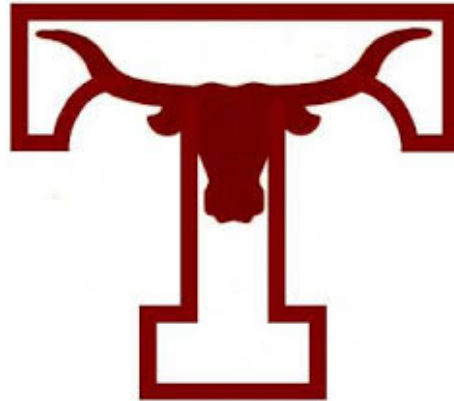


Tarkington Independent School District

High School

2024-2025 Goals/Performance Objectives/Strategies



Mission Statement

Empowering students with skills to compete in an ever-evolving global community within a safe, supportive, and diverse learning environment.

Vision

To guide our students successfully both academically and socially through the 21st century.

Core Beliefs

- * Exhibit school pride
- * Fostering professional & personal growth
 - * Believe in all students
- * Fairness, honesty and respect for all stakeholders
 - * Celebrate & support student success
 - * Promote rigorous and relevant instruction
 - * Expect high achievement for all
 - * Collaboration with all stakeholders
 - * Consistent & equitable classroom management
- * Technological advancement and integration for all stakeholders
 - * Student-centered decision making
 - * Protection of instructional time

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Goals

Goal 1: Tarkington ISD will recruit, support, and retain high quality teachers and staff (District Priority Guiding Statement). Staff retention will increase by 10%.

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

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

Strategy 1 Details	Reviews			
<p>Strategy 1: THS campus staff will attend at least 2 job fairs per semester with the goal of teacher recruitment.</p> <p>Strategy's Expected Result/Impact: Recruit teachers that already have their certifications per TEA guidelines.</p> <p>Staff Responsible for Monitoring: Human Resources Supervisor, Campus Principals</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing</p> <p>Problem Statements: School Processes & Programs 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: THS administrative staff will network with teachers and staff as well as colleagues from other districts to learn and recruit highly qualified teachers.</p> <p>Strategy's Expected Result/Impact: Teachers and staff will promote THS as a place to work. THS will attract high qualified applicants based on rapport, word of mouth and desire. Administrators will seek highly qualified applicants through networking with neighboring districts and colleagues.</p> <p>Staff Responsible for Monitoring: THS Administrative staff.</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing</p> <p>Problem Statements: School Processes & Programs 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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Performance Objective 1 Problem Statements:







School Processes & Programs

Problem Statement 1: THS teacher retention is low with over 10% of teachers having 1-5 years of teaching experience. Root Cause: Teachers need additional support and mentoring through years 2 and 3 to increase teacher retention.
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Goal 1: Tarkington ISD will recruit, support, and retain high quality teachers and staff (District Priority Guiding Statement). Staff retention will increase by 10%.

Performance Objective 2: Tarkington ISD will support and retain high quality teachers through a district-wide mentor program and provide on-going professional development to improve student learning and teacher performance.

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

Strategy 1 Details	Reviews			
<p>Strategy 1: THS will create a weekly PLC, professional learning community, to further develop and support teachers. Strategy's Expected Result/Impact: Teacher support will lead to increase in pedagogy skills and an increase in performance. Staff Responsible for Monitoring: ILT</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing Problem Statements: School Processes & Programs 1</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: THS will create a streamline communication system to keep teachers and staff in understanding of what is expected of their day and what to look ahead to. Strategy's Expected Result/Impact: Teacher retention will increase due to teachers having understanding of happenings consistently and constantly. Staff Responsible for Monitoring: ILT</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing Problem Statements: School Processes & Programs 1</p>	Formative			Summative
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Performance Objective 2 Problem Statements:

School Processes & Programs






Problem Statement 1: THS teacher retention is low with over 10% of teachers having 1-5 years of teaching experience. **Root Cause:** Teachers need additional support and mentoring through years 2 and 3 to increase teacher retention.

