



**Terrell County ISD  
Sanderson Schools  
2024-2025 District/Campus Improvement Plan**



**Approved by the TCISD School Board on 10.23.2024**

**Board President Signature: \_\_\_\_\_**



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

## **Committee Members:**

**John Burgess, Special Education Teacher**

**David Carrasco, Director of Technology**

**Micaela Fuentez, Secondary Teacher**

**Virginia Garza, Counselor – CTE teacher**

**Gina Roberts, Elementary Teacher**

**Tanna Lowrance, Superintendent**

**Kelli Ellis, Community Member**

**Judy Houston, Parent**



**Terrell County ISD**

**Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

## **Mission Statement**

Terrell County ISD is dedicated to enhancing the self-worth of each student, providing a quality education in a firm, fair, and friendly atmosphere, and instilling pride, respect, and responsibility for one's self and the community, thus preparing the individual for the challenges and changes of the future.

## **Vision Statement**

Terrell County ISD will serve students in a diverse and challenging environment that develops lifelong learners, supported by an engaged community.



Terrell County ISD  
Sanderson Schools

2024-2025 District/Campus Improvement Plan

# Comprehensive Needs Assessment

## DEMOGRAPHICS

### Demographic Summary

- Terrell County ISD serves students in grades K-12<sup>th</sup> grade. The enrollment at Terrell County ISD is approximately 119 students. The demographics of the student population are as follows:
  - 55.46 % Hispanic
  - 39.50 % White
  - 5.04 % Two or More Races
  - 56.30 % Economically Disadvantaged
  - 3.36 % English Language Learners
  - 11.76 % Gifted and Talented
  - 7.56 % Dyslexia
  - 20.17 % Special Education
  - 42.98% At-Risk

Terrell County ISD will continue efforts to improve **attendance** in order to ensure that the ADA for the 2024-2025 school year increases. TCISD staff will communicate with parents when students have been absent or tardy for an unacceptable number of days according to district policy. Students with perfect attendance will be recognized during the school year. The TCISD attendance committee will work with the district administration, parents and Justice of the Peace to ensure that students are in school daily.



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

**Demographic Strengths**

Our school community works hard to support TCISD. The Border Patrol, Sheriff's Department and County Extension Agency partner up with the school to support the needs of the students. The parents and community work with the teachers to ensure that students receive adequate instruction and intervention.

**Demographic Needs**

1. 56.30% of TCISD students are considered economically disadvantaged. It is important for the staff at TCISD to understand the effects of poverty on teaching.
2. Over 40% of TCISD students are in a specialized program (special education, dyslexia, Gifted and Talented, ESL); therefore, the district must provide the staff with effective training so that teachers understand how to support the students within their classrooms and ensure that student growth is evident and documented.
3. It is important that all staff be able to recognize and understand cultural differences, eliminate biases, and develop congruency between adult and student interaction.



**Terrell County ISD  
Sanderson Schools  
2024-2025 District/Campus Improvement Plan**

**STUDENT ACHIEVEMENT**

**GOAL #1**

<b>Terrell County ISD's percentage of graduates achieving College, Career, and Military Readiness will increase from % to 85% by June of 2030.</b>	
JUNE 2025	TARGET – 85%
JUNE 2030	ACTUAL - %
<b>GM 1.1 - The percent of Terrell County ISD graduates who meet the TSI Requirements in English Language Arts and Mathematics will increase from % to 85% by June of 2030.</b>	
JUNE 2025	TARGET – 85%
JUNE 2030	ACTUAL – %
<b>GM 1.2 - The percent of Terrell County ISD graduates who complete dual credit courses will increase from % to 50% by June of 2030.</b>	
JUNE 2025	TARGET – 85%
JUNE 2030	ACTUAL – %
<b>GM 1.3 - The percent of Terrell County ISD graduates who earn a Career and Technology Certification in Microsoft office and/or welding will increase from % - 95% by June of 2030.</b>	
JUNE 2025	TARGET – 85%
JUNE 2030	ACTUAL – %



**Terrell County ISD  
Sanderson Schools  
2024-2025 District/Campus Improvement Plan**

**GOAL #2**

<b>The percent of Terrell County ISD 3rd - 12th grade students who score "meets grade level or above" on STAAR ELA/Reading will increase from % to 75% by June of 2030.</b>	
JUNE 2025	TARGET – 85%
JUNE 2030	ACTUAL – %
<b>GM 2.1 - The percentage of PreKindergarten students who score "at-grade level or above" on the district adopted reading readiness assessment will increase from 17% to 60% by June of 2030.</b>	
JUNE 2025	TARGET – 85%
JUNE 2030	ACTUAL – %
<b>GM 2.2 - The percentage of Kindergarten students who score "at-grade level or above" on the district adopted reading readiness assessment will increase from 44% to 70% by June of 2030.</b>	
JUNE 2025	TARGET – 85%
JUNE 2030	ACTUAL – %
<b>GM 2.3 - The percentage of 1st-3rd grade students who score "at-grade level or above" according to iStation assessment will increase from 68% to 85% by June of 2030.</b>	
JUNE 2025	TARGET – 85%
JUNE 2030	ACTUAL – %



**Terrell County ISD**  
**Sanderson Schools**  
**2024-2025 District/Campus Improvement Plan**

**GOAL #3**

<b>The percent of Terrell County ISD 3rd-12th grade students who score "meets grade level or above" on STAAR Mathematics will increase from % to 85% by June of 2030.</b>	
JUNE 2025	TARGET – 85%
JUNE 2030	ACTUAL – %
<b>GM 3.1 - The percent of Kindergarten students who score "at grade level or above" according to iStation Math will increase from % to 85% by June 2030.</b>	
JUNE 2025	TARGET – 85%
JUNE 2030	ACTUAL – %
<b>GM 3.2 - The percent of 1st and 2nd grade students who score "at grade level or above" according to iStation Math will increase from % to 85% by June 2030.</b>	
JUNE 2025	TARGET – 85%
JUNE 2030	ACTUAL – %
<b>GM 3.3 - The percent of 3rd - 8th grade students who score "meets grade level or above" according to district created TEKS aligned benchmarks will increase from % to 85% by June 2030.</b>	
JUNE 2025	TARGET – 85%
JUNE 2030	ACTUAL – %



