

**Roma Independent School District  
District Improvement Plan  
2024-2025 Performance Objectives**



# Table of Contents

Goals .....	3
Goal 1: SAFETY & WELLNESS Roma ISD will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety and wellness for all students and staff. ....	3
Goal 2: STUDENT LEARNING Roma ISD will provide rigorous, effective, and engaging curricula, instruction, and enrichment activities to prepare all students for graduation and post-secondary success. ....	4
Goal 3: EMPOWERING TEACHERS AND ADMINISTRATORS Roma ISD will equip and empower campus leadership, faculty, and staff to consistently incorporate research-based best practices in curricula, resulting in future-ready students. ....	6
Goal 4: FAMILY/COMMUNITY/STAKEHOLDER ENGAGEMENT Roma ISD will engage all stakeholders in developing positive, collaborative relationships and community partnerships. ....	7
Goal 5: EFFECTIVE USE OF DISTRICT RESOURCES Roma ISD will effectively and efficiently manage district resources and operations to maximize opportunities for all students and staff. ....	8

# Goals

## **Goal 1: SAFETY & WELLNESS**

Roma ISD will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety and wellness for all students and staff.

**Performance Objective 1:** 100% of safety protocols will be implemented throughout the district to make staff and students feel safe.

**Performance Objective 2:** Staff training will be provided throughout the school year.

**Performance Objective 3:** Transportation Staff will be trained on the use of CPR, CPI, bus Pre-trip and will do physical and drug test.

## **Goal 2: STUDENT LEARNING**

Roma ISD will provide rigorous, effective, and engaging curricula, instruction, and enrichment activities to prepare all students for graduation and post-secondary success.

**Performance Objective 1:** Roma ISD will align instructional activities and resources through sharing and developing campus leadership plans of action based on 6wks benchmark data to increase student performance in all tested subject areas by 5% in Meets and 3% in Masters to ensure high levels of student learning as measured by STAAR by May 3, 2025.

### **HB3 Goal**

**Performance Objective 2:** Roma ISD will establish and implement a Truancy Program so that By May 2025, all student population groups, will meet a minimum of 90% graduation rate and less than 1.8% drop out rate on the RDA District Report.

**Performance Objective 3:** Roma ISD will provide high quality instructional materials and resources so that the percent of students that score Approaches or above grade level on STAAR Reading will increase to 95+% at the elementary and 85+% at the secondary by June 2025.

### **HB3 Goal**

**Performance Objective 4:** Roma ISD will monitor CLI-Circle/KEA progress reports and share and plan with respective campus principals to ensure that the percent of PreK and Kinder students that score on grade level or above in Reading on the CLI-Circle/KEA Assessment increases to 80+% by June 2025.

### **HB3 Goal**

**Performance Objective 5:** Roma ISD will implement and provide the necessary resources for a Math curriculum that to ensures the success of all students by June 2025. (95+% Approaches- Elementary and 90+% Approaches - Secondary)

### **HB3 Goal**

**Performance Objective 6:** Roma ISD will monitor CLI-Circle/KEA progress data to ensure the percent of PreK and Kinder students score on grade level or above in math on the CLI-Circle/KEA Assessment will increase to 80+% by June 2025.

### **HB3 Goal**

**Performance Objective 7:** The percentage of graduates that meet the criteria for CCMR will increase to 70% by June 2024.

### **HB3 Goal**

**Performance Objective 8:** The percent of CCMR students that meet the threshold for CCMR Outcomes Bonus for college ready will increase to 60% by June 2024.

**HB3 Goal**

**Performance Objective 9:** Roma ISD will implement its District Improvement Plan to exceed the region and state passing rates for all student groups in Domain I (Student Achievement).

**Performance Objective 10:** Roma ISD will monitor attendance, grades, enrollment, and benchmark scores for all special populations students (Migrant, Homeless, G/T, Special Education, At-Risk, and Bilingual).

**Performance Objective 11:** Roma ISD will provide Response to Intervention/MTSS instructional support to at-risk students in order to help persistently struggling reading and math students.

**Performance Objective 12:** Roma ISD will implement its Section 504 Campus Guide and Operating Procedures in order to provide 100% instructional support to our 504 student population.

**Performance Objective 13:** Roma ISD will purchase software that provides instructional support to all student groups.

**HB3 Goal**

### **Goal 3: EMPOWERING TEACHERS AND ADMINISTRATORS**

Roma ISD will equip and empower campus leadership, faculty, and staff to consistently incorporate research-based best practices in curricula, resulting in future-ready students.

**Performance Objective 1:** Roma ISD will provide professional development training opportunities for all staff members in accordance with SBEC Clearinghouse training recommendations as well as equip and empower campus leadership, faculty, and staff to consistently incorporate research-based best practices in curricula, resulting in future-ready students.

#### **HB3 Goal**

**Performance Objective 2:** The district will develop and sustain an equitable compensation plan for all employees

**Performance Objective 3:** The Special Education Department will provide new teachers with professional development opportunities throughout the school year to enhance their skills.

**Performance Objective 4:** Roma ISD will provide professional learning training to administrators and teachers using 3rd party vendors on pre- and post-testing of students for student growth measures for Teacher Incentive Allotment purposes. These 3rd party vendors are NWEA, Study Island, AAPPL, and CTE Precision Exams.

**Goal 4: FAMILY/COMMUNITY/STAKEHOLDER ENGAGEMENT**

Roma ISD will engage all stakeholders in developing positive, collaborative relationships and community partnerships.

**Performance Objective 1:** Roma ISD will survey all parents at the end of the school year to gather their input on the effectiveness and timeliness of communication regarding student academic progress. Our goal is to increase the rating received in the survey to a mean average of no less than 4.5 by the end of the school year.

**Performance Objective 2:** All Roma ISD campuses will increase the opportunities for parents to attend events that foster relationships and open communication.

**Performance Objective 3:** The district will identify campus parent and family engagement programs and increase the involvement of stakeholders.

**Goal 5: EFFECTIVE USE OF DISTRICT RESOURCES**

Roma ISD will effectively and efficiently manage district resources and operations to maximize opportunities for all students and staff.

**Performance Objective 1:** The district will increase parent participation in the academic monitoring of their students.

**Performance Objective 2:** The district will allocate resources from Federal funds to ensure we have an efficiently-running federal programs department.

**Performance Objective 3:** During the academic school year, the district will continuously ensure effective management of district resources and operations to maximize opportunities for all students and staff.