

Whitney Independent School District

District Improvement Plan

2025-2026



Mission Statement

Whitney ISD's objective is to become student-centered in all of our classes where we will give every child every chance to become a champion every day.

Vision

In Whitney ISD, our goal is to prepare our students to acquire the necessary skills to meet the challenges of the 21st century by making learning authentic, inspiring, engaging, innovative, and relevant.

Value Statement

#TrueBLUE

Believe, Love, Understand, Educate

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Overview

Whitney Independent School District (WISD) opened in 1880 and is located in Whitney, TX. Whitney is part of Hill County in Central Texas and is 12 miles west of the county seat, Hillsboro, TX. Whitney is a rural community established in 1876 when the Houston and Texas Central Railroad (H&TC) built a line through Hill County to Cleburne. The town's namesake comes from Charles A. Whitney, the main stockholder of H&TC. Whitney has 2,144 residents inside city limits, but many residents live outside city limits. The median household income in Whitney is reportedly \$44,195. Whitney is known for its beautiful lake, and Lake Whitney was designated as the Getaway Capital of Texas by the Texas Legislature in 2005.

WISD is a 3A district with an enrollment of 1,454 in the 2024-2025 school year. WISD has four campuses:

- Whitney Elementary School: Grades PK-2 (enrollment 387)
- Whitney Intermediate School; Grades 3-5 (enrollment 301)
- Whitney Middle School: Grades 6-8 (enrollment 329)
- Whitney High School: 9-12 (enrollment 437)

WISD also has a DAEP (Disciplinary Alternative Education Program) and partners with Hill County for JJAEP services where 2 students were served in the 24-25 school year.

2024-2025 Student Data

African American 3.4%	Anglo 65.6%	Asian 0.2%	American Indian/Alaska Native 0.2%	Hawaiian/Pacific Islander 0.1%	Two or more races 4.3%	Hispanic 26.2%	Male 51.7%	Female 48.3%
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- Socioeconomic Status: 66.57%
- Overall Dropout Rate: .1376% (2 total)
- ADA (Average Daily Attendance): 94.188%
- Number of Discipline Referrals: 771
- # of LEP Students: 101
- # of GT Students: 78 (56.4% Males/43.59% Females/6.41% LEP)
- # of Special Ed Students: 266

- # of 504 Students: 132
- # of PPCD Students: 25

Staff Data (from 23-24 TAPR)

# of Staff Members: 264	African American 4.3%	Anglo 90.4%	Hispanic 5.2%	Other 0.1%	Males 20%	Females 80%
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Demographics Strengths

Whitney ISD has consistently maintained enrollment numbers in the high 1,400 to low 1,500 range. WISD enrollment and attendance rates have rebounded after the pandemic with ADA remaining at 94% or higher.

Typically, WISD experiences minimal change in our student and staff population percentages. Likewise, our staff population is demographically very similar to our student population.

The WISD economically disadvantaged numbers stay consistent from year to year.

WISD has two Title I Campuses that offer Schoolwide Programs: Whitney Elementary School and Whitney Intermediate School. Title I, Part A provides resources that are used to improve the quality of education programs and ensure students from low-income families have opportunities to meet challenging state assessments.

WISD offers a form of summer school at every campus. In addition to regular summer school offerings, WES offers ESL services for students.

Each campus continually builds on the Response to Intervention (RTI) practices offered to students.

WISD is in close proximity with Hill College in Hillsboro, Texas and partners with the college for Dual Credit courses.

The average daily attendance rate for students improved from 92.10% in 2021-2022 to 94.2% in 2024-2025.

WISD employees one full time librarian and 3 paraprofessionals to serve students in the campus libraries.

WISD employees 5 principals and 4 assistant principals or dean of students.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Whitney ISD has experienced difficulty with recruitment and hiring of certified professional staff.

Root Cause: Teacher shortage across the state, fewer students pursuing education degrees, difficulty competing with higher salaried surrounding districts.

Student Learning

Student Learning Summary

WISD provides ongoing progress monitoring using a variety of tools and processes to gather student data including:

- CLI Circle PreK
- Frogstreet PreK
- ESGI (K-1 assessment)
- mClass
- NWEA MAP
- Pre-Post Tests
- Unit Assessments/Benchmarks
- STAAR Interims and Mock STAAR testing
- IXL for Accelerated Instruction (HB1416)
- Summit K12
- TELPAS
- STAAR
- RTI Data

Campus administrators lead regular grade and content level PLCs to monitor student data for improved performance.

2024 State Accountability

	Scaled Score	Rating	Proportion of Overall Rating
Overall	75	C	
Student Achievement	75	C	0%
School Progress	76	C	70%
Academic Growth	62	D	
Relative Performance (Eco Dis: 66.5%)	76	C	
Closing the Gaps	71	C	30%

Ratings by Campus

WIS/WES: 57

WMS: 68

WHS: 91

WISD Student Learning Data

- 81% of WISD 2024 graduates met College, Career, and Military Readiness criteria.
- In the spring of 2024, 71 students were enrolled in at least one dual credit course through Hill College.
- WISD drop-out rates have decreased, down to 2 students from 4 the previous year.
- Student and teacher growth is a top priority for WISD. Leadership teams have created targeted plans for school improvement aimed at improving campus ratings. Whitney High School received an A rating but recognizes the need to target student growth and students earning meets and masters.