**Terrell County ISD  
Sanderson Schools  
2024-2025 District/Campus Improvement Plan**

**Student Achievement Strengths**

Students are increasing their reading levels based on STAR Early Literacy assessments. Students are increasing their involvement in UIL academics. Students are increasing their time reading academic content based on Accelerated Reading data. Students in elementary are working to master 1,000 sight words and math facts as quickly as possible. HS students are taking dual credit courses beginning their freshman year.

**Student Achievement Needs**

Through the use of the data and observations during the 2024-2025 school year, it was determined that the staff needs continuous professional development in the following areas to support the needs of the students within the district:

- **Reading/Literacy (PreK-12)**
- **Writing Across the Curriculum (All grade levels)**
- **Vocabulary Development (All grade levels)**
- **House Bill 4545 Intervention strategies and programs**
- **CTE course teaching strategies**



**Terrell County ISD  
Sanderson Schools  
2024-2025 District/Campus Improvement Plan**

## **SCHOOL CULTURE AND CLIMATE**

### **School Culture Summary**

At TCISD, we encourage an environment that is positive and safe for all members of our school community. Our goal at TCISD is to work towards excellence by implementing **high academic and social standards** and working consistently to achieve our goals. We will work together to achieve a well-rounded positive change for our students, faculty, parents and community members.

### **School Culture Strengths**

To ensure that the campus is safe, all school entrances are locked, and the two main entrances are equipped with doorbells and cameras to monitor the entrance to the building. During the 2020-2021 school year, control access doors and security cameras were installed to increase student and staff safety. To ensure a welcoming environment, the campus administration and staff members greet parents, students, and visitors during the morning drop-off and afternoon pick-up. Students are recognized for their accomplishments. Core Values at Sanderson Schools: Accountable, Integrity, Max Effort, Respect, Consistency

### **School Culture Needs**

The TCISD staff needs to continue to build positive relationships with students, parents, and community members in order to build a school culture that is inviting and supportive. TCISD will continue to develop a consistent volunteer program for parents to be involved. TCISD will encourage and support the school Booster Club. TCISD will continue to build a working environment that



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

models the core values developed and adopted by the staff. With recommendations from SHAC, mental health education will be provided to students and staff members. We are working towards a school culture that values and takes pride in our school facilities and our behavior at school events through our actions and words.

**STAFF QUALITY, RECRUITMENT, AND RETENTION**

**Staff Quality, Recruitment, and Retention Summary**

TCISD will continue to interview and obtain highly qualified staff members. The administrative team will work together with campus teachers and site-based team members to interview and select teachers for available positions. In order to assist in retaining TCISD staff members, the staff will be recognized through various strategies. The staff will collaborate and participate in team building activities that will create a culture of support and teamwork. The staff will be involved in district/campus planning and staff development to improve student academic and social achievement. TCISD administration and staff have decided to work towards the district being a part of the TIA - Teacher Incentive Allotment to increase teacher pay through work based outcomes.

**Staff Quality, Recruitment and Retention Strengths**

The Terrell County Independent School District has several highly qualified teachers, teachers with multiple certifications, and teachers with multiple years of experience within TCISD.

**Staff Quality, Recruitment, and Retention Needs**

TCISD must develop strategies and support systems that will help with the retention rate of teachers. TCISD will update the salary schedules to draw applicants to the school system and to retain teachers. TCISD will utilize the “District of Innovation Plan” to support the staffing needs through an exemption with certifications in areas of shortage.



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

**CURRICULUM, INSTRUCTION, AND ASSESSMENT**

**Curriculum, Instruction, and Assessment Summary**

TCISD will monitor and assess the success of students through the use of TCISD based curriculum, district assessments, interventions, TELPAS, STAAR, iStation and Edmentum programs.

Teachers will engage in the collaborative process. Teachers will develop lesson plans to help better move their lessons through the content in an efficient and organized manner. Cooperative learning strategies and resources will ensure that teachers begin utilizing best practices. The use of SLOs will guide teachers and help them track progress with their students and with their personal teaching goals. Teachers will work to ensure students are working from bell to bell. Teachers will also work together to ensure ALL students have an AR goal and push students to meet this goal each six-weeks. Teachers will ensure Study Hall is utilized for tutoring, HB4545, homework, UIL and school meetings. Elementary teachers will tutor DAILY during RTI time. Elementary and Junior High teachers will also begin working towards helping students master ALL math facts to 12 (addition, subtraction, multiplication, division and fractions). Teachers will also incorporate correct writing strategies into assignments.

Through the development of an aligned curriculum and a focus on early literacy, educational and developmental gaps will begin to close, and a stronger foundation will be established in reading and math.

**Curriculum, Instruction, and Assessment Strengths**

TCISD will continue to utilize TEKS Resource to help develop an understanding of the TEKS. TEKS Resource also helps ensure that teachers are teaching the critical TEKS for student success.



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

**Curriculum, Instruction, and Assessment Needs**

TCISD needs to establish a focus that will ensure that curriculum, instruction and assessments are meeting the students' needs and that they are vertically and horizontally aligned to close achievement gaps. TCISD will utilize progress monitoring tools every 6-weeks to monitor student understanding of the TEKS covered during that grading period. The tools will help analyze data for a more direct approach to meeting the needs of all students. TCISD teachers will develop a deeper understanding for the TEKS expectations, vertical alignment, formative assessments, summative assessments, the curriculum, best practices, and they will learn to analyze data. TCISD will also communicate the curriculum, instruction and assessment requirements to parents in a parent friendly manner.