Goal 2: By August 2024, students will increase overall STAAR/EOC meets level performance by 3% 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 & will remain on grade level or higher until graduation (District Priority Guiding Statement).

HB3 Goal

Evaluation Data Sources: TISD Assessment Data

Strategy 1 Details	Reviews			
<p>Strategy 1: THS will promote a culture of reading through our classrooms and library media. Teachers will continue to challenge reading levels of all students to prepare them for post secondary education.</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Problem Statements: Demographics 1 - Student Learning 1 - School Processes & Programs 4</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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Performance Objective 1 Problem Statements:


Demographics
<p>Problem Statement 1: Economic Disadvantage consistently score 10 or more point below to state average on STAAR. Root Cause: Eco Dis students in general have more discipline issues that cause removal from class. This student's group attendance percentage contributes to the loss of instruction. Seat time and Tutorial time are vital to the success of our Eco Dis students.</p>
Student Learning
<p>Problem Statement 1: THS must increase the number of students performing in the Meets and Masters category through all tested subjects Root Cause: Lack of intentional planning, intervention and student tracking</p>
School Processes & Programs
<p>Problem Statement 4: 23-24 STAAR growth was considerably below the state. Root Cause: Lack of intentional tracking, intervention and lesson planning</p>





Goal 2: By August 2024, students will increase overall STAAR/EOC meets level performance by 3% 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 that include specific groups of students as required and at risk of dropping out of school by TEA definitions (SpEd, EB, 504, homeless, GT, migrant, foster care, and at-risk).

HB3 Goal

Evaluation Data Sources: Intervention/tutoring documentation

Strategy 1 Details	Reviews			
<p>Strategy 1: THS will implement Data Chats and Data Meetings for all CBAs and Benchmarks. Meetings will be scripted focusing on individual students and moving all students forward. Teachers and ILT will collaborate on ideas to further improve lower performing TEKS.</p> <p>Strategy's Expected Result/Impact: Concentrating on all students moving forward will increase growth percentage across the board.</p> <p>Staff Responsible for Monitoring: ILT</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 1 - Student Learning 1 - School Processes & Programs 4</p>	Formative			Summative
	Nov	Jan	Mar	June
				

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 Accomplished
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Performance Objective 2 Problem Statements:

Demographics
<p>Problem Statement 1: Economic Disadvantage consistently score 10 or more point below to state average on STAAR. Root Cause: Eco Dis students in general have more discipline issues that cause removal from class. This student's group attendance percentage contributes to the loss of instruction. Seat time and Tutorial time are vital to the success of our Eco Dis students.</p>
Student Learning
<p>Problem Statement 1: THS must increase the number of students performing in the Meets and Masters category through all tested subjects Root Cause: Lack of intentional planning, intervention and student tracking</p>

School Processes & Programs


Problem Statement 4: 23-24 STAAR growth was considerably below the state. **Root Cause:** Lack of intentional tracking, intervention and lesson planning


Goal 2: By August 2024, students will increase overall STAAR/EOC meets level performance by 3% 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

Strategy 1 Details	Reviews			
<p>Strategy 1: THS will create a center for college and career preparedness and exploration "The Longhorn Launchpad"</p> <p>Strategy's Expected Result/Impact: Student interest for college and career readiness will rise when understanding they are supported.</p> <p>Staff Responsible for Monitoring: ILT</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>Problem Statements: School Processes & Programs 5 - Perceptions 2</p>	Formative			Summative
	Nov	Jan	Mar	June
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Performance Objective 3 Problem Statements:






School Processes & Programs
<p>Problem Statement 5: THS must provide more opportunities for students to explore college and career interests. THS must implement an intentional tracking system to ensure students are graduating CCM Ready Root Cause: Lack of intentional planning and promotion</p>
Perceptions
<p>Problem Statement 2: THS must provide more opportunities for students to explore college and career interests. THS must implement an intentional tracking system to ensure students are graduating CCM Ready Root Cause: Lack of intentional planning and promotion</p>