Student Learning Strengths

- WHS earned its first A rating under TEA Accountability
- 81% of WISD 2024 graduates met College, Career, and Military Readiness criteria.
- WISD students consistently score above national average for those taking SAT/ACT tests.
- Many WISD students earn dual credit hours through our partnership with Hill College.
- At-risk interventions helped increase students' likelihood of earning a diploma and decreased the number of drop-outs.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Whitney Intermediate was identified for Comprehensive Support and Improvement in 23-24 but made progress that year earning a C rating. This moved the campus to Year 2: Comprehensive Progress from low performance. Unfortunately, 2024-2025 data shows regression with the campus again earning an F rating.

Root Cause: Gaps in student knowledge, certified teacher shortages, administrative vacancies, and a lack of high-quality instruction and experienced teachers with classroom management skills at the tier 1 level.

Problem Statement 2: Whitney Middle School's ratings have regressed from a B (85) in 2022-2023 to a D (68) for the 2024-2025 school year.

Root Cause: Changes in campus administration each year resulting in inconsistent leadership and lack of focus on instructional practices and student growth.

Problem Statement 3: A large number of students are entering WISD behind in school readiness standards and many with deficits in regulating behaviors and emotions.

Root Cause: Causes vary by individual student but much can be attributed to societal factors and exposure to trauma.

District Processes & Programs

District Processes & Programs Summary

Whitney ISD is working for continual improvement with strategic implementation of systems under the Effective Schools Framework. WISD has partnered with Region 12 to offer on-site campus support in order to improve campus systems, teacher effectiveness, and student learning at the Tier 1 instructional level. The District has focused on making communication with all stakeholders a top priority in order to increase the trust and transparency of decision making within the district. WISD is focused on supporting campus administration and putting systems in place to define job responsibilities, core leadership tasks, performance expectations, and written protocols. WISD is aligning curriculum resources to ensure all teachers have access to high quality instructional materials with an emphasis on rigorous, grade-level instruction to set students up for academic success. The District has prioritized regularly scheduled meetings at the campus and district level to discuss student progress and formative data. Despite the state wide teacher shortage, Whitney ISD continues to work towards the goal of hiring certified teachers and placing high-performing teachers in areas of most needed support. To offset hiring shortages, WISD hires under our District of Innovation Plan, and WISD has partnered with Indiana Wesleyan University and Teachworthy Alternative Certification Program to implement a Grow Your Own program. The district has entered the Teacher Incentive Allotment Program to reward our high performing teachers as well as recruit and retain professional staff. WISD strives to create district and campus processes and programs that set high expectations for student and staff success. WISD has also transitioned to a 4-day instructional week.

District Processes & Programs Strengths

- WISD communication has increased at the district level with regular superintendent updates, social media posts, and website posts.
- Campus level communication is strong with WES and WIS using Class Dojo and WMS and WHS using Blackboard Connect and Remind. All campuses use Facebook to inform and celebrate campus happenings. The athletics department communicates with athletes and their families using SportsYou.
- WISD starts the year with new teacher/staff orientation to familiarize new employees with district programs and processes as well as offering substitute recruitment and training sessions throughout the year.
- WISD has moved to a 4-day instructional week with 9 week grading periods at all campuses.
- WISD's calendar includes staff development days every other Monday for targeted instructional planning/internalization and PLCs. Students have Mondays off other than a few weeks prior to holidays/breaks.
- WISD is supporting WES and WIS as they partner with Region 12 in the ESF (Effective Schools Framework) process.
- Campus instructional leaders meet for weekly PLC meetings to focus on lesson internalization and monitoring of student progress data.
- WISD provides all teachers and paraprofessionals with a laptop, and students are 1:1 with iPads at WES and laptops for students at WIS, WMS, and WHS.

Problem Statements Identifying District Processes & Programs Needs

Problem Statement 1 (Prioritized): More instructional support is needed to assist campus level administrators in the coaching/feedback cycle for improved classroom instruction.

Root Cause: Higher number of DOI teachers at all campuses, teacher support needed for lesson internalization and implementation of newly adopted curriculum at WES, WIS, and WMS, extra intervention needed to help move out of Targeted Support designation.

Problem Statement 2: WISD is in need of more supports for student social and emotional learning.

Root Cause: WES & WIS currently share a teacher who serves in the counselor role at WES and WIS due to lack of applicants for the position.

