CTO</p>	September 2024	May 2025	Ongoing
7	Continue to provide professional development related to technology and integration.	Asst Superintendent of C&I	August 2024	July 2025	Ongoing
8	Continue to provide learning time on teacher workdays for instructors to plan for the implementation of new technology.	<p>Asst Superintendent of C&I</p> <p>Principals</p>	August 2024	May 2025	Ongoing

9	Continue to designate specific blocks of time on teacher workdays for group technology training.	Asst Superintendent of C&I Principals	August 2024	May 2025	Ongoing
10	Continue to communicate traditional, online, and regional technology training that is offered.	Asst Superintendent of C&I	August 2024	May 2025	Ongoing
11	Continually monitor security standards.	CTO	September 2024	May 2025	Ongoing

CHARACTER DEVELOPMENT AND SAFETY ACTION PLAN

Strategy 2:

We will create a culture that fosters positive character development and supports the safety of all.

Specific Result 1:

A comprehensive, developmental guidance and counseling program will be maintained that prioritizes the safety needs of the population that each campus serves.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Continue to collaborate with a school counseling coordinator to guide and support counselors in the continued planning, development, and implementation of a comprehensive developmental guidance and counseling program at each campus, especially as AISD grows.	Asst Superintendent of C&I	August 2024	July 2025	Ongoing
2	Counselor(s) at each campus will continue to provide individual and group counseling services to the campus population.	Counselors	August 2024	May 2025	Ongoing
3	Continue to provide adequate counseling staff at each campus.	Superintendent	August 2024	July 2025	Ongoing
4	Continue to provide specified time for school counselors to meet as a group at the beginning, middle, and end of the school year to discuss the needs, resources, planning, and implementation of the district's	Asst Superintendent of C&I Counseling Coordinator	August 2024	May 2025	Ongoing

	comprehensive developmental, guidance and counseling program at each level.				
5	Continue to provide time and training funds for counselors to participate in in-service programs that support the district mission.	Asst Superintendent of C&I	August 2024	July 2025	Ongoing
6	Continue to evaluate the counseling program annually and make appropriate adjustments.	Asst Superintendent of C&I Principals	August 2024	May 2025	Ongoing
7	Provide crisis coordination services and counseling services for mental health issues.	Crisis Counselor	August 2024	May 2025	Ongoing

Strategy 2:

We will create a culture that fosters positive character development and supports the safety of all.

Specific Result 2:

The AISD counseling program will be accessible and publicized.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	School Counselors at each AISD campus will continue to maintain a current web presence and website that details information and resources of each campus counseling program.	Counselors Principals	August 2024	July 2025	Ongoing
2	Continue to provide technical support to counselors as needed	Technology Specialist	August 2024	July 2025	Ongoing

	throughout the school year to ensure information is current and relevant.	Campus Trainer			
3	Continue to provide technical support to counselors as needed throughout the school year to ensure information is current and relevant.	Technology Specialist Campus Trainer	August 2024	July 2025	Ongoing
4	Continue to Identify who the counselors are on the home page of each campus website.	Counselors Principals Technology Specialist	August 2024	July 2025	Ongoing
5	Continually update events and information on the counselor's website each quarter or more frequently if needed. (This could be done by a volunteer or staff member)	Counselors Technology Specialist	August 2024	July 2025	Ongoing
6	Maintain a list of professional referral contacts in the community.	Counselors	August 2024	July 2025	Ongoing
7	Continue to conduct sessions for students, parents, and community members detailing resources, referrals, and counseling program services.	Counselors	August 2024	July 2025	Ongoing
8	Build and maintain positive relationships with campus populations.	Counselors	August 2024	July 2025	Ongoing
9	Utilize social media, Insights magazine, class newsletters, and websites to publish information regarding the counseling program.	Counselors PR Director	August 2024	July 2025	Ongoing

Strategy 2:

We will create a culture that fosters positive character development and supports the safety of all.

Specific Result 3:

A comprehensive character education program will be established that is consistent across AISD campuses.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Annually, designate a group of individuals from each campus to develop a program that uses consistent practices, language, and themes district-wide (teachers, students, counselors, parents, administrators, community members.)	Principals Counselors - (Lead)	August 2024	May 2025	Ongoing
2	Campus counseling curriculum will include the character traits legislated through HB 1026. One trait will be focused on each month of the school year.	Principals Counselors - (Lead)	August 2024	May 2025	Ongoing
3	Teachers, administrators, and students will recognize and practice designated character traits each month.	Principals Counselors - (Lead)	August 2024	May 2025	Ongoing
4	Traits and other information regarding the character education program will be communicated to parents and the community throughout the school year.	Counselors	August 2024	May 2025	Ongoing

Strategy 2:

We will create a culture that fosters positive character development and supports the safety of all.