Goal 2: By August 2024, students will increase overall STAAR/EOC meets level performance by 3% 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

Strategy 1 Details	Reviews			
<p>Strategy 1: THS has created and implemented a CCMR tracker to ensure every student is on track to graduate College, Career and Life ready</p> <p>Strategy's Expected Result/Impact: All seniors will graduate CCMR ready due to students being consistently tracked from their freshman year to senior year.</p> <p>Staff Responsible for Monitoring: THS Administrative Team</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>Problem Statements: School Processes & Programs 5 - Perceptions 2</p>	Formative			Summative
	Nov	Jan	Mar	June
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Performance Objective 4 Problem Statements:

School Processes & Programs
<p>Problem Statement 5: THS must provide more opportunities for students to explore college and career interests. THS must implement an intentional tracking system to ensure students are graduating CCM Ready Root Cause: Lack of intentional planning and promotion</p>
Perceptions
<p>Problem Statement 2: THS must provide more opportunities for students to explore college and career interests. THS must implement an intentional tracking system to ensure students are graduating CCM Ready Root Cause: Lack of intentional planning and promotion</p>

Goal 2: By August 2024, students will increase overall STAAR/EOC meets level performance by 3% 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.

Evaluation Data Sources: Campus technology inventory, purchase orders

Strategy 1 Details	Reviews			
<p>Strategy 1: THS provides classrooms with the classroom sets of Chromebooks and also offers an optional checkout device plan.</p> <p>Strategy's Expected Result/Impact: Students will use technology to increase instructional performance</p> <p>Staff Responsible for Monitoring: ILT</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 1</p>	Formative			Summative
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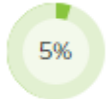
Performance Objective 5 Problem Statements:





Student Learning
<p>Problem Statement 1: THS must increase the number of students performing in the Meets and Masters category through all tested subjects Root Cause: Lack of intentional planning, intervention and student tracking</p>

Goal 3: By August 2025, Tarkington ISD will provide a safe, disciplined and healthy environment on all campuses and district facilities to promote and support student learning resulting in an increase of attendance rate, successful safety audits, and decrease in discipline referrals and/or DAEP placements.

Performance Objective 1: Provide an effective student management framework to reduce discipline referrals and increase attendance rates to ensure student success.

Evaluation Data Sources: Safety audit reports, exterior door check spreadsheet, Raptor reports, discipline data, attendance data

Strategy 1 Details	Reviews			
<p>Strategy 1: THS will implement a discipline "Check-In" program. THS will have a list of students who are endangered of becoming discipline issues. These students will be assigned a member on the discipline team. Members will have the responsibility of checking-in with these students, contacting parents.</p> <p>Strategy's Expected Result/Impact: Discipline issues will decrease and academic performance will increase</p> <p>Staff Responsible for Monitoring: ILT</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: School Processes & Programs 6</p>	Formative			Summative
	Nov	Jan	Mar	June
				

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Performance Objective 1 Problem Statements:





School Processes & Programs
<p>Problem Statement 6: THS will create and implement systems to meet the socio-emotional needs of students, build capacity within leadership to improve a safe-school environment and assemble as a team to analyze and implement interventions to deter behavior. Root Cause: THS needs to do more to create a safe, supportive school environment</p>

Goal 3: By August 2025, Tarkington ISD will provide a safe, disciplined and healthy environment on all campuses and district facilities to promote and support student learning resulting in an increase of attendance rate, successful safety audits, and decrease in discipline referrals and/or DAEP placements.