Perceptions

Perceptions Summary

WISD seeks input from all stakeholders as we work for school improvement. One way data is collected is through various surveys including:

- Staff Surveys
- Family Surveys
- Student Surveys (as appropriate at campus levels)
- Exit Surveys sent to all employees leaving the district

Data/feedback is also collected through parent/community partnerships and events:

- Whitney ISD will use the District Site Based Decision Making Committee to review the design and implementation of the Parent and Family Engagement Plan and will incorporate the Parent and Family Engagement Plan into the District Improvement Plan (DIP). Whitney ISD will include parents, business owners, community members, and school staff to form the District Site Based Decision Making Committee
- CTE Advisory Committee: WHS holds a meeting annually with members from local business and industry, parents, and community members to collaborate about the purpose, nature, and advantages of partnerships between local business and education. WHS also sends out a survey for further input to aid in decision-making.
- SHAC Meetings: WISD's SHAC Team will meet four times during the year and gather input from all stakeholders as we work to make decisions for a healthy school environment.
- Teachers' Voice Committee consists of representatives from each campus who meet with the superintendent several times a year to communicate campus level needs, concerns, and celebrations.
- Family Engagement Nights
- School/community partnerships
- WISD will implement the Whitney ISD Translation Procedures for translation and interpretation services for families of all Whitney ISD students.

Perceptions Strengths

Stakeholder input is positive in that WISD is seen as a close-knit school community that strives to make everyone feel a part of the Wildcat Family. Survey results indicate that WISD staff is pleased to see increased communication and transparency within the district. 91.4% of respondents report they enjoy their job at WISD, and over 90% feel supported by their direct supervisors. Staff report that a positive and supportive team of coworkers is a highlight of working in the district. Most importantly, staff note they enjoy working for a district and community that come together to support our students.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Teacher and staff salary continue to be the highest reported concern in the district.

Root Cause: District salaries are below most surrounding districts.

Problem Statement 2: There is a need for more mental health resources at the district level as well as for families in the community.

Root Cause: Increased student needs, budget constraints, failed recruitment efforts, lack of resources in rural community.

Problem Statement 3: WISD needs more resources for student behavioral support and staff training

Root Cause: Increased extremity of behaviors beyond typical classroom infractions, need for more classroom support and classroom management training, lack of guidance and assistance from the State.

Problem Statement 4: WISD has several buildings/campuses that need to be replaced or renovated.

Root Cause: Whitney Intermediate's current building is 68 years old, WISD Administration is over 55 years old, and Whitney Elementary is close to 40 years old.

Priority Problem Statements

Problem Statement 1: Whitney Intermediate was identified for Comprehensive Support and Improvement in 23-24 but made progress that year earning a C rating. This moved the campus to Year 2: Comprehensive Progress from low performance. Unfortunately, 2024-2025 data shows regression with the campus again earning an F rating.

Root Cause 1: Gaps in student knowledge, certified teacher shortages, administrative vacancies, and a lack of high-quality instruction and experienced teachers with classroom management skills at the tier 1 level.

Problem Statement 1 Areas: Student Learning

Problem Statement 2: Whitney ISD has experienced difficulty with recruitment and hiring of certified professional staff.

Root Cause 2: Teacher shortage across the state, fewer students pursuing education degrees, difficulty competing with higher salaried surrounding districts.

Problem Statement 2 Areas: Demographics

Problem Statement 3: More instructional support is needed to assist campus level administrators in the coaching/feedback cycle for improved classroom instruction.

Root Cause 3: Higher number of DOI teachers at all campuses, teacher support needed for lesson internalization and implementation of newly adopted curriculum at WES, WIS, and WMS, extra intervention needed to help move out of Targeted Support designation.

Problem Statement 3 Areas: District Processes & Programs

Goals

Revised/Approved: November 3, 2025

Goal 1: WISD will provide rigorous instruction to prepare students for academic and post-secondary success.

Performance Objective 1: WISD will increase the district's State Accountability Rating from an overall "C" to a "B" by focusing on student improvement and growth in all areas.

High Priority

Evaluation Data Sources: TEA Accountability, STAAR data, benchmarking data, CCMR indicators, drop-out rate, attendance data

Strategy 1 Details	Reviews			
<p>Strategy 1: All WISD administrators will attend professional development on the State Accountability A-F system for training to better understand rating calculations in all Domains.</p> <p>Strategy's Expected Result/Impact: Increased student achievement.</p> <p>Staff Responsible for Monitoring: Director of State & Federal Accountability, Asst. Superintendent, Campus Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: WISD administrators will ensure that district-approved instructional materials are implemented with fidelity in all classrooms.</p> <p>Strategy's Expected Result/Impact: TEKS aligned lesson plans with internalization of those plans so that all students are receiving rigorous, grade-level instruction.</p> <p>Staff Responsible for Monitoring: Asst. Superintendent, Campus Principals, Assistant Principals, Instructional Coaches</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: WISD will provide frequent benchmarks and assessments that are aligned and common among grade levels/ courses.</p> <p>Strategy's Expected Result/Impact: Student growth on STAAR test</p> <p>Staff Responsible for Monitoring: Asst. Superintendent, Director of State & Federal Accountability, Campus Principals</p>	Formative			Summative
	Dec	Feb	Apr	June