**Teachers will:**

- utilize TEKS resource
- utilize Saxon Phonics daily in grades K-3
- work towards all students mastering the first 1,000 sight words
- implement an AR goal for ALL students in grades K-12 (excluding students who are in Dual Credit English classes)
- progress monitor reading levels with STAR benchmarks in August, December, March, May
- tutor students daily as needed and 4 times per week for individual student needs during study hall and RTI
- Work on learning math facts with automaticity:
  - K- recognizing numbers to 100
  - 1st- addition
  - 2nd-addition and subtraction
  - 3rd-multiplication
  - 4th and 5th - multiplication and division
  - 6th - 8th - fraction, decimal, percent conversions (along with reinforcement of addition, subtraction, multiplication, division)



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

**FAMILY AND COMMUNITY INVOLVEMENT**

**Family and Community Involvement Summary**

TCISD has begun to establish a group of active parent volunteers. TCISD will work with parents to encourage them to continue to participate in the areas where they can be most effective for our campus and students. TCISD will hold various events to engage families and get them involved: parent and student nights, assemblies, sporting events, etc. TCISD will work to educate parents on the Texas Essential Knowledge and Skills, Student Expectations and the rigor of the STAAR assessments. TCISD wants to educate parents on the importance of:

- Daily reading and being immersed in all types of text and literature
- Attendance and the important role that attendance has on student achievement
- The relevance of supporting intervention and enrichment through homework and technology support that can be accessed at home for additional practice

**Family and Community Involvement Strengths**

TCISD is a small community that when provided the opportunity, parents and community members willingly volunteer and support the school, teachers, and students. TCISD organizes events that allow parents to participate and observe the successes of their children.

**Family and Community Involvement Needs**

- Incentives for attendance, continued and restructured for better results (per six weeks beginning the second six weeks)
- Parent training
- Volunteer opportunities



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

**SCHOOL CONTEXT AND ORGANIZATION**

**School Context and Organization Summary**

TCISD will provide the students with a supportive structure and school system. The daily routines will be established to ensure that learning time is maximized. The master schedule will provide the students with appropriate learning time. The school systems in place will ensure that students are safe. The SHAC committee with support staff and students by presenting and recommending mental health programs for staff and students.

**School Context and Organization Strengths**

Routines with the consolidation of the elementary students with secondary students have been developed and adjusted to ensure that students are safe. Established procedures for secondary students driving to campus have been implemented. Extra duty schedules have been established to ensure that adults are supervising students at all times.

The master schedule allows for learning time to be maximized.

**School Context and Organization Needs**

TCISD must continue to develop school-wide behavior expectations that are aligned from PreK through 12<sup>th</sup>, especially in common areas. This will ensure that everyone is speaking the same language and it ensures that students know expectations. Three expectations will be used to guide the entire school: Be Safe, Be Responsible, Be Respectful. **TCISD will update strategies for SAFETY. TCISD utilizes the Standards Resource Protocol for emergencies and holds BOY training for all substitutes. TCISD works with local law enforcement agencies to coordinate safety plans. TCISD school board approved the Guardian Program to fulfill House Bill 3 School**



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

Safety Requirements and TCISD currently has several armed personnel on campus. TCISD also has met all safety requirements as based on requirements from TEA.

**TECHNOLOGY**

**Technology Summary**

Every classroom in TCISD is equipped with a teacher’s computer. Most classrooms are equipped with an interactive whiteboard and projector. The district has two working computer labs for student/ class access throughout the day. The district has chromebooks for students from grades 2-12 and iPads for K-1 grades to use within their classrooms. Dual Credit students are assigned Microsoft Windows laptops.

**Technology Strengths**

Teachers and students have access to their own assigned Chromebooks and to computer labs throughout the day. Each classroom also has projectors and document cameras to support teaching and learning within each classroom.

**Technology Needs**

Additional technology needs:

- Additional Chromebooks and/or laptops to support the teaching and learning of students through Google classroom and technology-based instruction (2nd – 12th grade) – CHROMEBOOKS UPDATED IN 2023
- Procedures for Chromebooks, that allow students to utilize the devices at their homes
- Continued technology training for teachers



**Terrell County ISD  
Sanderson Schools  
2024-2025 District/Campus Improvement Plan**

**Goal 1: Terrell County ISD/Sanderson Schools will support high academic standards.**

**Performance Objective 1:** 90% of Terrell County ISD/Sanderson Schools students will meet standard or demonstrate grade level performance on state assessments or any of the following assessment tools: RenStar Reading (AR), Istation, Study Island and district developed assessments (including benchmarks, sight words, fluency and math flashcards)

**Summative Evaluation:** State assessments, RenStar Reading, iStation, Study Island, district assessments

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Review
1) The TCISD Staff will work collaboratively to analyze TEKS, curriculum and data to develop lessons that are instructionally appropriate and provide students with the level of rigor and scaffolding required within the TEKS, to begin closing achievement gaps.	Campus administration, teachers	Professional Development focused on these areas with Region 18 and the TCISD administration, lesson plans, training certificates, sign-in sheets, agendas, instructional focus visits, TEKS Resource usage, collaborative meeting with administration and teacher leaders.	Dec: Feb: April: June:
2) Students not performing on or above grade level, according to STAAR (HB4545) and other district criteria, will receive research-based interventions in the formal intervention time during the school day and through	Campus administration, RTI teacher, special education teacher, classroom teachers	District assessments, data collected by teachers, SIT paperwork, student attendance sheets, lesson plans, instructional focus visits, iStation reports, STAAR results, intervention documents	Dec: Feb: April: June:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

pull-out intervention programs (RTI).			
3) Accelerated Reader will be utilized 1 <sup>st</sup> – 12 <sup>th</sup> to promote the importance of reading. Modifications will be made to the program to ensure that students are reading to learn successfully.	Campus administration, English/reading teachers, library assistants	Accelerated Reading Reports, RenStar Reading Assessment Reports, STAAR results, Grade Book grades	Dec: Feb: April: June:



**Terrell County ISD**  
**Sanderson Schools**  
**2024-2025 District/Campus Improvement Plan**

**Goal 1: Terrell County ISD/Sanderson Schools will support high academic standards.**

**Performance Objective 2:** Terrell County ISD will increase the daily attendance rate to 97%.

**Summative Evaluation:** Daily attendance rates, attendance letters, parent contacts, attendance committee documentation

<b>Strategy Description</b>	<b>Staff Responsible for Monitoring</b>	<b>Evidence that Demonstrates Success</b>	<b>Formative Review</b>
1) The TCISD administration and attendance committee will monitor student attendance trends.	Campus administration, teachers, school secretary, counselor, campus attendance committee	Daily Attendance rate	Dec: Feb: April: June:
2) The campus administration will contact parents via email, letter, conference, or phone calls to discuss and inform parents of attendance concerns and violations.	Campus administration, counselor, school secretary	Letters, communication log, emails, conference forms	Dec: Feb: April: June
3) <b>ADMINISTRATION</b> will monitor attendance on a daily basis and maintain a record of parent contacts.	Campus administration, teachers, counselor, district secretary	Daily attendance rates, parent contact logs, individual student attendance records	Dec: Feb: April: June:
4) Awards and recognition will be provided to individuals and classrooms that have a high attendance rate percentage.	Campus administration, counselor, school secretary, attendance committee	Student attendance records, daily attendance rates by classroom, daily attendance rate by district	Dec: Feb: April: June:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

5) Students will be recognized for Perfect Attendance, Honor Roll, Student of the Month, Sight Word Masters, Highest AR points each 6-weeks at the '6-Weeks Awards Assembly'. Students who have perfect attendance, or who are on the honor roll for the entire year will receive Amazon gift cards at the end of year awards.	Campus administration	, list of award recipients, attendance, report cards, data collection	Dec: Feb: April: June:
7) All parents will receive an updated notice about attendance and the consequences for not attending school. The letter will explain that writing a letter for a student's absence does not automatically excuse the absence.	Campus administration	Notice to parents, attendance rate by grading period, truancy filings, parent conference notes	Dec: Feb: April: June:



**Terrell County ISD**  
**Sanderson Schools**  
**2024-2025 District/Campus Improvement Plan**

**Goal 1: Terrell County ISD/Sanderson Schools will support high academic standards.**

**Performance Objective 3:** 100% of TCISD’s English Language Learners will demonstrate at least one level of growth according to proficiency levels on TELPAS.

**Summative Evaluation:** TELPAS results, formative assessments, lesson plans, district LEP monitoring tool, instructional focus visits, STAAR results, LPAC documents, Woodcock-Munoz testing

<b>Strategy Description</b>	<b>Staff Responsible for Monitoring</b>	<b>Evidence that Demonstrates Success</b>	<b>Formative Review</b>
1) ESL and general education teachers will provide instructional support to all ESL students. They will ensure a strong academic foundation by incorporating academic language strategies in their lessons and student products.	Campus administration, ESL teachers, RTI teacher	Lesson plans, instructional focus visits, district assessments, Istation reports, STAAR results, Woodcock-Munoz testing, LAS assessment, LPAC documents	Dec: Feb: April: June:
2) All English certified teachers (PreK-12) will be ESL certified.	Campus administration, teachers	State Certification testing and SBEC certifications	Dec: Feb: April: June:
3) Teachers will implement Lead4ward instructional strategies, cooperative learning, and various other resources in daily classroom	Campus administration, RTI teacher, counselor, teachers	Instructional focus visits, lesson plans, daily products, ELL monitoring tools, TELPAS	Dec: Feb: April: June:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

lessons to ensure that the four language domains are addressed.			
4) ESL students will receive additional support through an Edmentum reading program, designed specifically for ELLs (grades 3-12), BrainPop ELL, and/or Rosetta Stone.	Campus administration, teachers, RTI teacher, special education teacher	Edmentum progress reports, student tracking charts	Dec: Feb: April: June:
5) The ELL students will participate in pull-out and/or classroom-based ESL instruction. The ESL support/instruction will be documented in lesson plans through the use of the ELPS.	Campus administration, ESL teachers, classroom teachers who service ESL students	Lesson plans, instructional focus visits, TELPAS results,	Dec: Feb: April: June:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

**Goal 1: Terrell County ISD/Sanderson Schools will support high academic standards.**

**Performance Objective 4:** 100% of TCISD students will demonstrate academic **growth** on at least one of the following growth measurement tools: STAAR, end-of-year district assessments, Istation, RenStar Reading, and Accelerated reading

**Summative Evaluation:** Teacher observations, anecdotal notes, running records, Istation reports, Accelerated Reading reports, district assessments, SIT and RTI documentation, STAAR results, TELPAS results