Specific Result 4:

A diversity awareness program will be maintained.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Annually, identify the ethnic, cultural, and economic diversification of people in the Argyle ISD community.	Superintendent	August 2024	July 2025	Ongoing
2	Designate a person or group of people at each campus to promote education and awareness of our diverse community.	Principals Cultural Awareness Committee	September 2021	September 2022	September 2022
3	Provide information regarding our diverse population through social media, campus newsletters, ESL newsletter, Insights, and other means as deemed appropriate.	Asst Superintendent of C&I Principals Communications Director ESL District Coordinator	August 2024	May 2025	Ongoing
4	Ensure that posters, decorations, decor, and other public materials are inclusive and diverse in nature and representation.	Communications Director Principals	August 2024	May 2025	Ongoing
5	Define and highlight a variety of nontraditional campus community (students, teachers, staff) successes in addition to athletics, band, and academic/high test score success.	Communications Director Principals	August 2024	May 2025	Ongoing

Strategy 2:

We will create a culture that fosters positive character development and supports the safety of all.

Specific Result 5:

A new student orientation and welcome program will be established at each campus.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Annually, designate individuals responsible for creating a new student welcome and orientation procedure at each campus.	Principals Counselors	August 2022	August 2024	August 2022
2	Throughout the school year, counselors will help students new to the district transition through age-appropriate activities such as: pairing each student with a current student who is willing and has similar interests to tour the school, eat lunch together, and introduce the new student to teachers and other students.	Counselors	August 2024	May 2025	Ongoing
3	Designated individuals will reach out to new families to welcome them and provide information regarding the school district and the community.	Counselors Communications Director	August 2024	May 2025	Ongoing

FACILITIES AND LEARNING SPACES ACTION PLAN**Strategy 3:**

We will continue to monitor, project, and plan for the increasing student population in order to develop new and renovate existing facilities that address safety, technology, and instructional criteria.

Specific Result 1:

Design, develop, and implement new buildings with an emphasis on safety and security and technology infrastructure that are adaptable to an innovative curriculum and instructional model and the evolving needs of our students and rapidly growing community.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Continually update a facility and learning space master plan	Superintendent	September 2024	May 2025	Ongoing
2	Create an applicable maintenance program that aligns with the facility master plan	Deputy Superintendent Maintenance Director	August 2024	May 2025	Ongoing
3	Continue to utilize a bond oversight committee	Superintendent Construction Manager	August 2024	July 2025	Ongoing

Strategy 3:

We will continuously monitor, project, and plan for the increasing student population in order to develop new and renovate existing facilities that address safety, technology, and instructional criteria.

Specific Result 2:

Maintain and upgrade existing facilities with an emphasis on safety and security to ensure they accommodate the needs of all of our students and the ever-changing learning environment.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Create an existing facility improvement timeline and strategy for upkeep based on the facility and learning space master plan	Deputy Superintendent Maintenance Director	August 2024	August 2025	Ongoing
2	Commit bond resources to continual upgrades of existing	Superintendent	August 2022	August 2024	Ongoing

	facilities to ensure all students have access to state-of-the-art programs and facilities.	CFO			
3	Contract services with a custodial service to ensure facilities stay properly cleaned	Superintendent Deputy Superintendent CFO	August 2022	July 2024	Ongoing

Strategy 3:

We will continuously monitor, project, and plan for the increasing student population in order to develop new and renovate existing facilities that address safety, technology, and instructional criteria.

Specific Result 3:

Complete all construction projects within budget.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Keep accurate accounting records of all construction projects, comparing budget to actual expenditures	Construction Manager	August 2022	August 2024	Ongoing

Attracting, Retaining, and Training Staff ACTION PLAN

Strategy 4:

We will provide ongoing recruitment, appraisal, and meaningful, relevant professional development.

Specific Result 1:

Evaluate and improve recruiting, interviewing, hiring, and retention practices.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Continue to utilize a district-wide interview process.	Deputy Superintendent	August 2024	August 2025	Ongoing
2	Utilize developed standardized interview questions and common scenarios via the Teacher Selector assessment.	Deputy Superintendent Campus Principals Directors	August 2024	August 2025	Ongoing
3	View candidate videos.	Deputy Superintendent Campus Principal	August 2024	July 2025	Ongoing
4	Continue to utilize interview teams that include teachers, department heads, and other appropriate staff.	Deputy Superintendent Campus Principal	August 2024	July 2025	Ongoing
5	Continue to utilize a rubric for references and utilize social media and the internet for reference checks.	Deputy Superintendent Campus Principal	August 2024	July 2025	Ongoing
6	Continue to attend job fairs.	Deputy Superintendent	August 2024	May 2025	Ongoing
7	Maintain partnerships with colleges from which AISD recruits.	Deputy Superintendent	August 2024	July 2025	Ongoing
8	Update the website to publicize pertinent facts about Argyle ISD.	Director of Communications	August 2024	July 2025	Ongoing
9	Attend job fairs at the Texas Workforce Commission.	Directors	August 2024	July 2025	Ongoing

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Strategy 4:

We will provide ongoing recruitment, appraisal, and meaningful, relevant professional development.