Strategy 4 Details	Reviews			
<p>Strategy 4: WISD will ensure multiple sources of data are being used to track individual student progress and provide instructional interventions and enrichment based on student achievement.</p> <p>Strategy's Expected Result/Impact: Increased student achievement in the classroom and on STAAR test.</p> <p>Staff Responsible for Monitoring: Asst. Superintendent, Director of State & Federal Accountability, Campus Principals, Instructional Coaches</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 5 Details	Reviews			
<p>Strategy 5: WISD will provide Accelerated Learning Instruction for students who did not meet standard on STAAR grades 3-8 or STAAR EOCs as required by HB 1416.</p> <p>Strategy's Expected Result/Impact: Increased student achievement</p> <p>Staff Responsible for Monitoring: Asst. Superintendent, Director of State & Federal Accountability, Campus Principals, Instructional Coaches</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 6 Details	Reviews			
<p>Strategy 6: WISD will ensure instructional materials and resources are specifically designed to provide appropriate accommodations, modifications, and/or supports for EB students and students with disabilities.</p> <p>Strategy's Expected Result/Impact: Increased teacher effectiveness and provision of student supports for student success.</p> <p>Staff Responsible for Monitoring: Asst. Superintendent, Director of State & Federal Accountability, Campus Principals, Instructional Coaches</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 7 Details	Reviews			
<p>Strategy 7: WISD Principals will serve as instructional leaders and schedule regular PLC meetings to focus on student progress and formative data.</p> <p>Strategy's Expected Result/Impact: Increased observation, feedback, and tracking of student data resulting in targeted intervention strategies and student growth.</p> <p>Staff Responsible for Monitoring: Assistant Supt., Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 8 Details	Reviews			
<p>Strategy 8: WISD will monitor student attendance and truancy data and provide interventions, supports, and incentives to increase time in classrooms for all students.</p> <p>Strategy's Expected Result/Impact: Increased instructional time, improved student performance, closing the gaps.</p> <p>Staff Responsible for Monitoring: Campus Principals, Counselors, and Attendance Clerks</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: WISD will provide rigorous instruction to prepare students for academic and post-secondary success.

Performance Objective 2: The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 36% to 46%.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Results

Strategy 1 Details	Reviews			
<p>Strategy 1: WISD will adopt and implement Bluebonnet ELAR instructional materials with fidelity at the K-5 levels which includes instruction in phonics.</p> <p>Strategy's Expected Result/Impact: Aligned, high-quality instruction across grade levels for student growth in reading.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, State and Federal Programs Director, WES and WIS campus principals</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: All WISD campuses will use NWEA MAP testing for BOY, MOY, and EOY benchmarking in ELAR classes to measure student achievement.</p> <p>Strategy's Expected Result/Impact: Identification of student needs to provide targeted support for students which will assist in achieving academic growth.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent (principal coach), Director of State & Federal Programs (DCSI), and Campus Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: WISD will ensure 100% of all K-3 teachers and principals complete the Reading Academies as outlined in HB 3 by the 86th Legislature.</p> <p>Strategy's Expected Result/Impact: Teachers and principals will have increased knowledge and skills relating to the science of reading instruction.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, WES & WIS Campus Principals</p>	Formative			Summative
	Dec	Feb	Apr	June

Strategy 4 Details	Reviews			
<p>Strategy 4: By the end of the 2026 school year, WISD will meet requirements of ESF (Effective Schools Framework) Grant at grades K-5 as a result of WIS being designated as a campus for Target Comprehensive Improvement.</p> <p>Strategy's Expected Result/Impact: Improved school systems resulting in student growth in reading and overall school effectiveness.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent (principal coach), Director of State & Federal Programs (DCSI), WES & WIS Campus Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: WISD will provide rigorous instruction to prepare students for academic and post-secondary success.

Performance Objective 3: The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 41% to 49%.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Results

Strategy 1 Details	Reviews			
<p>Strategy 1: WISD will adopt and implement Bluebonnet Math instructional materials with fidelity at the K-8 levels. Strategy's Expected Result/Impact: Aligned, high-quality instruction across grade levels for student growth in math. Staff Responsible for Monitoring: Assistant Superintendent, State and Federal Programs Director, WES, WIS, and WMS campus principals</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: All WISD campuses will use NWEA MAP testing for BOY, MOY, and EOY benchmarking in Math classes to measure student achievement. Strategy's Expected Result/Impact: Identification of student needs to provide targeted support for students which will assist in achieving academic growth. Staff Responsible for Monitoring: Assistant Superintendent (principal coach), Director of State & Federal Programs (DCSI), and Campus Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: By the end of the 2026 school year, WISD will meet requirements of ESF (Effective Schools Framework) Grant at grades K-5 as a result of WIS being designated as a campus for Target Comprehensive Improvement. Strategy's Expected Result/Impact: Improved school systems resulting in student growth in math and overall school effectiveness. Staff Responsible for Monitoring: Assistant Superintendent (principal coach), Director of State & Federal Programs (DCSI), WES & WIS Campus Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: WISD will provide rigorous instruction to prepare students for academic and post-secondary success.

Performance Objective 4: The percentage of graduates that meet the criteria for CCMR will increase from 92% to 94%.