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

Strategy 1 Details	Reviews			
<p>Strategy 1: THS will hold a series of professional development sessions targeting student support guidance via the THS counselor and administrative team.</p> <p>Strategy's Expected Result/Impact: The socio-emotional culture of THS will be supportive and understanding with students understanding various avenues to seek help</p> <p>Staff Responsible for Monitoring: Administrative team</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: School Processes & Programs 6</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			

 No Progress
 Accomplished
 Continue/Modify
 Discontinue






Performance Objective 2 Problem Statements:

School Processes & Programs
<p>Problem Statement 6: THS will create and implement systems to meet the socio-emotional needs of students, build capacity within leader ship to improve a safe-school environment and assemble as a team to analyze and implement interventions to deter behavior. Root Cause: THS needs to do more to create a safe, supportive school environment</p>

Goal 3: By August 2025, Tarkington ISD will provide a safe, disciplined and healthy environment on all campuses and district facilities to promote and support student learning resulting in an increase of attendance rate, successful safety audits, and decrease in discipline referrals and/or DAEP placements.

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

Evaluation Data Sources: Violent threat assessment procedures & documentation.

Strategy 1 Details	Reviews			
<p>Strategy 1: THS will create and utilize a campus threat assessment team. This team will address student issues concerning violent and terroristic threats.</p> <p>Strategy's Expected Result/Impact: As a result of a created threat assessment, student issues of a violent or terroristic nature will reduce due to the teams investigating root causes and implementing interventions to prevent such incidents.</p> <p>Staff Responsible for Monitoring: Administrative Team</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Problem Statements: School Processes & Programs 6</p>	Formative			Summative
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Performance Objective 3 Problem Statements:

School Processes & Programs
<p>Problem Statement 6: THS will create and implement systems to meet the socio-emotional needs of students, build capacity within leadership to improve a safe-school environment and assemble as a team to analyze and implement interventions to deter behavior. Root Cause: THS needs to do more to create a safe, supportive school environment</p>

Goal 3: By August 2025, Tarkington ISD will provide a safe, disciplined and healthy environment on all campuses and district facilities to promote and support student learning resulting in an increase of attendance rate, successful safety audits, and decrease in discipline referrals and/or DAEP placements.

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

Strategy 1 Details	Reviews			
<p>Strategy 1: THS will train all teachers, staff and students on how to use the StopIt app, identify and report bullying and identify and report students with other socio/emotional needs.</p> <p>Strategy's Expected Result/Impact: Students will feel their socio and emotional needs are supported. Attendance rates will increase</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: School Processes & Programs 6</p>	Formative			Summative
	Nov	Jan	Mar	June
	 5%			
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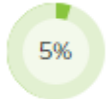




Performance Objective 4 Problem Statements:

School Processes & Programs
<p>Problem Statement 6: THS will create and implement systems to meet the socio-emotional needs of students, build capacity within leader ship to improve a safe-school environment and assemble as a team to analyze and implement interventions to deter behavior. Root Cause: THS needs to do more to create a safe, supportive school environment</p>

Goal 4: TISD will provide effective programs and initiatives to promote and support parent and family engagement to strengthen the home and school connection.

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Counselors will conduct two senior parent information nights to discuss scholarships, FASFA, and the college entry process.</p> <p>Strategy's Expected Result/Impact: Parents will become more engaged with their child's academics, aware of school happenings and want to be involved with school happenings.</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: School Processes & Programs 7</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: THS will host an ASVAB informational session for all Seniors and Juniors.</p> <p>Strategy's Expected Result/Impact: Students will learn taking the ASVAB does not mean they have to enlist in the Military. They will learn this is a career aptitude assessment. This will generate more interest in taking the ASVAB</p> <p>Staff Responsible for Monitoring: Administrative team</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: School Processes & Programs 5 - Perceptions 2</p>	Formative			Summative
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Performance Objective 1 Problem Statements:

School Processes & Programs

Problem Statement 5: THS must provide more opportunities for students to explore college and career interests. THS must implement an intentional tracking system to ensure students are graduating CCM Ready **Root Cause:** Lack of intentional planning and promotion

Problem Statement 7: THS must create opportunities for parent and student involvement in order to emphasize the success of learning starts at home. **Root Cause:** THS has created little opportunities for parent/student involvement.

Perceptions

Problem Statement 2: THS must provide more opportunities for students to explore college and career interests. THS must implement an intentional tracking system to ensure students are graduating CCM Ready **Root Cause:** Lack of intentional planning and promotion