Specific Result 2:

Evaluate teacher compensation to be competitive with economically similar and high-quality districts.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Implement salary adjustment of a one-time payment of \$1000 for professionals and a one-time payment of \$500 for paraprofessionals and auxiliary employees.	AISD Board Superintendent Deputy Superintendent CFO	July 2024	August 2025	Ongoing
2	Evaluate substitute teacher pay to be competitive with surrounding districts.	AISD Board Superintendent Deputy Superintendent CFO	August 2022	August 2024	August 2022
3	Continue to implement a salary adjustment structure to provide extra pay for team leads, department chairs, and others who perform extra duties with clubs or activities.	AISD Board Superintendent Deputy Superintendent	August 2022	August 2024	August 2022
4	Continue a pay system maintenance process with TASB.	Deputy Superintendent	March 2024	May 2025	Ongoing

Strategy 4:

We will provide ongoing recruitment, appraisal, and meaningful, relevant professional development.

Specific Result 3:

A new teacher/staff mentor program will be maintained.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Continue a mentoring program for new teachers.	Assistant Supt C&I Principals	August 2024	June 2025	Ongoing

Strategy 4:

We will provide ongoing recruitment, appraisal, and meaningful, relevant professional development.

Specific Result 4:

Expand training, curriculum development, and professional development to support increasing identified needs of staff.

1	Continue to expand the responsibilities of the curriculum and instruction department to provide adequate resources to manage and support professional development.	Superintendent Asst Superintendent of C&I Curriculum Coordinators	August 2024	July 2025	Ongoing
2	Continue to implement a rigorous evaluation program to provide encouragement to high achievers and identify underperforming staff and provide support and additional training or implement other appropriate alternatives.	Asst Superintendent of C&I Campus Principals	August 2024	May 2025	Ongoing
3	Continue to provide training and evaluation of teacher aides.	Asst Superintendent of C&I Campus Principals	August 2024	July 2025	Ongoing

FISCAL RESPONSIBILITY ACTION PLAN

Strategy 5:

We will maintain fiscal accountability.

Specific Result 1:

Accounting for expected or projected growth.

#	Action Step	Assigned To	Starting Date	Due Date	Completed
1	Maintain an accurate accounting of opening a new school cost analysis.	CFO	September 2024	Elementary #4 Fall 2025	
2	Review the spring demographic projections and maintain less than a 3% variation.	Superintendent CFO	August 2024	April 2025	
3	Maintain the district's bond rating of Aa3 or higher.	CFO	August 2024	August 2025	
4	Stay within the projected bonding capacity with the guidance of the District's financial advisors.	CFO	August 2024	May 2025	Ongoing

Strategy 5:

We will maintain fiscal accountability.

Specific Result 2:

Reallocate current expenditures to effectively support the strategic goals of the district

1	Annually review strategic action plans for inclusion in the budget planning process.	CFO	November 2024	May 2025 Workshop for Board June 2025 Preliminary Budget	
2	Maintain a balanced budget over a continuous three-year period.	CFO	September 2020	August 2024	Completed

District and Campus Level SCE Expenditures

SCE 2024-2025 District-Level Funding and Budget

Argyle ISD: SCE Allocation Amount Received: \$636,295

Required Direct Cost (At least 55% of the received amount) \$349,962

Expenditures by Object Code:

6100 Payroll Costs \$ 931,647

List the number of supplemental position(s) fully or partially funded with SCE at the district level:

Pre-K Teacher Number of FTEs 5

Pre-K Aide Number of FTEs 10

Instructional Coach Number of FTEs 2

DAEP Teacher Number of FTEs 1

DAEP Aide Number of FTEs 1

Summer School Program Number of FTEs _____

6200 Professional & Contracted Services \$ 0

List the contracts to be SCE funded;

_____ \$ _____

6300 Supplies & Materials \$ 3,600

List the supplies and materials to be SCE funded:

Supplies \$ 3,600

_____ \$ _____

6400 Other Operating Costs \$ 0

List the contracts to be SCE funded;

\$ _____

Expenditures by Program Intent Code (PIC):

PIC codes are used to account for the cost of instruction and other services that are directed toward a particular need of a specific set of students.

- PIC 24- Accelerated Education
- PIC 30- Title I, Part A School-wide above 40% educationally disadvantaged
- PIC 26- Non-Disciplinary Alternative Education Program
- PIC 28- Disciplinary Alternative Education Program- Basic Services
- PIC 29- Disciplinary Alternative Education Program- SCE Supplemental Costs

List the amount to be allocated to each PIC code:

PIC 24- Accelerated Education	\$ 824,008
PIC 28- Disciplinary Alternative Education Program- Basic Services	\$ 111,239