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Review
1) All PreK-8 <sup>th</sup> grade students will participate in the iStation Reading and Math programs. This will help support and build the foundation for all students. This will also help determine progress from September – May.	Campus administration, elementary teachers, Reading/ELA teachers, library assistants	Istation reports, district assessment results, TELPAS, STAAR, EOC	Dec: Feb: April: June:
2) All primary grades will utilize SAXON PHONICS to solidify the reading foundation for students prior to entering into the 4th grade.  An additional Guided Reading Program will be purchased to support the Guided Reading	Campus administration, elementary teachers, library assistants	Istation reports, district assessment results, progress monitoring charts, Reading A-Z guided reading levels  ESSER III Purchases	Dec: Feb: April: June:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

within the foundational grade levels.			
3) Lesson plans will be written and submitted weekly by all teachers.	Campus administration, teachers	Lesson plans, lesson observations, instructional focus visits, T-TESS	Dec: Feb: April: June:
4) Assessments that are aligned to the TEKS and STAAR will be developed, and results will be analyzed, grades K-12. The assessments should require students to apply the process standards and articulate the learning at a high level.	Campus administration, teachers in grades 3-12	Lesson plans, developed assessments, assessment results, assessment writing training documents, Eduphoria data	Dec: Feb: April: June:
5) Students will have the opportunity to participate in weekly tutorials/RTI/acceleration in the areas of math, reading, writing, science and social studies.	Campus administration, core-content area teachers	Tutorial schedules, student sign-in sheets	Dec: Feb: April: June:
6) Plato Courseware (Edmentum) programs will be available to students for credit recovery or advancement.	Campus administration, teacher assistant that monitors the on-line program	Student enrollment in Odyssey/Plato Courseware, teacher assistant schedules, time-sheets	Dec: Feb: April: June:
7) TCISD will utilize the District of Innovation teacher	Campus administration, teacher assistant hired to	Student enrollment, student grades and success rate, teacher assistant schedules, time-sheets	Dec: Feb:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

certification exemption to fill all teaching positions and support the academic needs of the students.	monitor the students during their on-line math course		April: June:
8) TCISD will implement the use of SLO (Student Learning Objectives) to ensure that goals are established for classrooms to improve student performance and teacher performance.	Campus administration, teachers	SLO documents, T-TESS, Eduphoria data, STAAR data,	Dec: Feb: April: June:
9) TCISD will continue to implement a Gifted and Talented pull-out program that accelerates student learning. The program will foster a love for learning and provide students with the opportunity to explore areas of interest to advance their learning.	Campus administration, RTI teacher/GT teacher	Program enrollment, student products, student progress on various assessment tools, lesson plans, master schedule, program design	Dec: Feb: April: June:
10) TCISD will utilize "Reading by Design" to support the needs of dyslexic students and struggling readers.	Campus administration, dyslexia teacher, RTI teacher, elementary classroom teachers	Reading by Design progress monitoring, RTI lists, assessment results	Dec: Feb: April: June:
11) TCISD will utilize TxKEA for Kinder reading and TPRI for 1 <sup>st</sup> and 2 <sup>nd</sup> grade reading. These programs will monitor progress for BOY, MOY and	Campus administration, early literacy teachers	CIRCLE reports, data reports, results	Dec: Feb: April: June:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

EOY. These systems are aligned with the state requirements.			
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**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

**Goal 1: Terrell County ISD/Sanderson Schools will support high academic standards.**

**Performance Objective 5:** TCISD staff members will work collaboratively in order to ensure that 100% of Sanderson students have a positive and smooth transition from elementary courses to secondary courses and from secondary courses to post-secondary opportunities.

**Summative Evaluation:** Calendars, flyers of events, parent and student attendance in events, parent and teacher surveys

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Review
1) Eighth grade students and parents will be provided with information about transition between junior high and high school. The information presented will focus on curriculum requirements, course opportunities, and High School graduation plans. This meeting will take place during the second semester of the school year.	Campus administration, counselor	Parent and student sign-in sheets, parent feedback, student feedback	Dec: Feb: April: June:
2) TCISD students will participate in “Go Get It – College Week” in October. During this week, students will be introduced to various colleges and post-secondary opportunities. The students will show their	Campus administration, counselor	Student participation, announcements, flyers	Dec: Feb: April: June:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

post-secondary spirit and learn different college facts.			
3) The school counselor will work with all secondary students and provide them with information about scholarships and post-secondary opportunities.	Campus administration, counselor	Counselor’s calendars, scholarships awarded, students accepted into different colleges/military	Dec: Feb: April: June:
4) Post-secondary education will be promoted each week with “College, Career, Military Day Mondays.”	Campus administration, counselor	Participation rates, announcements	Dec: Feb: April: June:
5) The school counselor will involve Junior and Senior high school students in a minimum of one college fair/visit and promote post-secondary opportunities by having speakers from the military, post-secondary institutes and FAFSA representatives.	Campus administration, counselor	Participation rates, sign-in sheets, schedule, agendas	Dec: Feb: April: June:
6) The special education department will participate in a transition fair to support the post-secondary needs of special education students.	Campus administration, special education teacher	Participation rates, sign-in sheets, schedule, agendas	Dec: Feb: April: June:
7) Terrell County ISD will support High School students	Campus administration, counselor	Purchase orders, number of students who pass the various parts of the TSI	Dec: Feb: April:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

by paying for the first administration of their TSIA.			June:
8) Terrell County ISD will promote CCMR by requiring all students to begin taking the TSIA during the Spring semester of their sophomore year.	Campus administration, counselor	Purchase orders, number of students who pass the various parts of the TSI	Dec: Feb: April: June:
9) Through the remaining grant money provided by the Pinon Foundation, students enrolled in dual credit course have the option of having their their tuition reimbursed if they meet the requirements for reimbursement. This will occur as long as funds remain available.	Campus administration, counselor	Dual credit course records, dual credit course grades, reimbursement forms and total number of reimbursements	Dec: Feb: April: June:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

**Goal 2: Terrell County ISD/Sanderson Schools will use effective instructional strategies.**

**Performance Objective 1:** 100% of TCISD teachers will participate in various professional development opportunities that will promote the use and implementation of instructional strategies within the classroom.