High Priority

HB3 Goal

Evaluation Data Sources: CCMR indicator data, TSIA, SAT/ACT data, dual credit data, CTE data, IBC certificates, ASVAB data, and Military DD4 forms

Strategy 1 Details	Reviews			
<p>Strategy 1: WISD will partner with Hill College to offer high school students an opportunity to take dual credit courses. Strategy's Expected Result/Impact: Students earn credit for both high school and college courses and meet CCMR criteria by completing 3 hours in math or English or 9 hours in any subject. Staff Responsible for Monitoring: High school Counselors and Principal</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: WISD will offer the PSAT at both WHS and WMS, and SAT and TSIA exams for all students at the high school campus. Strategy's Expected Result/Impact: Students can complete requirements for college entrance, earn scholarship opportunities, as well as meet CCMR requirements with qualifying test scores. Staff Responsible for Monitoring: High school Counselors and Principal</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: WISD will offer opportunities for students to take CTE courses in middle and high school, complete a program of study in CTE, as well as earn an industry-based certification (IBC). Strategy's Expected Result/Impact: Students will gain knowledge and skills aligned with future career goals with the possibility of earning industry credentials while in high school. Staff Responsible for Monitoring: Counselors, Principals, CTE Coordinator</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: WISD will administer the ASVAB (Armed Services Vocational Aptitude Battery) test along with opportunities to consult with recruiters if interested in joining the Armed Services. Strategy's Expected Result/Impact: Helps students determine aptitude and interests when considering the military or are undecided. Staff Responsible for Monitoring: High school Counselors and Principal</p>	Formative			Summative
	Dec	Feb	Apr	June

Strategy 5 Details	Reviews			
<p>Strategy 5: WISD will partner with Texas College Bridge to offer courses that meet the HB 5 College Prep requirements. Strategy's Expected Result/Impact: Meets HB 5 and TEC 28.014 requirements by providing students who have not met college readiness standards an opportunity to become college ready. Staff Responsible for Monitoring: High School Counselors and Principal</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 6 Details	Reviews			
<p>Strategy 6: All WISD campuses will provide opportunities for students to explore different college, career, and military options as they begin planning for their future. Strategy's Expected Result/Impact: Increased student interest in gaining the knowledge and skills for future success in life. Staff Responsible for Monitoring: Campus Principals, Counselors, and Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 7 Details	Reviews			
<p>Strategy 7: WISD will provide middle and high school students with necessary information about higher education admission processes, financial aid (FAFSA, grants, and loans), and the importance of making informed choices. Strategy's Expected Result/Impact: Preparedness for success beyond high school Staff Responsible for Monitoring: Campus counselors and Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: WISD will provide rigorous instruction to prepare students for academic and post-secondary success.

Performance Objective 5: WISD will provide 100% of all students and staff with the resources needed to integrate technology with instruction for acquisition of 21st century skills.

Evaluation Data Sources: Technology department device data, lesson plans

Strategy 1 Details	Reviews			
<p>Strategy 1: WISD will provide 1:1 devices for students and staff PK-12.</p> <p>Strategy's Expected Result/Impact: Access to online instructional resources, increased knowledge, and acquisition of needed tech skills.</p> <p>Staff Responsible for Monitoring: Technology Director, Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: WISD will provide rigorous instruction to prepare students for academic and post-secondary success.

Performance Objective 6: WISD will receive federal funds through the Every Student Succeeds Federal Application and will use funds to provide equitable educational opportunities, close achievement gaps, support effective instruction, and increase student achievement.

Evaluation Data Sources: This district receives money for Title I, A, Title II, A, and Title IV, A. The Title IV, A are transferred to serve the same purpose as Title I, A funds, and we use the funds to pay supplemental instructional support positions, purchase supplies and materials, and provide professional development to instructional staff.

Funds will be used as follows:

Title I,A \$380,267 - Used for salaries at WIS and WES (6100)

Title I, A \$22,190 - Used for contracted services with ESC Region 12 in Grant Support and Monitoring (6200)

Title I,A \$1,000 - Used for Homeless Education (6300)

Title II, A \$64,853 - Used for contracted services with ESC Region 12 Staff Development/Instruction (6200)

Title IV,A \$30,856 - Used for partial salary of PK Teacher at WES (6100)

Goal 2: WISD will provide learning environments that are safe, drug-free, and conducive to learning by promoting the physical, emotional, and social well-being of students and staff.

Performance Objective 1: WISD will make the physical safety of students and staff our top priority and implement systems to monitor, maintain, and protect all members of the school community.

High Priority

HB3 Goal

Evaluation Data Sources: Incident reports, personnel data, training certificates, monitoring and reporting data, surveys

Strategy 1 Details	Reviews			
Strategy 1: WISD will employ a school security officer for each campus. Strategy's Expected Result/Impact: Increased monitoring and safety. Staff Responsible for Monitoring: Superintendent, Director of School Safety an Security, Campus Principals	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: WISD will form Safe and Supportive School Program teams for each campus with 100% fully trained members who will follow protocol and meet for potential threats to student safety. Strategy's Expected Result/Impact: Increased student monitoring and safety. Staff Responsible for Monitoring: Assistant Superintendent, Director of Safety and Security, Campus Principals	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: WISD will use the Raptor Alert system for student, parent, and visitor sign in, safety drills, and reunification processes. Strategy's Expected Result/Impact: Increased security and monitoring of all persons on campuses. Staff Responsible for Monitoring: Campus security teams, office staff, administration.	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: WISD will implement the Guardian Plan as passed by Texas Legislature in 2013 and have designated, trained staff members armed to defend students and staff prior to the arrival of law enforcement in the event of an active shooter on campus. Strategy's Expected Result/Impact: Increased student safety and quick response in the event of incident. Staff Responsible for Monitoring: Director of Safety and Security, Superintendent	Formative			Summative
	Dec	Feb	Apr	June

Strategy 5 Details	Reviews			
<p>Strategy 5: WISD will supply emergency Go-Kits as well as black boxes installed in every classroom and office that are stocked with defense supplies for staff to use in the event of an emergency.</p> <p>Strategy's Expected Result/Impact: Increased protection and student/staff safety.</p> <p>Staff Responsible for Monitoring: Director of Safety and Security, Superintendent, Campus Security Guards</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 6 Details	Reviews			
<p>Strategy 6: WISD will annually train all staff and students in emergency response protocols, including Stop the Bleed, and participate in all required safety drills throughout the year.</p> <p>Strategy's Expected Result/Impact: Increased safety and security</p> <p>Staff Responsible for Monitoring: Director of Safety and Security, Superintendent, Campus Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 7 Details	Reviews			
<p>Strategy 7: WISD will maintain safety measures at all WISD campuses including controlled entry with video/voice features, safety screening on windows, Raptor alerts, SNOMES phone alerts, and security cameras to monitor activity.</p> <p>Strategy's Expected Result/Impact: Increased safety and security.</p> <p>Staff Responsible for Monitoring: Campus administrators, Security guards</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: WISD will provide learning environments that are safe, drug-free, and conducive to learning by promoting the physical, emotional, and social well-being of students and staff.

Performance Objective 2: WISD will promote the positive social, emotional, and physical health of all students and staff.

High Priority

Evaluation Data Sources: Meeting agendas/minutes, sign-in sheets, reporting data, schedules

Strategy 1 Details	Reviews			
<p>Strategy 1: WISD will form an active School Health Advisory Council (SHAC) to assist the district in ensuring that local community values are reflected in the district's health education program.</p> <p>Strategy's Expected Result/Impact: Increased stakeholder input, improved programs to strengthen student health and academic achievement.</p> <p>Staff Responsible for Monitoring: Director of Nursing, WISD Administration</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: WISD will partner with Texas A&M's TCHAT program to provide mental health services to students.</p> <p>Strategy's Expected Result/Impact: Increased professional support for students needing mental health services.</p> <p>Staff Responsible for Monitoring: Campus Counselors and Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: WISD will employ an SEL paraprofessional at WES and WIS to support the campus social & emotional learning needs of all students.</p> <p>Strategy's Expected Result/Impact: Increased student support</p> <p>Staff Responsible for Monitoring: Campus Principal and Counselor</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: WISD will implement the Choose Love program to offer SEL curriculum to students in grades K-12.</p> <p>Strategy's Expected Result/Impact: Student support and safety, positive school culture and environment</p> <p>Staff Responsible for Monitoring: Campus Principals, Counselors, and Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June

Strategy 5 Details	Reviews			
<p>Strategy 5: WISD will provide compliance training and tools necessary to support the needs of students in the following areas: Grief & trauma-informed care in education, suicide prevention, bullying prevention & awareness, child abuse, trafficking, & maltreatment of children, mental health, teen dating violence prevention, drug & alcohol abuse awareness and prevention</p> <p>Strategy's Expected Result/Impact: Student support, intervention, and increased student achievement</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, Director of State and Federal Program, Campus Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 6 Details	Reviews			
<p>Strategy 6: WISD will offer a comprehensive school counseling program that works in conjunction with internal and external supports to meet the needs of students.</p> <p>Strategy's Expected Result/Impact: Increased student support services</p> <p>Staff Responsible for Monitoring: Superintendent, Asst. Superintendent, Campus Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 7 Details	Reviews			
<p>Strategy 7: WISD will provide opportunities and support for discipline training and coaching to cover a variety of topics including: Discipline management, Positive behavior interventions & supports, Trauma informed care, Conflict resolution, Violence prevention, Sexual Harassment.</p> <p>Strategy's Expected Result/Impact: Awareness and safe, supportive school environment</p> <p>Staff Responsible for Monitoring: Superintendent, Asst. Superintendent, Director of State and Federal Programs, and Campus Principals</p> <p>Results Driven Accountability</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 8 Details	Reviews			
<p>Strategy 8: WISD will train students on grade appropriate bullying prevention and conflict resolution. Students will be provided with varied options available for reporting bullying or threatening behaviors including "See Something, Hear Something, Say Something" and "Bully Reporting" forms available on the school webpage.</p> <p>Strategy's Expected Result/Impact: Increased awareness, student safety.</p> <p>Staff Responsible for Monitoring: Campus Administration Teams</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 9 Details	Reviews			
<p>Strategy 9: WISD will use the BARK program to monitor student online activity from school devices and notify campus and district administrators of flagged content.</p> <p>Strategy's Expected Result/Impact: Increased online awareness, student safety</p> <p>Staff Responsible for Monitoring: Campus Administrators, Technology Director</p>	Formative			Summative
	Dec	Feb	Apr	June

Strategy 10 Details	Reviews			
<p>Strategy 10: WISD will utilize district and campus level SSSP (Safe and Supportive School Program) teams to respond to harmful, threatening, or violent behavior as concerns arise.</p> <p>Strategy's Expected Result/Impact: School and campus supports for school safety and intervention along with behavioral and mental health and wellness.</p> <p>Staff Responsible for Monitoring: District and Campus SSSP Teams</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff.

Performance Objective 1: WISD will strive to increase the number of certified teachers to at least 90% at each campus.

High Priority

Evaluation Data Sources: Teaching certificates, enrollment data from alternative certification programs

Strategy 1 Details	Reviews			
<p>Strategy 1: WISD will partner with Teachworthy and Indiana Wesleyan University to create a Whitney ISD Grow Your Own Program - CATS (Certified Alternative Teacher System).</p> <p>Strategy's Expected Result/Impact: Provides opportunity for district employees to earn a bachelors degree and teaching certificate while working in the classroom.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, Campus Principals, Program Mentors</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: WISD will partner with Teachworthy Alternative Certification program to enroll teachers with a bachelors degree (working under our DOI plan) in order to become a certified teacher.</p> <p>Strategy's Expected Result/Impact: Increased number of certified teachers improving student instruction in the classroom.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent and Campus Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff.

Performance Objective 2: WISD will provide a supportive, positive, and rewarding work environment in order to retain effective teachers and staff.

High Priority

Evaluation Data Sources: Staff resignation data, exit survey results, staff surveys, committee and staff feedback

Strategy 1 Details	Reviews			
<p>Strategy 1: WISD will move to a 4-day instructional week with staff development days every other Monday for targeted instructional planning/internalization and PLCs.</p> <p>Strategy's Expected Result/Impact: More time allocated for instructional preparation that supports teachers' work-life balance and overall well-being.</p> <p>Staff Responsible for Monitoring: Superintendent, Asst. Superintendent, Director of State and Federal Programs, Campus Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: WISD will join in the state's Teacher Incentive Allotment program to identify and designate outstanding teachers based on student growth and classroom observation.</p> <p>Strategy's Expected Result/Impact: Increased teacher salaries, increased teacher retention, extra funding for district</p> <p>Staff Responsible for Monitoring: Assistant Superintendent and WISD TIA Team</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: WISD will make appropriate cuts and adjustments to create a healthy budget with the goal of increasing salaries.</p> <p>Strategy's Expected Result/Impact: Higher pay, increased retention rates</p> <p>Staff Responsible for Monitoring: Superintendent, CFO</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: WISD will recognize one employee at each school board meeting and reward them with a covered day off from work.</p> <p>Strategy's Expected Result/Impact: Staff recognition and increased morale</p> <p>Staff Responsible for Monitoring: Superintendent and Campus Principals</p>	Formative			Summative
	Dec	Feb	Apr	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Teachers' Voice committee will be formed to provide ongoing feedback and communication to district administrators.</p> <p>Strategy's Expected Result/Impact: Increased communication and stakeholder support</p> <p>Staff Responsible for Monitoring: Superintendent</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: WISD will recruit, develop, and retain highly effective school leaders, teachers, and staff.

Performance Objective 3: WISD will deliver relevant professional development for teachers, school leaders, and staff that is focused on the needs of all students.

Evaluation Data Sources: PD certificates, surveys, TTESS/TPSS, student data

Strategy 1 Details	Reviews			
<p>Strategy 1: WISD will align professional development to district and campus goals. Strategy's Expected Result/Impact: Improved student and staff performance, increased staff support. Staff Responsible for Monitoring: Superintendent, Asst. Supt, Director of State & Federal Programs, Campus Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: WISD will provide required trainings that will inform staff of best practices in order to support the needs of all students. (Section 504, Establishing Positive Relationships, Teen Dating Violence, Child Maltreatment, Cyberbullying, FERPA, Human Trafficking, Mental Health, Trauma Informed Care, Suicide Awareness, Bloodborne Pathogens) Strategy's Expected Result/Impact: Increased staff knowledge and awareness. Staff Responsible for Monitoring: Superintendent, Assistant Superintendent, Director of State and Federal Programs, Campus Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: WISD will increase the opportunities to build strong, trusting relationships with parents/guardians and our school community as we work together to support our students.

Performance Objective 1: WISD will provide a variety of ways for parents/guardians, community members, and businesses to become active partners in the education of our students.

Evaluation Data Sources: PTO and Booster agendas/minutes, treasury reports, school event schedules and attendance, school/extracurricular sponsorships, survey results

Strategy 1 Details	Reviews			
<p>Strategy 1: Each WISD campus will partner with parent organizations and extracurricular booster clubs to provide collaborative support for students and schools.</p> <p>Strategy's Expected Result/Impact: Increased parental/community involvement in schools, increased schools and student support.</p> <p>Staff Responsible for Monitoring: Superintendent, Campus Principals, AD, Band Director</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: WISD campuses will host regular school events and advertise these events to increase parent and community involvement.</p> <p>Strategy's Expected Result/Impact: Increased event attendance in support of students.</p> <p>Staff Responsible for Monitoring: District and Campus Administration</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: WISD will include parents, community members, and local business owners as members of school committees including district and campus site-base, SHAC, and CTE.</p> <p>Strategy's Expected Result/Impact: Increased stakeholder involvement and feedback, increased school/student support</p> <p>Staff Responsible for Monitoring: Administration</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: WISD will increase the opportunities to build strong, trusting relationships with parents/guardians and our school community as we work together to support our students.

Performance Objective 2: WISD will provide timely, ongoing communication with parents and the school community.

High Priority

Evaluation Data Sources: Survey results, social media comments, parent/community feedback

Strategy 1 Details	Reviews			
<p>Strategy 1: WISD will communicate with parents about student progress, grade reporting, and attendance through the Parent Portal system.</p> <p>Strategy's Expected Result/Impact: Up-to-date student monitoring available to parents.</p> <p>Staff Responsible for Monitoring: Campus PEIMS clerks, Secretaries, and Campus Principals</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: WISD and each campus will celebrate student and school successes and happenings through various methods including social media posts, the WISD website, and the local newspaper.</p> <p>Strategy's Expected Result/Impact: Increased stakeholder communication, positive school culture and climate.</p> <p>Staff Responsible for Monitoring: Principals, Secretaries, Extracurricular Coaches</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: WISD will provide timely communication about school emergencies, severe weather, school closing, and other school happenings through automated call-outs, email, text, and postings on social media and the WISD website.</p> <p>Strategy's Expected Result/Impact: Increased communication, informed stakeholder</p> <p>Staff Responsible for Monitoring: Administration and Secretaries</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: WISD will increase the opportunities to build strong, trusting relationships with parents/guardians and our school community as we work together to support our students.

Performance Objective 3: WISD will improve the financial standing of the district with strategic planning and increased stakeholder input.

High Priority

HB3 Goal

Evaluation Data Sources: District and campus budgets, audit reports, investment portfolio

Strategy 1 Details	Reviews			
Strategy 1: WISD will conduct annual reviews of staff at each campus. Strategy's Expected Result/Impact: Appropriate student/staff/work ratio, cutting unnecessary payroll expenses Staff Responsible for Monitoring: Superintendent, Asst. Supt., Campus Principals	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: WISD will grow the CTE program by offering more course options for students. Strategy's Expected Result/Impact: Increase in number of students taking CTE courses, earning CCMR completion, and additional CTE revenue. Staff Responsible for Monitoring: Superintendent, Asst Supt, Middle and High School Principals, CTE Director, High School Counselors	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: WISD will monitor and review its investment portfolio. Strategy's Expected Result/Impact: Strategic planning and improved financial standing Staff Responsible for Monitoring: Superintendent, Chief Financial Officer.	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: WISD will increase the opportunities to build strong, trusting relationships with parents/guardians and our school community as we work together to support our students.

Performance Objective 4: WISD will improve administrative procedures to increase efficiency.

High Priority

HB3 Goal

Evaluation Data Sources: Surveys, stakeholder feedback, campus/department data

Strategy 1 Details	Reviews			
<p>Strategy 1: WISD district leaders will create district tracking sheets to monitor and plan for personnel, budgeting, evaluations, and processes to create systems with transparency and accountability.</p> <p>Strategy's Expected Result/Impact: Increased efficiency, transparency, and planning</p> <p>Staff Responsible for Monitoring: Superintendent, Asst. Superintendent</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Assurances

Statutorily Required Assurances

The LEA Plan must include assurances that the LEA will:

1. Ensure migratory children and formerly migratory children eligible to receive services are selected to receive services on the same basis as other children [Section 1112(c)(1)].
2. Provide services to eligible children attending private schools in accordance with section 1117, and timely and meaningful consultation with private school officials [Section 1112(c)(2)].
3. Participate, if selected, in the National Assessment of Educational Progress in reading and math in grades 4 and 8 [Section 1112(c)(3)].
4. Coordinate and integrate services with other English learners, children with disabilities, migratory children, American Indian, Alaska Native, and Native Hawaiian children, and homeless children and youths to increase program effectiveness, eliminate duplication, and reduce fragmentation [Section 1112(c)(4)].
5. Collaborate with State or local child welfare agency to—
 - Designate a point of contact if the corresponding child welfare notifies the LEA, in writing, that the agency has designated an employee to serve as a point of contact for the LEA;
 - Develop and implement clear written procedures governing how transportation to maintain children in foster care in their school of origin (when in their best interest) will be provided, arranged, and funded for the duration of the time in foster care. [Section 1112(c)(5)]. (For details of what these procedures must ensure, see Children in Foster Care.)
6. Ensure all teachers and paraprofessionals working in Title I, Part A, supported programs meet applicable State certification and licensure requirements [Section 1112(c)(6)].
7. For LEAs using Title I, Part A funds to provide early childhood education services to low-income children, ensure that services comply with performance standards of the Head Start Act [Section 1112(c)(7)].
8. Notify the parents of each student attending any school receiving Title I, Part A funds of the Parents' Right-To-Know [Section 1112(e)(1)].
9. Notify the parents of each student attending any school receiving Title I, Part A funds of Testing Transparency [Section 1112(e)(2)].
10. Implement an effective means of outreach to parents of English learners [Section 1112(e)(3)(C)].

Signature indicates the 10 assurances are included in the LEA Plan Signature of Assurance