**Summative Evaluation:** Professional development records, sign-in sheets, T-TESS, instructional focus visits, lesson plans

<b>Strategy Description</b>	<b>Staff Responsible for Monitoring</b>	<b>Evidence that Demonstrates Success</b>	<b>Formative Review</b>
1) The TCISD staff will participate in the Tailor-Made Training professional development through Region 18, with a on focus the reading academy (new teachers), ELAR, formative assessments, data, interventions.	Campus administration, teachers, Region 18	Professional development records, sign-in sheets, agendas, lesson plans, instructional focus visits, T-TESS	Dec: Feb: April: June:
2) The TCISD staff will work with the administration to develop a deeper understanding of the STAAR assessment data and identify areas of weakness, to better plan instruction for the students by utilizing assessment banks in TEKS Resource and eduphoria.	Campus administration, teachers	Agendas, sign-in sheets, data disaggregation, professional development records, Eduphoria	Dec: Feb: April: June:
3) Campus/District based professional development	Campus administration, teachers, counselor	Agendas, sign-in sheets, data disaggregation, professional development records	Dec: Feb:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

will incorporate the following topics: ELL, TELPAS, STAAR, Lead4ward, Discipline Management, data disaggregation			April: June:
4) TCISD will encourage and provide opportunities for staff members to attend professional development outside of the district to support their personal growth and T-TESS goals.	Campus administration, teachers	Attendance certificates, T-TESS observations	Dec: Feb: April: June:
5) Most certified teachers and some support staff will be trained on CPR and trauma/emergency procedures as required by SB 11. (during inservice)	Campus administration, teachers	Attendance certification, copies of certification cards	Dec: Feb: April: June:
6) All staff members will be trained in child abuse, trafficking, and dating violence before the start of the school year. Reminders about what to look for will be provided to the staff throughout the year. (ADDED)	Campus administration, counselor	Attendance reports	Dec: Feb: April: June:
7) All school board members will be trained in child abuse and trafficking every two years.			



**Terrell County ISD  
Sanderson Schools  
2024-2025 District/Campus Improvement Plan**

**Goal 3: Terrell County ISD/Sanderson Schools will recruit, develop, and support highly motivated staff members who maximize student success.**

**Performance Objective 1:** 100% of TCISD staff will meet the ESSA, District and District of Innovation requirements for certifications.

**Summative Evaluation:** TEA Records, teacher certifications, personnel records

<b>Strategy Description</b>	<b>Staff Responsible for Monitoring</b>	<b>Evidence that Demonstrates Success</b>	<b>Formative Review</b>
1) The TCISD interview team will conduct interviews with applicants that meet highly qualified criteria and make employment recommendations based on certifications, experience, and references.	Campus administration, CEIC members, interview team	T-TESS, instructional focus visits, personnel records, teacher certifications, interview documentation	Dec: Feb: April: June:
2) The TCISD administration will work with teachers who do not meet the highly qualified requirement and identify strategies to support the teachers. Teachers not identified as highly qualified will have one school year to obtain the appropriate	Campus administration	Certification records, intervention/support plans	Dec: Feb: April: June:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

certification for highly qualified status.			
3) TCISD will utilize the District of Innovation exemption for teacher certifications to fill positions that are difficult to fill. The positions filled will be filled by individuals who have a background in the content and/or teaching experience in a similar area.	Campus administration	Certification records, intervention/support plans	Dec: Feb: April: June:
4) The Board of Trustees will evaluate the current salary schedule and consider adjusting the salary schedule and stipends, per a TASB recommendation.	Campus administration School Board	School Board Meeting Minutes, TASB Salary information	Sept: \$1500 bonus October: review legislation January: May:
5) TCISD will implement the TIA- Teacher Incentive Allotment to help recruit highly qualified / high performing teachers. (2024-2025 will be the planning and acceptance year) (2025-2026 school year will be data collection) (2026-2027 will be the first year for TIA fund disbursement)	Superintendent , TIA committee, CFO, PEIMS clerk	TIA plan (rural cohort with Region 15)	June 2025: June 2026: June 2027: June 2028: June 2029 June 2030:



**Terrell County ISD**  
**Sanderson Schools**  
**2024-2025 District/Campus Improvement Plan**

**Goal 3: Terrell County ISD/Sanderson Schools will recruit, develop, and support highly motivated staff members who maximize student success.**

**Performance Objective 2:** TCISD will retain 75% of the teaching staff, in order to build capacity and a positive collaborative working environment.

**Summative Evaluation:** T-TESS, instructional focus visits, teacher feedback, meetings and agenda sign-in sheets, professional development records

<b>Strategy Description</b>	<b>Staff Responsible for Monitoring</b>	<b>Evidence that Demonstrates Success</b>	<b>Formative Review</b>
1) Administration will recognize staff and classes for their achievements, growth, and successes.	Campus administration	Meeting agendas, observations, celebration photos, data	Dec: Feb: April: June:
2) Team building will be added into staff meetings and collaborative team sessions. Team building will be used to build ownership and unity within the campus.	Campus administration, counselor, staff members	Teacher reflections, agendas, sign-in sheets, teacher retention records	Dec: Feb: April: June:
3) TCISD will continue implementing a substitute training in order to retain substitutes and offer consistency to the students	Campus administration	Substitute handbook, substitute training sign-in, presentation, agenda, board minutes and agenda, substitute pay scale	Dec: Feb: April: June:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

and offer support to the substitutes. The training will ensure that substitutes are aware of the district's emergency and safety procedures.			
4) TCISD superintendent will personally recognize each teacher through a note, memo, etc., at least once per semester.	Campus administration	Teacher retention, teacher confidence, teacher T-TESS appraisal performance	Dec: Feb: April: June:
5) Fun events will be added into the schedule for staff and students:	Campus administration	Participation, retention rate	Dec: Feb: April: June:



**Terrell County ISD**  
**Sanderson Schools**  
**2024-2025 District/Campus Improvement Plan**

**Goal 4: Terrell County ISD/Sanderson Schools will prepare technologically advanced students.**

**Performance Objective 1:** 100% of TCISD classrooms will utilize technology to support academics.

**Summative Evaluation:** Technology inventory, teacher self-reports, T-TESS, instructional focus visits, staff development records, lesson plans

<b>Strategy Description</b>	<b>Staff Responsible for Monitoring</b>	<b>Evidence that Demonstrates Success</b>	<b>Formative Review</b>
1) TCISD will increase the amount of technology-based instruction, equipment, software, and staff development to meet SBEC technology standards. Grants will continue to be written to attempt to purchase various forms of technology to support student learning.	Campus administration, technology director, teacher	Instructional focus visits, T-TESS, grant applications	Dec: Feb: April: June:
2) TCISD staff will use programs that are computer-based and internet websites that are designed to enhance student learning: Edmentum, Istation, Google Classroom, Accelerated Reading, BrainPop, etc.	Campus administration, technology director, teachers	Instructional focus visits, lesson plans, program reports (RenStar Reading, Accelerated Reading, Study Island, Istation, Edmentum)	Dec: Feb: April: June:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

3) TCISD staff will engage in technology training that will help promote technology-based learning that aligns with the content area TEKS and the technology standards.	Campus administration, technology director, teachers	Instructional focus visits, lesson plans, student feedback	Dec: Feb: April: June:
4) The district will provide students with the opportunity to earn a Microsoft certification after the completion of the BIM course.	Campus administration, technology director, counselor, BIM teacher	BIM II enrollment, completed certifications.	Dec: Feb: April: June:
5) The district will provide students with the opportunity to earn a welding certification after the completion of the required welding courses.	Campus administration, technology director, counselor, Industrial Arts teacher	Industrials Arts enrollment, completed certifications.	Dec: Feb: April: June:



**Terrell County ISD**  
**Sanderson Schools**  
**2024-2025 District/Campus Improvement Plan**

**Goal 5: Terrell County ISD/Sanderson Schools will provide facilities that support exemplary learning environments.**

**Performance Objective 1:** 100% of TCISD students will participate in a school environment that promotes high expectations, respect, recognizes student accomplishments, is safe, drug free and promotes a healthy lifestyle.

**Summative Evaluation:** Discipline records, counseling referrals, school community feedback, surveys, instructional focus visits, drill reports, T-TESS, counseling reports

<b>Strategy Description</b>	<b>Staff Responsible for Monitoring</b>	<b>Evidence that Demonstrates Success</b>	<b>Formative Review</b>
1) TCISD students will participate in Red Ribbon Week, SHAC events, and other community-based programs to promote healthy lifestyles and good nutritional choices.	Campus administration, breakfast program manager, PE coaches, school nurse, teachers, counselor	Instructional focus visits, SHAC events attendance, community and/or organizational based participation (i.e. Jump Rope for Heart, Red Ribbon Week)	Dec: Feb: April: June:
2) TCISD will ensure that NCI and TBSI strategies are implemented and that a Behavior Management Team is established.	Campus administration, counselor, campus behavior coordinator, special education teacher, behavior management team	Discipline records, teacher feedback, records from special education, RTI records, staff development records	Dec: Feb: April: June:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

3) TCISD students will receive instruction and information about bullying, cyber-bullying, dating violence and other social skills and or safety concerns through various programs and through the counselor.	Campus administration, counselor, teachers, Sheriff's Deputy	Discipline records, teacher feedback, counselor reports, campus survey, student feedback, bullying reports	Dec: Feb: April: June:
4) TCISD will implement a district/campus Crisis Management Plan. The district will also train all staff on how to respond to various crisis situations.	Campus administration	Drill reports, discipline data, teacher feedback, observations, safety audit report, inspections by fire inspector, training agendas and sign-in sheets	Dec: Feb: April: June:
5) The TCISD administration will coordinate with the Terrell County Sheriff's Department, Border Patrol and the DPS officer to develop and update an action plan for "active shooters" and/or other emergency responses.	Campus administration	Meeting agendas, sign-in sheets, developed plan	Dec: Feb: April: June:
6) The school counselor will provide students with monthly lessons that focus on good character.	Counselor	Counselor reports, counselor lesson plans/calendars, student feedback	Dec: Feb: April: June:
7) The TCISD students in grades 4-12 will participate in a "sex education" mini	Campus administration, school nurse	Calendar, correspondence with the Life Center, student feedback, student participation, Life Center feedback	Dec: Feb: April:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

class to bring consequences and body awareness to students.			June:
8) The Student Council will promote and support community-based programs to educate the student body and develop a positive school and community environment.	Campus administration, student council sponsor, student council	Program participation, program advertisement	Dec: Feb: April: June:
9) TCISD will continue to implement an online anonymous bullying report form to support and comply with "David's Law."	Campus administration, technology director	Website, student handbooks	Dec: Feb: April: June:
10) TCISD will implement cell phone and social media practices that reduce the amount of time that students are allowed to use their cell phones during the school day. Students who wish to have a cell phone must take the cyber-bullying pledge.	Campus administration, staff	Pledges, student documents, classroom observations, bullying reports	Dec: Feb: April: June:
11) TCISD staff who has not been trained will receive Texas' Educator Ethics Training to ensure that staff members understand and	Campus administration	Training documents, training assessments, staff attendance	Dec: Feb: April: June:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

recognize the boundaries between staff and students.			
12) The Terrell County ISD SHAC committee will recommend a curriculum for instruction regarding opioid addiction and abuse. The SHAC committee will also recommend strategies to increase parental awareness regarding suicide risks and behavioral health concerns.	Campus administration, SHAC committee, nurse	Training documents, attendance at programs, board agendas, board minutes	Dec: Feb: April: June:
13) TCISD's School Safety team will meet to review and discuss school safety. The TCISD Threat Assessment team will also meet to discuss potential threats and or concerns.	Campus administration, staff	Meeting agendas, minutes, sign-in sheets	Dec: Feb: April: June:
14) TCISD will provide mental health education to parents, students, and staff. The SHAC committee will recommend a program and a guest speaker may be brought in to motivate students and support their mental health needs.	Campus administration, SHAC	Invoice, curriculum, social media postings, flyers	Dec: Feb: April: June:



**Terrell County ISD  
Sanderson Schools  
2024-2025 District/Campus Improvement Plan**

**Goal 6: Terrell County ISD/Sanderson Schools will fully develop positive partnerships with Terrell County’s community and business organizations.**

**Performance Objective 1:** 100% of TCISD faculty will maintain a high level of parental involvement within the school in order to create an environment that promotes the importance of working together to ensure student success.

**Summative Evaluation:** School community feedback, surveys, site-based team feedbacks, volunteer logs, communication logs, event participation

<b>Strategy Description</b>	<b>Staff Responsible for Monitoring</b>	<b>Evidence that Demonstrates Success</b>	<b>Formative Review</b>
1) Terrell County ISD will provide opportunities for parents to attend and participate in the following programs: Meet the Teacher, Meet the Eagles, Open House, conferences, Literacy Night, Book Fair, Veteran’s Day program, and various other events.	Campus administration, counselor, teachers, parents, community members	Participation counts, parent feedback, parent survey results, site-based team, teacher feedback	Dec: Feb: April: June:
2) TCISD will increase parental communication through the use of behavior reports, phone calls, REMIND, Facebook, memos, conferences, virtual	Campus administration, counselor, teachers	Student folders (elementary), communication logs, parent feedback, parental participation in school events	Dec: Feb: April: June:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

meetings, web pages, parent connect, progress reports. Various other communication tools may be utilized to increase communication.			
3) TCISD students will participate in community activities such as: Canned Food Drives, Breast Cancer Awareness, Veteran’s Day Program, & Senior Citizen Thanksgiving Lunch.	Campus administration, counselor, teachers, parents, community partners	Community feedback, parent, teacher and student feedback, event sign-in sheets	Dec: Feb: April: June:
4) TCISD will partner up with local agencies to support learning in the school: Border Patrol, Sheriff’s Department, Senior Citizen Center, Court House, and County Extension Agency.	Campus administration, counselor, teachers, parents, community partners	Community feedback, student and parent feedback, teacher feedback, photos of collaborative events	Dec: Feb: April: June:
5) TCISD will support and utilize the local clinic for athletic physicals and CDL physicals. (Could change due to reduced hours and health care availability)	Campus administration, teachers, coaches	Community feedback, staff feedback, participation rates, clinic feedback	Dec: Feb: April: June:
6) The school nurse will schedule the mobile dental van for student and family check-ups within the district.	Campus administration, school nurse, teachers	Advertisements, feedback, participation rates	Dec: Feb: April: June:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

7) The school nurse will work with local agencies to offer vaccines and flu shots at the school for staff, students, and community members.	Campus administration, school nurse	Participant numbers, flyer	Dec: Feb: April: June:
8) The school nurse will support students, staff and parents with information and education on infectious diseases and procedures that should be established as safety measures.	Campus administration, school nurse	Nurse documentation	Dec: Feb: April: June:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

**Goal 7: Terrell County ISD/Sanderson Schools will exercise fiscal responsibility**

**Performance Objective 1:** 100% of TCISD’s budget accounts will be reviewed, discussed and reconciled monthly in order to ensure that 100% of all funds are used to promote student success.

**Summative Evaluation:** Budget account information and audits, district audits, budget accounts, Board minutes and agendas

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Review
1) The TCISD Business office, School Board and superintendent will meet monthly to review the district’s budget and activity funds.	Campus administration, Business Manager, School Board	Board agendas and minutes, financial reports, budget ledgers	Dec: Feb: April: June:
2) The TCISD School Board, district administration and business office will continue implementing the TEA monitor’s recommended financial plan to ensure that the district is not spending more than it is receiving.	Campus administration, school board, business office	Budget ledgers, board agendas and minutes, financial reports	Dec: Feb: April: June:
3) The TCISD administration will work with the staff to attempt to reduce the local budget spending to 80% of the allocated budget.	Campus administration, business office, school board	Budget ledgers, pink purchase authorization forms, financial reports	Dec: Feb: April: June:
4) The TCISD administration and school board will	Campus administration, business office, school board	Salaries, number of personnel, total expenditures	Dec: Feb:



**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

combine job responsibilities when employees leave the district to reduce salary and vacant positions, when appropriate.			April: June:
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**Terrell County ISD  
Sanderson Schools**

**2024-2025 District/Campus Improvement Plan**

**Goal 7: Terrell County ISD/Sanderson Schools will exercise fiscal responsibility**

**Performance Objective 2:** 100% of the Title and ESSER funds will be allocated according to federal guidelines.

**Summative Evaluation:** Budget account information and audits, district audits, budget accounts, Board minutes and agendas

<b>Strategy Description</b>	<b>Staff Responsible for Monitoring</b>	<b>Evidence that Demonstrates Success</b>	<b>Formative Review</b>
1) All Title purchases and ESSER purchases will be aligned to the District/Campus Improvement Plan and the Instructional Continuity Plan.	Campus administration, business office, school board	Financial reports, budget audits, purchase orders	Dec: Feb: April: June:
2) All Title funds and ESSER funds will directly benefit the students of Terrell County ISD.	Campus administration, site-based team, business office	Instructional focus visits, purchase history, financial reports, audits, teacher and parent surveys	Dec: Feb: April: June: