

PISD District Improvement Plan 2025-26

The following additions and/or changes have been made to accommodate all PISD needs assessments administered in 2025, the 2025-26 Comprehensive Professional Development Plan, the PISD Bond passed in 2024, and other state and federal requirements.

1. Align staff development with the 2025-26 Comprehensive Professional Development Plan
2. Updated Comprehensive Needs Assessment Summary for 2025-2026 (ESSA)
3. Continued use of Title II funds for data driven class size reduction to increase student achievement (ESSA)
4. Continued use of Title III funds to develop and implement LIEP's (ESSA)
5. Strategies to ensure compliance with School Safety Standards
6. Employment of police officer on every campus
7. Implementation of Bluebonnet Curriculum
8. Strategies to ensure all PISD Bond initiatives are completed
9. Continued modification and expansion of TIA

PITTSBURG ISD

District Improvement Plan

2025/2026

Pittsburg ISD Vision

Educate, empower, and encourage excellence in all students.

Pittsburg ISD Mission

Pittsburg ISD, in partnership with our community, will empower each student to make the most of his or her abilities through a safe, nurturing, and challenging educational environment.

(Adopted 03-23-2020 by PISD Board of Trustees)

PITTSBURG ISD Site Base

Name	Position
Owen, Johnna	Director of State and Federal Programs
Ayers, Patti	Community member
Wood, Jyl	Primary Principal
Hill, Jonathan	Assistant Superintendent
Knabenshue, Erin	Junior High teacher
Moore, Kristane	Assistant Superintendent
Buck, Jesi	Elementary teacher
Geffers, Betty	High School teacher
Waldrep, Terry	Superintendent
Hardeman, Dia	Parent/Community Member
McGee, Kelly	Elementary Teacher
Lawton, Elizabeth	High School Teacher
Wright, Melody	Junior High Teacher
Kennington, Dawn	Elementary Principal
Newman, Todd	Intermediate Principal
Tomlinson, Zach	Parent/Business Member
Smith, Kelly	Business/Community member
Ramsey, Rustin	High School Principal
Hill, Hazel	Grandmother/Community member
Smith, Laurie	Director of Health Services
Guerrero, Neila	Paraprofessional
Styles, Jennifer	Junior High Principal
Miller, Karli	Intermediate teacher
Smith, Angela	Elementary Paraprofessional
Davis, Brenda	Intermediate teacher
Hill, Maribel	Primary teacher
Fluellen, Trevion	Primary teacher

Funding Sources

At Pittsburg ISD, state compensatory funds are used to support Title I initiatives. Federal funding sources are integrated and coordinated with state and local funds to meet the needs of all student groups. Funding sources include:

Fund 161 - Athletic Fund
Fund 199 - General Operating Fund
199 PIC 30 - General Operating (Comp Ed)
Fund 199 PIC 25 - General Operating (Bilingual Education Programs)
Fund 211 - Federal Title I Part A
Fund 224 - Federal Special Ed
Fund 225 - Federal Special Ed Preschool
Fund 240 - Food Services
Fund 244 - Federal CTE Perkins
Fund 255 - Federal Title II
Fund 263 - Federal Title III
Fund 289 - Federal Title IV
Fund 270 - Title VI, Part B, Rural Schools
Fund 385 - State Supplemental Visually Impaired
Fund 410 - Instructional Materials Allotment
Fund 599 - School Debt
Fund 693 and/or 694 School Bond Propositions A and B
Safe Cycle I and Cycle II Grants

Student Groups

The Pittsburgh ISD District Improvement Plan addresses academic achievement for all student groups. In this plan, the term "student group" refers to students identified as and/or participating in any of the programs listed below:

Section 504
Dyslexia Intervention
At-Risk Intervention
Currently Identified EB and Monitored EB and BE/ESL
Dual College Enrollment
Economically Disadvantaged
Gifted and Talented
General Ed Homebound
Homeless
Foster Care
Migrant
Members of all racial/ethnic groups
PPCD
Special Education
Former Special Education
Career and Technical Education (CTE)
Continuously Enrolled and Non-Continuously Enrolled Students
Students participating in MTSS
Students identified for accelerated instruction due to STAAR testing

Goals of the Pittsburg ISD Board of Trustees

The District Improvement Plan for Pittsburg ISD is recognized by all stakeholders as the plan for ensuring student achievement and personal growth. This plan aligns with the goals of the Campus Improvement Plans of all campuses within the district as well as federal, state, and local requirements.

In addition, it addresses the goals adopted by the Board of Trustees on March 23, 2020:

1. Meet the educational and emotional needs of our diverse students through a multi-tiered system of supports.
2. Expect and promote high achievement for all students.
3. Attract and retain highly qualified personnel.
4. Provide a safe, secure, and healthy educational environment.
5. Develop programs and services to promote parent and family engagement and community involvement.
6. Produce students who demonstrate exemplary performance in reading and writing of the English language, and understanding of math, science, and social studies. (Education Code 4.001, .002)

District Goals with Measurable Evidence

Pittsburg ISD District Goals 2025-2026

These Goals Correlate with:

Goals adopted by the Board of Trustees (2020)

Campus Improvement Plan Goals (2025-26)

*Elements of a Title I Schoolwide Program
See below*

- *ESSA and RLIS Goals*
- *Evidence Based Activities*
- *Increased Student Academic Achievement*

Coordinated Health Program Goals in TEC 11.253 (d) (10)

- 1. Increase health knowledge, attitudes, and skills.*
- 2. Increase positive health behaviors and health outcomes.*
- 3. Improve education outcomes.*
- 4. Improve social outcomes.*

Goal I: Increase Student Academic Achievement and Growth

Evidence of increased student achievement and growth:

1. Meet state accountability targets in all three domains at or above a score of "B"
- 2., Score Performance Level 1 or below on Results Driven Accountability i

Goal Correlates with:

State Goals

Achievement – ELA/Reading, Mathematics, Science, and Social Studies

Growth - ELA/Reading, Mathematics, Science, and Social Studies

College, Career, or Military Readiness

State Objectives

Student Performance

Dropout Prevention

Instructional Techniques

Curriculum

Technology

Prepare Students for Post-Secondary Readiness

High School Graduation Plans with Coherent Sequence/Endorsement

Title I Schoolwide Elements/Components

- 1.1 Comprehensive Needs Assessment (see Needs Assessment Summary and Comprehensive Professional Development Plan)
 - 2.1 Develop with parent, community, and staff involvement
 - 2.2 Regularly monitor and revise
 - 2.3 Available and understandable to public
 - 2.4 Reform strategies
 - 2.5 Use instructional strategies
 - 2.6 Address at risk needs
3. Instruction by highly qualified teachers
 - 3.1 Parent and family engagement policy/involvement
 - 3.2 Offer a flexible number of meetings
4. High quality ongoing professional development
 7. . Pre-school transitioning
8. Include teachers in assessment decisions
9. Effective and timely assistance
10. Coordination of programs

Goal II: Provide a safe and secure educational environment

Evidence of safe and secure educational environment:

1. Reduction/Elimination of incidents involving safety issues
2. Student/Parent/Employee Survey results indicating an overall safe environment
3. Meet state accountability targets in all three domains and score Performance Level 1 or below on Results Driven Accountability

Goal Correlates with:

State Goals

Achievement – ELA/Reading, Mathematics, Science, and Social Studies
Growth - ELA/Reading, Mathematics, Science, and Social Studies
College, Career, or Military Readiness

State Objectives

Dropout Prevention
School Personnel
School Environment

Title I Schoolwide Elements/Components

- 1.1 Comprehensive Needs Assessment (see Needs Assessment Summary and Comprehensive Professional Development Plan)
 - 2.1 Develop with parent, community, and staff involvement
 - 2.2 Regularly monitor and revise
 - 2.3 Available and understandable to public
 - 2.4 Reform strategies
 - 2.5 Use instructional strategies
 - 2.6 Address at risk needs
3. Instruction by highly qualified teachers
 - 3.1 Parent and family engagement policy/involvement
 - 3.2 Offer a flexible number of meetings
4. High quality ongoing professional development
 7. . Pre-school transitioning
8. Include teachers in assessment decisions
9. Effective and timely assistance
10. Coordination of programs

Goal III: Promote parent/family/community engagement

Evidence of parent/family/community involvement:

1. Documentation of parents' actively engaged in the education of their child (sign-in sheets, agendas, etc.)
2. Documentation of parent/teacher communication (contact logs, sign-in sheets, etc.)
3. Meet state accountability targets in all three domains and score Performance Level 1 or below on Results Driven Accountability

Goal correlates with:

State Goals

Achievement – ELA/Reading, Mathematics, Science, and Social Studies
Growth - ELA/Reading, Mathematics, Science, and Social Studies
College, Career, or Military Readiness

State Objectives

Partnering Parents with Educators
EB's will become proficient in English
All students will graduate

Title I Schoolwide Elements/Components

- 1.1 Comprehensive Needs Assessment (see Needs Assessment Summary and Comprehensive Professional Development Plan)
 - 2.1 Develop with parent, community, and staff involvement
 - 2.2 Regularly monitor and revise
 - 2.3 Available and understandable to public
 - 2.4 Reform strategies
 - 2.5 Use instructional strategies
 - 2.6 Address at risk needs
3. Instruction by highly qualified teachers
 - 3.1 Parent and family engagement policy/involvement
 - 3.2 Offer a flexible number of meetings
4. High quality ongoing professional development
 6. Parent Involvement
 7. . Pre-school transitioning
8. Include teachers in assessment decisions
 9. Effective and timely assistance
 10. Coordination of programs

PITTSBURG ISD

Goal 1. (I. Increase Student Academic Achievement and Growth) Expect and promote high achievement for all student groups in English Language Arts, Mathematics, Science, and Social Studies in compliance with federal and state objectives.

Objective 1. Expect and promote high achievement for all students through academic achievement, extracurricular involvement, appropriate classroom behavior, and excellent attendance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Plan and implement credit recovery intervention with students at risk of not graduating with their cohort group and monitor school leaver codes to ensure correct coding (Title I SW: 6,9,10) (Title I SW Elements: 2.2,2.6) (Strategic Priorities: 2) (CSFs: 1,2)	Assistant Principal(s), Counselor(s), Parents, Principal, Teacher(s)	Every 3 weeks	(O)See Funding Resources, (S)Fund 410 Instructional Materials Allotment, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence
2. Increase student achievement for gifted and talented students by implementing research-based instructional strategies, identification practices, and program components aligned with the Texas State Plan for the Education of Gifted/Talented Students. (Title I SW: 3,4,10) (Title I SW Elements: 2.2,2.5) (Strategic Priorities: 2) (CSFs: 1)	Assistant Superintendent(s), Principal, Special Programs Coordinator, Teacher(s)	Semester benchmark cycles	(F)Fund 270 Title VI Rural and Low Income, (O)See Funding Resources, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence
3. Establish and maintain high quality extracurricular and CTE programs that encourage participation by all student groups, and equip those teachers, sponsors, and students with needed materials and supplies. (Title I SW Elements: 1.1,2.5,2.6) (Strategic Priorities: 2)	Assistant Superintendent(s), CTE Director, Principal, Teacher(s)	ongoing as needed	(F)CTE Funds, (F)Fund 244 Carl Perkins (CTE), (O)See Funding Resources	Summative - see District Goals with Measurable Evidence
4. High school counselors monitor and counsel students so that graduation requirements from HB5 are fully implemented and as many students as possible graduate with a program of study and CCMR criteria. (Title I SW: 6,8,9,10) (Title I SW Elements: 2.1,2.2,2.3,2.6,3.1) (Strategic Priorities: 2,3)	Assistant Superintendent(s), Counselor(s), Director of Special Education, Principal	Every 9 weeks	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence
5. Implement activities and professional development according to the needs assessment summary and the professional development plan. (Title I SW: 1,4,8,9,10) (Title I SW Elements: 1.1,2.1,2.2,2.5,2.6,3.1) (Strategic Priorities: 2) (CSFs: 1,2)	Assistant Principal(s), Assistant Superintendent(s), Principal, Special Programs Coordinator	implementation ongoing; staff development August	(F)Fund 211 Title I Part A , (F)Fund 270 Title VI Rural and Low Income, (O)See Funding Resources, (S)Fund 199 Local Funds	Summative - see District Goals with Measurable Evidence
6. Conduct annual comprehensive needs assessments on each campus and for the	Assistant Superintendent(s), Principal	yearly	(F)Fund 211 Title I Part A , (O)See Funding Resources,	Summative - see District Goals with Measurable Evidence

PITTSBURG ISD

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Objective 1. Expect and promote high achievement for all students through academic achievement, extracurricular involvement, appropriate classroom behavior, and excellent attendance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
district to identify educational strengths and weaknesses in student achievement, attendance, parent and family engagement, and school climate. (Title I SW: 1) (Title I SW Elements: 1.1,2.1,2.2,2.3,2.4,2.5,2.6,3.1,3.2) (CSFs: 1,5,6)			(S)Fund 199 Local Funds	Annual
7. Provide staff development on working with students from poverty on the importance of planning for their futures including college, career, and military readiness. (Title I SW: 4,10) (Title I SW Elements: 2.1,2.3,2.6) (Strategic Priorities: 2,3) (CSFs: 1)	Assistant Superintendent(s), Counselor(s), CTE Director, Director of Bilingual/ESL Education, Director of Special Education, Principal, Special Ed Staff, Teacher(s)	August	(F)Fund 263 Title III Bilingual / ESL, (O)See Funding Resources	Summative - Summative - See District Goals with Measurable Evidence
8. Monitor discipline (including discretionary DAEP and ISS placement of all student groups) and attendance data and intervene if indicated by data. (Title I SW Elements: 1.1,2.2,2.6) (Strategic Priorities: 2) (CSFs: 1,4)	Assistant Principal(s), Counselor(s), Director of Special Education, Principal	every 3 weeks	(O)See Funding Resources	Summative - Summative - see District Goals with Measurable Evidence
9. Provide sustained professional development on topics as indicated by Comprehensive Professional Development Plan. (Title I SW Elements: 1.1,2.1,2.5) (Strategic Priorities: 1,2) (CSFs: 1,7)	Assistant Superintendent(s), Campus Technology Coordinator, Director of Special Education, Director of Technology, Principal, Special Programs Coordinator	August	(F)Fund 211 Title I Part A , (F)Fund 270 Title VI Rural and Low Income, (O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - See District Goals with Measurable Evidence
10. Implement long-term class-size reduction strategies for grades K-3 by employing additional teachers when class size warrants it. (Title I SW: 3,10) (Title I SW Elements: 1.1,2.1) (Strategic Priorities: 2) (CSFs: 1)	Business Manager, Principal, Superintendent(s)	contract dates	(F)Fund 211 Title I Part A , (F)Fund 255 Title IIA Principal Teacher Improvement, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence
11. Employ additional Student Services Advisor to provide students with access to a well-rounded education and improve school conditions for learning with activities to support safe and healthy students. (Title I SW Elements: 1.1,2.6,3.1,3.2) (Target Group: All) (Strategic Priorities: 2) (ESF: 1,2)	Assistant Superintendent(s), Business Manager, Principal, School Board, Superintendent(s)	August - May	(F)Fund 289 Title IV Safe and Drug Free, (O)See Funding Resources	Criteria: Summative - See District Goals with Measurable Evidence

PITTSBURG ISD

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Objective 1. Expect and promote high achievement for all students through academic achievement, extracurricular involvement, appropriate classroom behavior, and excellent attendance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
12. Employment of certified personnel to assist with the documentation, monitoring, assessment of and instruction of students identified for dyslexia, 504, emergent bilingual learners, and gifted and talented. (Title I SW Elements: 2.2,2.5,2.6) (Target Group: EB,Dys,504) (Strategic Priorities: 1,2) (ESF: 1,2,2.1,4,5)	Assistant Superintendent(s), Business Manager, Special Programs Coordinator, Superintendent(s)	August - May	(F)Fund 270 Title VI Rural and Low Income, (O)See Funding Resources	Criteria: Summative - See District Goals with Measurable Evidence

PITTSBURG ISD

Goal 1. (I. Increase Student Academic Achievement and Growth) Expect and promote high achievement for all student groups in English Language Arts, Mathematics, Science, and Social Studies in compliance with federal and state objectives.

Objective 2. Ensure that all student groups are the recipients of high quality instructional techniques and strategies in order to increase student achievement as measured by meeting state testing targets and maintain a student drop out rate of less than 3%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continued implementation with ongoing professional development of vertically and horizontally aligned curriculum, utilizing a wide range of resources including instructional technology and strategies for differentiation. (Title I SW: 4,9,10) (Title I SW Elements: 1.1,2,5) (Strategic Priorities: 2) (CSFs: 1)	Assistant Superintendent(s), Director of Special Education, District Instructional Technology Coordinator, Principal, Special Programs Coordinator, Teacher(s)	ongoing	(F)Fund 211 Title I Part A , (F)Fund 263 Title III Bilingual / ESL, (F)Fund 270 Title VI Rural and Low Income, (O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - See District Goals with Measurable Evidence
2. Provide staff development for instructional paraprofessionals on research-based strategies for assisting struggling students in the classroom and educational environment, and provide home language supports. (Title I SW Elements: 2.2,2.5,2.6) (Strategic Priorities: 2) (CSFs: 1)	Assistant Superintendent(s), Principal, Special Programs Coordinator	ongoing	(F)Fund 263 Title III Bilingual / ESL, (O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - See District Goals with Measurable Evidence
3. Implement strategies aligned with MTSS guidelines which include: Student Intervention Teams (SIT), Student growth resources, Research-based strategies, and Tier 1,2, and 3 Intervention which are actions identified as having the greatest likelihood of improving the achievement of participating children in meeting the state's student achievement standards including teachers in the decision making process (Title I SW: 8,9,10) (Title I SW Elements: 1.1,2.5,2.6) (Strategic Priorities: 2) (CSFs: 1,2,4)	Assistant Principal(s), Assistant Superintendent(s), District Instructional Technology Coordinator, Principal, Special Programs Coordinator, Teacher(s)	semester benchmarks; MAPS	(F)Fund 211 Title I Part A , (F)Fund 244 IDEA B (SPED), (O)See Funding Resources, (S)Fund 199 PIC 30 State Compensatory Education	Summative - Summative - See District Goals with Measurable Evidence
4. Provide staff development, and required materials, associated with implementing appropriate aligned accommodations/modifications for testing and instruction as indicated by multiple sources of data, and student education plans. (Title I SW: 1,4,8,9,10) (Title I SW Elements: 1.1,2.5,2.6) (Strategic Priorities: 2) (CSFs: 1,2)	Assistant Superintendent(s), Director of Special Education, District Instructional Technology Coordinator, Principal, Special Ed Staff, Special Programs Coordinator, Teacher(s)	ongoing	(F)Fund 211 Title I Part A , (F)Fund 244 IDEA B (SPED), (F)Fund 270 Title VI Rural and Low Income, (O)See Funding Resources, (S)Fund 199 Local Funds, (S)Fund 199 PIC 30 State Compensatory Education	Summative - Summative - See District Goals with Measurable Evidence
5. Provide all student groups access to the general curriculum with the implementation of	Assistant Superintendent(s), Counselor(s), Director of Special	ongoing; as needed	(F)Fund 211 Title I Part A , (F)Fund 244 IDEA B (SPED),	Summative - Summative - See District Goals with Measurable

PITTSBURG ISD

Goal 1. (I. Increase Student Academic Achievement and Growth) Expect and promote high achievement for all student groups in English Language Arts, Mathematics, Science, and Social Studies in compliance with federal and state objectives.

Objective 2. Ensure that all student groups are the recipients of high quality instructional techniques and strategies in order to increase student achievement as measured by meeting state testing targets and maintain a student drop out rate of less than 3%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Inclusion, accommodations/modifications, and interventions that will increase the number of students identified for special education that are served in the regular education classroom according to the Strategic Support Plan for SPED. (Title I SW: 8,9,10) (Title I SW Elements: 2.1,2.5,2.6) (Strategic Priorities: 2) (CSFs: 1)	Education, Principal, Special Ed Staff, Teacher(s)		(O)See Funding Resources, (S)Fund 199 Local Funds, (S)Fund 199 PIC 30 State Compensatory Education	Evidence
6. Provide professional development on indicators, identification, and serving students with dyslexia or related disorders. (Title I SW Elements: 2.5,2.6) (Strategic Priorities: 2) (CSFs: 1,2)	Assistant Superintendent(s), Director of Special Education, Dyslexia specialist, Principal	August	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - See District Goals with Measurable Evidence
7. Closely monitor academic achievement of current and monitored emergent bilingual students especially regarding state mandated STAAR performance targets in order to increase student achievement. Provide staff development in researched based instructional practices, employ bilingual paraprofessionals, and adhere to the staff development requirements of state and federal funds for emergent bilingual students including the development and implementation of LIEP's. (Title I SW Elements: 1.1,2.1,2.2,2.4,2.5,2.6) (Strategic Priorities: 2) (CSFs: 1)	Assistant Superintendent(s), Principal, Special Programs Coordinator, Teacher(s)	Academic achievement - every 3 weeks	(F)Fund 263 Title III Bilingual / ESL, (O)See Funding Resources, (S)Fund 199 Local Funds, (S)Fund 199 PIC 25 Bilingual/ESL	Summative - Summative - See District Goals with Measurable Evidence Annual
8. Monitor academic progress of Migrant students and comply with the Priority for Service Action Plan provided by Region 8. (Title I SW Elements: 2.2,2.6) (Strategic Priorities: 2) (CSFs: 1)	Counselor(s), PISD Migrant Liaison, Region 8 Migrant Coordinator, Region 8 SSA Coordinator	Every 9 weeks	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - See District Goals with Measurable Evidence
9. Closely monitor academic growth for all applicable student groups and provide additional targeted instruction as needed. (Title I SW: 9) (Title I SW Elements: 2.2) (Strategic Priorities: 2) (CSFs: 1,4) (ESF: 5)	Assistant Superintendent(s), Core Subject Teachers, District Instructional Technology Coordinator, Principal, Teacher(s)	ongoing	(O)See Funding Resources, (S)Fund 199 Local Funds, (S)Fund 199 PIC 30 State Compensatory Education	Summative - Summative - See District Goals with Measurable Evidence

PITTSBURG ISD

- Goal 1.** (I. Increase Student Academic Achievement and Growth) Expect and promote high achievement for all student groups in English Language Arts, Mathematics, Science, and Social Studies in compliance with federal and state objectives.
- Objective 2.** Ensure that all student groups are the recipients of high quality instructional techniques and strategies in order to increase student achievement as measured by meeting state testing targets and maintain a student drop out rate of less than 3%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
10. Closely monitor academic performance of current and monitored SpEd students in order to increase performance on state mandated tests especially geared toward STAAR performance targets and RDA performance targets. (Title I SW Elements: 2.2,2.5,2.6) (Strategic Priorities: 2) (CSFs: 1)	Counselor(s), Director of Special Education, Principal, Teacher(s)	Every 3 weeks	(F)Fund 244 IDEA B (SPED), (O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - See District Goals with Measurable Evidence
11. Support and provide staff development for teachers of grades K-3 as required by HB3 (Reading academies) (Title I SW Elements: 2.5) (Strategic Priorities: 2) (ESF: 5)	Assistant Superintendent(s), Business Manager, Principal	August - May	(S)Fund 199 Local Funds	Criteria: Summative - See District Goals with Measurable Evidence

PITTSBURG ISD

Goal 1. (I. Increase Student Academic Achievement and Growth) Expect and promote high achievement for all student groups in English Language Arts, Mathematics, Science, and Social Studies in compliance with federal and state objectives.

Objective 3. Provide and improve the use of technological resources to increase student achievement for all student groups by all meeting the state testing targets.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Equip teachers with and maintain classroom technology, as contained in the professional development plan, materials and supplies for instructional purposes, and provide staff development in its use. (Title I SW: 1,4,10) (Title I SW Elements: 1.1,2.1,2.5) (Strategic Priorities: 2) (CSFs: 1,7)	Assistant Superintendent(s), Campus Technology Coordinator, Director of Technology, District Instructional Technology Coordinator, Principal	August; annual	(F)Fund 211 Title I Part A , (F)Fund 270 Title VI Rural and Low Income, (O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - See District Goals with Measurable Evidence.
2. Ongoing monitoring and improvements for technology infrastructure. (Title I SW Elements: 2.2) (Strategic Priorities: 2) (CSFs: 1,2,6)	Assistant Superintendent(s), Campus Technology Coordinator, Director of Technology, Principal	ongoing; as needed	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - See District Goals with Measurable Evidence.
3. Ongoing evaluation of library media resources and guidelines by certified librarian with improvements and staff development provided as needed (Title I SW Elements: 2.2) (Strategic Priorities: 2) (CSFs: 1,6)	Librarian, Principal, Region 8 Library Cooperative personnel	August; as needed	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - See District Goals with Measurable Evidence.
4. Employment of District Instructional Technology Coordinator to provide assistance to staff in the implementation of research-based instructional technology. (Title I SW Elements: 1.1,2.5) (Strategic Priorities: 1,2)	Business Manager, Director of Technology, District Instructional Technology Coordinator, School Board, Superintendent(s)	ongoing	(O)See Funding Resources, (S)Fund 199 Local Funds	Criteria: Summative - See District Goals with Measurable Evidence

PITTSBURG ISD

Goal 1. (I. Increase Student Academic Achievement and Growth) Expect and promote high achievement for all student groups in English Language Arts, Mathematics, Science, and Social Studies in compliance with federal and state objectives.

Objective 4. Comply with state and federal guidelines in order to increase achievement for all student groups with all meeting the state testing targets.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure targeted intervention for all student groups based on data that includes teacher input, through an Accelerated Instructional Plan (AIP) and other measures to be held before, after, and/or during the school day (Title I SW: 8,9) (Title I SW Elements: 2.2) (Strategic Priorities: 2) (CSFs: 1,2)	Assistant Principal(s), Assistant Superintendent(s), Core Subject Teachers, Counselor(s), Director of Special Education, Principal, Special Programs Coordinator, Teacher(s)	every 9 weeks	(F)CTE Funds, (F)Fund 211 Title I Part A , (F)Fund 244 IDEA B (SPED), (O)See Funding Resources, (S)Fund 199 Local Funds, (S)Fund 199 PIC 30 State Compensatory Education	Summative - Summative - See District Goals with Measurable Evidence
2. Provide staff development on ensuring Privacy and Confidentiality in the educational setting.	Assistant Superintendent(s), Director of Special Education, Principal, School Nurse	August	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - See District Goal with Measurable Evidence
3. Provide staff development on Accountability standards and set goals of increasing the percent of students that meet Approaches, Met, and Masters grade level standards on state mandated assessments and in accordance with Program Measures and Goals from federal grants. (Title I SW: 3,4,9,10) (Title I SW Elements: 1.1,2.6) (Strategic Priorities: 2) (CSFs: 1,2)	Assistant Superintendent(s), Principal, Special Programs Coordinator, Teacher(s)	formative assessments	(F)Fund 211 Title I Part A , (F)Fund 270 Title VI Rural and Low Income, (O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - See District Goals with Measurable Evidence
4. Using PEIMS and state mandated testing data provided by the TEA (technical assistance) and following all fiscal requirements of 1120A (supplementing and not supplanting), support campus initiatives for increasing achievement for all student groups. (Title I SW: 3,4,9,10) (Title I SW Elements: 2.1,2.2,2.5,2.6) (Strategic Priorities: 1,2) (CSFs: 1)	Assistant Superintendent(s), Business Manager, Director of Special Education, Principal, Special Programs Coordinator	ongoing	(F)Fund 211 Title I Part A , (F)Fund 270 Title VI Rural and Low Income, (O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - see District Goals with Measurable Evidence
5. Provide staff development in the areas of LPAC, ARD, State Assessment, Migrant Identification, 504, dyslexia, and other procedures as required by state and federal programs. (Title I SW: 4,8,10) (Title I SW Elements: 2.6) (Strategic Priorities: 1,2)	Assistant Superintendent(s), Director of Special Education, Principal, Special Programs Coordinator, Teacher(s)	ongoing	(F)Fund 211 Title I Part A , (F)Fund 263 Title III Bilingual / ESL, (F)Fund 270 Title VI Rural and Low Income, (O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - See district goals with measurable evidence

PITTSBURG ISD

Goal 1. (I. Increase Student Academic Achievement and Growth) Expect and promote high achievement for all student groups in English Language Arts, Mathematics, Science, and Social Studies in compliance with federal and state objectives.

Objective 4. Comply with state and federal guidelines in order to increase achievement for all student groups with all meeting the state testing targets.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(CSFs: 7)				
6. Facilitate the transition of students with disabilities with information and activities associated with postsecondary education, vocational education, integrated employment, continuing and adult education/independent living. (Title I SW Elements: 2.2) (Strategic Priorities: 3)	Director of Special Education, Special Ed Staff, Teacher(s)	every 9 weeks	(F)Fund 244 IDEA B (SPED), (O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - See District Goals with Measurable Evidence
7. Provide continued support for the strategies listed in the Primary campus improvement plan to ensure a smooth transition from early childhood programs to elementary grades. (Title I SW: 7) (Title I SW Elements: 2.6) (Strategic Priorities: 2)	Assistant Principal(s), Assistant Superintendent(s), Principal, Teacher(s)	see primary plan	(F)Fund 211 Title I Part A , (F)Fund 225 IDEA B Preschool (SPED), (O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - See District Goals with Measurable Evidence
8. Follow all Foster Care guidelines as set forth in board policy. (Title I SW: 10)	Assistant Principal(s), Assistant Superintendent(s), Principal, Teacher(s), Transportation and Maintenance Director	ongoing	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - See District Goals with Measurable Evidence
9. Provide professional development through Eduhero in order to comply with all state and federal staff development requirements. (CSFs: 7)	Assistant Principal(s), Assistant Superintendent(s), Director of Special Education, Principal, School Nurse	July 1 - June 30	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - See District Goals with Measurable Evidence
10. Monitor STAAR passing rates and dropout rate for all student groups and intervene if need is indicated by data. (Strategic Priorities: 2) (CSFs: 1)	Assistant Superintendent(s), Counselor(s), Principal	Annual	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - see District Goals with Measurable Evidence Annual
11. Provide continued support for the strategies listed in the Junior High campus improvement plan to ensure a smooth transition from middle school to high school.	Assistant Principal(s), Counselor(s), CTE Director, Principal	annual	(S)Fund 199 Local Funds	Summative - Summative - See District Goals with Measurable Evidence

PITTSBURG ISD

- Goal 1.** (I. Increase Student Academic Achievement and Growth) Expect and promote high achievement for all student groups in English Language Arts, Mathematics, Science, and Social Studies in compliance with federal and state objectives.
- Objective 5.** Implement and maintain strategies for continued employment of highly qualified personnel.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continued pay above state base for all employees. (Title I SW Elements: 1.1) (Strategic Priorities: 1)	Business Manager, School Board, Superintendent(s)	contract dates	(O)See Funding Resources	Criteria: Summative - See District Goals with Measurable Evidence
2. Provide retention bonuses to qualified personnel and implement activities to continue to employ existing staff and maintain continuity of services. (Title I SW Elements: 1.1) (Strategic Priorities: 1)	Business Manager, School Board, Superintendent(s)	as determined	(O)See Funding Resources	Criteria: Summative - See District Goals with Measurable Evidence
3. Participate in University/district agreements for placements of student teachers. (Title I SW Elements: 1.1) (Strategic Priorities: 1)	Assistant Superintendent(s), Principal, Teacher(s)	Semester Cycle	(O)See Funding Resources	Criteria: Summative - See District Goals with Measurable Evidence
4. Implement components of the Teacher Incentive Allotment for the benefit of classroom teachers. (Title I SW Elements: 2.1) (Strategic Priorities: 1)	Assistant Principal(s), Assistant Superintendent(s), District Instructional Technology Coordinator, Principal, Special Programs Coordinator, Superintendent(s), Teacher(s)	ongoing		Criteria: Teacher Survey/Plan Approval upon Re-submission

PITTSBURG ISD

Goal 2. (II. Provide a Safe and Secure Educational Environment) Provide a safe, secure, and healthy educational environment and one that promotes health for all staff and all student groups.

Objective 1. Ensure safe facilities with sufficient instructional space for all staff and students where learning is the top priority.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide, maintain, and upgrade fencing, security cameras, door buzzers, communication equipment, outside doors, film and other safety measures mandated by the School Safety Standards. (Title I SW: 1) (Title I SW Elements: 1.1,2.2) (Target Group: All) (Strategic Priorities: 1) (ESF: 3)	Assistant Superintendent(s), Business Manager, Director for Safety and Attendance, Director of Technology, Principal, School Board, Superintendent(s), Transportation and Maintenance Director	ongoing; as needed	(F)Fund 289 Title IV Safe and Drug Free, (O)See Funding Resources, (S)Fund 199 Local Funds, (S)Fund 429 School Safety Grant Cycle 1 and/or 2	Summative - See District Goals with Measurable Evidence
2. Continue employment of Director of Safety and Attendance, Campus Security Guards, Bus Monitors, certified policemen on every campus with the addition of Safety Director/Chief of Police and Assistant Safety Director/Deputy Chief of Police. (Title I SW Elements: 1.1)	Business Manager, School Board, Superintendent(s)	contract dates	(F)Fund 211 Title I Part A , (O)See Funding Resources, (S)Fund 199 Local Funds, (S)Fund 429 School Safety Grant Cycle 1 and/or 2	Annual - see District Goals with Measurable Evidence
3. Establish and provide sustained TEA approved training for Campus Crisis Intervention Teams including restraint, and CPR on every campus (Title I SW Elements: 2.2)	Assistant Superintendent(s), Director of Special Education, Principal, Safety Director/Chief of Police, School Nurse	August	(O)See Funding Resources, (S)Fund 429 School Safety Grant Cycle 1 and/or 2	Summative - See District Goals with Measurable Evidence
4. Continued use of identification badges and requirement that all visitors are "buzzed" in and check in with the front office immediately upon arrival (Title I SW Elements: 1.1) (Target Group: All)	Assistant Principal(s), Director for Safety and Attendance, Director of Technology, Principal, Safety Director/Chief of Police, Superintendent(s), Teacher(s)	ongoing	(F)Fund 211 Title I Part A , (O)See Funding Resources, (S)Fund 199 Local Funds, (S)Fund 429 School Safety Grant Cycle 1 and/or 2	Summative - See District Goals with Measurable Evidence
5. All staff and students will be familiar with the discipline steps and bus policy contained in the campus and student handbooks. (Title I SW Elements: 2.3) (Strategic Priorities: 1)	Assistant Principal(s), Counselor(s), Principal, Safety Director/Chief of Police, Teacher(s), Transportation and Maintenance Director	ongoing; as needed	(O)See Funding Resources, (S)Fund 429 School Safety Grant Cycle 1 and/or 2	Summative - See District Goals with Measurable Evidence
6. Provide professional development in positive behavior support strategies and research best practices for implementation. (Title I SW: 4,10) (Title I SW Elements: 1.1,2.1) (Strategic Priorities: 2)	Assistant Principal(s), Assistant Superintendent(s), Counselor(s), Director for Safety and Attendance, Director of Special Education, Principal, Teacher(s), Transportation and	August	(F)Fund 211 Title I Part A , (F)Fund 225 IDEA B Preschool (SPED), (O)See Funding Resources, (S)Fund 199 Local Funds	Summative - see District Goals with Measurable Evidence

PITTSBURG ISD

Goal 2. (II. Provide a Safe and Secure Educational Environment) Provide a safe, secure, and healthy educational environment and one that promotes health for all staff and all student groups.

Objective 1. Ensure safe facilities with sufficient instructional space for all staff and students where learning is the top priority.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
	Maintenance Director			
7. Continued implementation of Behavior Accommodation Program with certified administrator, certified teacher, and behavior specialists. (Title I SW Elements: 1.1,2.6) (Strategic Priorities: 2)	Business Manager, Counselor(s), Director of Special Education, Principal, School Board, Superintendent(s), Teacher(s)	August	(F)Fund 289 Title IV Safe and Drug Free, (S)Fund 199 Local Funds	Criteria: Summative - See District Goals with Measurable Evidence Summative - See District Goals with Measurable Evidence
8. Addition of a Student Services Coordinator to serve grades PreK-8 to assist with a well rounded education that promotes safe and healthy students. (Title I SW Elements: 1.1,2.6) (Strategic Priorities: 1,2)	Business Manager, School Board, Superintendent(s)	August - May	(F)Fund 289 Title IV Safe and Drug Free, (S)Fund 199 Local Funds	Criteria: See Title IV Program Validation Objectives with Evaluation Process. Summative. See also District Goals with Measurable Evidence.
9. Conduct long range planning with the school board utilizing prioritized lists of campus needs and create an implementation timeline for voter approved facilities/improvements. (Title I SW Elements: 1.1)	Assistant Superintendent(s), Business Manager, School Board, Superintendent(s)	annual; as needed		Criteria: Summative - See District Goals with Measurable Evidence
10. Each District police officer shall have all the powers, privileges, and immunities of police officers on or off duty within the jurisdiction of the District. A District police officer shall not be assigned routine classroom discipline or administrative tasks. Detailed information can be found at the following link: https://pol.tasb.org/PolicyOnline/PolicyDetails?key=264&code=CKE#localTabContent	Safety Director/Chief of Police	ongoing		

PITTSBURG ISD

Goal 2. (II. Provide a Safe and Secure Educational Environment) Provide a safe, secure, and healthy educational environment and one that promotes health for all staff and all student groups.

Objective 2. Meet all federal and state objectives regarding student health and nutrition and a secure and drug free teaching and learning environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Maintain, with ongoing monitoring, a school safety and security committee that will maintain a multi hazard emergency operations manual with which all staff will be familiar. (Title I SW: 1,10) (Title I SW Elements: 1.1) (Target Group: All) (CSFs: 6) (ESF: 3.1,3.2,3.3)	Assistant Superintendent(s), Director for Safety and Attendance, Director of Technology, Principal, Safety Director/Chief of Police, School Nurse, Superintendent(s), Teacher(s), Transportation and Maintenance Director	ongoing	(F)Fund 211 Title I Part A , (O)See Funding Resources, (S)Fund 199 Local Funds, (S)Fund 429 School Safety Grant Cycle 1 and/or 2	Summative - See District Goals with Measurable Evidence
2. Establish a long range energy plan to reduce the district's annual electric consumption by 5% (Title I SW Elements: 2.1,2.2)	Business Manager, Superintendent(s), Transportation and Maintenance Director	August	(O)See Funding Resources	Summative - See District Goals with Measurable Evidence
3. Provide procedures and staff development to recognize and address sexual abuse, family violence, dating violence, and sex trafficking and other maltreatment of children and reporting requirements. Any maltreatment of children will not be tolerated. (Title I SW: 4,10) (Title I SW Elements: 2.2) (ESF: 3.2,3.3)	Assistant Superintendent(s), School Nurse	August	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - see District Goals with Measurable Evidence
4. Disseminate information on gang-free zones and the consequences of engaging in organized criminal activity within those zones (Title I SW Elements: 2.3) (ESF: 3.3,3.4)	Principal, Safety Director/Chief of Police, Superintendent(s)	August	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence
5. Coordinate efforts to promote healthy lifestyles for all students and staff including nutritional foods, health services, drug and violence prevention/intervention, and suicide prevention. (Title I SW Elements: 2.1,2.2,2.3) (ESF: 1.2,3.1)	Assistant Principal(s), Assistant Superintendent(s), Director for Safety and Attendance, Director of Food Services, Principal, School Nurse, Superintendent(s)	August; ongoing	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence
6. Continued employment of school nurses working in coordination with the School Health Advisory Committee. (Title I SW Elements: 1.1,2.1) (ESF: 3.4)	Assistant Superintendent(s), Director of Food Services, School Nurse, Superintendent(s)	as scheduled	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence
7. Provide nutritional foods for all student groups through the child nutrition/school lunch	Business Manager, Director of Food Services,	ongoing	(O)See Funding Resources	Summative - See District Goals with Measurable Evidence

PITTSBURG ISD

Goal 2. (II. Provide a Safe and Secure Educational Environment) Provide a safe, secure, and healthy educational environment and one that promotes health for all staff and all student groups.

Objective 2. Meet all federal and state objectives regarding student health and nutrition and a secure and drug free teaching and learning environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
program (Title I SW Elements: 2.2) (ESF: 3.3)	Superintendent(s)			
8. Implement and provide professional development in evidence-based practices that will address awareness, prevention, identification, self-defense in response to, and resolution of and intervention in bullying and harassment. (Title I SW Elements: 2.2) (ESF: 3.3)	Assistant Superintendent(s), Principal	August	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence
9. Provide staff development on, adhere to the guidelines, and display the district's bloodborne pathogen plan in appropriate places on every campus. (Title I SW Elements: 2.3) (ESF: 3.2)	Assistant Superintendent(s), Principal, School Nurse	August	(O)See Funding Resources	Summative - See District Goals with Measurable Evidence
10. Continued employment of Behavior Adjustment Coordinator to address social/emotional needs of students in grades preK-8 (Title I SW Elements: 1.1,2.1,2.6) (Strategic Priorities: 1)	Assistant Superintendent(s), Business Manager, Superintendent(s)	August	(F)Fund 211 Title I Part A , (S)Fund 199 Local Funds	Criteria: Summative - See District Goals with Measurable Evidence
11. Provide staff development and planning for trauma informed care practices. (Title I SW Elements: 1.1) (ESF: 3.3)	Assistant Superintendent(s), Principal, School Nurse, Teacher(s)	August - May	(O)See Funding Resources, (S)Fund 199 Local Funds	Criteria: Comprehensive Needs Assessments 07/11/23 - Completed 07/11/23 - Pending
12. Provide threat assessment hotline information on website. (Title I SW Elements: 2.3) (Target Group: All)	Director for Safety and Attendance, Director of Technology, Superintendent(s)	ongoing	(S)Fund 199 Local Funds	Criteria: Hotline available on website
13. Complete Fitnessgram assessment for students in grades 3-12.	Assistant Athletic Director, Director of Technology, Principal	spring semester		

PITTSBURG ISD

Goal 3. (III. Promote parent/family/community engagement) Promote and develop programs and services for parent/family/community engagement district-wide for all student groups.

Objective 1. Ensure that all students graduate from high school with college, career or military readiness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Track cohort groups and meet with parents and students that appear to be at risk of not graduating with their group to explain the implications. (Title I SW: 6,9,10) (Title I SW Elements: 2.1,2.2,3.1,3.2) (Target Group: AtRisk) (Strategic Priorities: 2,3) (CSFs: 5)	Counselor(s), Principal	every 9 weeks	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence.
2. Provide written notification of the automatic college admission rule to all incoming freshmen;provide a plain language written notification to each eligible senior and to juniors in the top 10% of their class and their parents; and require the high school counselor to explain the automatic college admission requirements to all students whose GPA is in the top 25% of their class. (Title I SW Elements: 3.1) (Strategic Priorities: 3) (CSFs: 5)	Counselor(s), Principal	August	(O)See Funding Resources, (S)Fund 199 Local Funds	Proof of notification
3. Ensure that all students graduate and provide assistance for any learning loss by monitoring all student groups and meet with parents and/or students to inform them of any areas of concern and provide information and assistance to parents and families on effectively supporting students. (Title I SW Elements: 2.2,2.6,3.2) (Strategic Priorities: 2,3) (CSFs: 1,5) (ESF: 3.3,3.4,4.1,5.4)	Counselor(s), Principal	every 9 weeks	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - Summative - See District Goals with Measurable Evidence.

PITTSBURG ISD

Goal 3. (III. Promote parent/family/community engagement) Promote and develop programs and services for parent/family/community engagement district-wide for all student groups.

Objective 2. Adhere to federal and state guidelines that promote parent and family engagement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Employment of Spanish translator and on-line translation abilities in order to provide information, to the extent possible, in the home language for all parents. (Title I SW Elements: 2.1,2.3,3.1) (Strategic Priorities: 2) (CSFs: 5)	Assistant Superintendent(s), Principal	August - May; as needed	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence
2. Review/Update District Parent and Family Engagement Policy and Parent/School Compacts with District and Campus Planning Committees and appropriate stakeholders; incorporate strategies designed to inform parents of the importance of their contributions to their child's education and publish on the website. (Title I SW: 6) (Title I SW Elements: 2.1,2.3,3.1,3.2) (CSFs: 5)	Assistant Superintendent(s), Principal	annual	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence
3. Establish an anonymous hotline for reporting of bullying in accordance with SB 179 (David's Law). (Title I SW Elements: 2.1) (ESF: 3.3)	Director for Safety and Attendance, Director of Technology, Superintendent(s)	ongoing	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence
4. Annually conduct comprehensive needs assessments on every campus to identify parental involvement strengths and weaknesses. (Title I SW: 1,6) (Title I SW Elements: 2.1,3.1) (CSFs: 5)	Assistant Superintendent(s), Principal	annual	(F)Fund 211 Title I Part A , (O)See Funding Resources, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence

PITTSBURG ISD

Goal 3. (III. Promote parent/family/community engagement) Promote and develop programs and services for parent/family/community engagement district-wide for all student groups.

Objective 3. Use a varied means of developing partnerships with parents.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue report Card pickup on all campuses, Meet the Teacher, Special Recognition activities for high school seniors, Student Council, National Honor Society, CTE students, Community Unity Tailgate Party, STAAR nights, on-line grade and attendance availability, 3 week progress reports and strive to implement other opportunities to provide assistance to parents in understanding the challenging State academic standards and local assessments. (Title I SW: 6,9,10) (Title I SW Elements: 1.1,2.1,2.3,3.1,3.2) (Strategic Priorities: 2) (CSFs: 5)	Assistant Superintendent(s), Principal, Superintendent(s)	ongoing	(F)Fund 211 Title I Part A , (O)See Funding Resources, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence
2. Continuously update PISD and campus websites to include required postings, Spanish translations as available, access to student grades and attendance, calendars, and other information as needed. (Title I SW: 6,9,10) (Title I SW Elements: 2.2,2.3,2.6,3.1,3.2) (Strategic Priorities: 2) (CSFs: 5)	Assistant Superintendent(s), Director of Technology, District Instructional Technology Coordinator, Principal	ongoing; as needed	(F)Fund 211 Title I Part A , (F)Fund 263 Title III Bilingual / ESL, (O)See Funding Resources, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence
3. Establish parent/family centers with special emphasis placed on communicating with parents/students with high mobility rates and all student groups. (Title I SW: 6) (Title I SW Elements: 3.1) (CSFs: 5)	Assistant Superintendent(s), Principal, Superintendent(s)	Semester cycle	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence
4. Continued use of digital calling system to inform parents, community, and staff of school-related information in a timely manner. (Title I SW: 6) (Title I SW Elements: 3.1) (CSFs: 5)	Director for Safety and Attendance, Director of Technology, Principal, Superintendent(s)	as needed	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence
5. Annually conduct comprehensive needs assessments to identify strengths and weaknesses of school facilities including the physical structures and the campus climates. (Title I SW Elements: 1.1,2.1) (CSFs: 2,6)	Assistant Superintendent(s), Principal	annual	(O)See Funding Resources, (S)Fund 199 Local Funds	Summative - See District Goals with Measurable Evidence
6. Provide materials and training to help parents work with their children to improve	Assistant Principal(s), Assistant Superintendent(s), Business	ongoing	(F)Fund 211 Title I Part A , (S)Fund 199 Local Funds,	Criteria: Summative - See District Goals with Measurable Evidence

PITTSBURG ISD

Goal 3. (III. Promote parent/family/community engagement) Promote and develop programs and services for parent/family/community engagement district-wide for all student groups.

Objective 3. Use a varied means of developing partnerships with parents.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
student achievement. (Title I SW Elements: 3.1) (Strategic Priorities: 2)	Manager, Principal, Superintendent(s), Teacher(s)		(S)Fund 199 PIC 30 State Compensatory Education	
7. Educate teachers in the value of contributions of parents and how to work with parents as equal partners. (Title I SW Elements: 2.1,3.1) (Strategic Priorities: 2)	Assistant Superintendent(s), Principal, Teacher(s)	ongoing	(O)See Funding Resources, (S)Fund 199 Local Funds, (S)Fund 199 PIC 25 Bilingual/ESL	Criteria: Summative - See District Goals with Measurable Evidence



Pittsburg ISD

2025-2026 Comprehensive Professional Development Plan

Professional development as determined by District and Campus Needs Assessment summaries signal the importance of all PISD educators in taking an active role in the development and implementation of continuous learning opportunities. Professional development for the 2025-2026 school year at Pittsburg ISD was determined through the following activities:

- Campus Student Achievement Data Analysis
- MAPS/Benchmark/STAAR Assessment Data
- Professional Development Surveys included in the campus Needs Assessments
- District and Campus Site-Based Meetings

The following topics for professional development emerged as priorities for Pittsburg ISD for the 2025-2026 school year:

Strategies to increase student engagement and achievement

- Strategies to increase student achievement in ELAR and math.
- Analyzing MAPS/Exploros/STEMSCOPES/Circle student performance data

Implementation Strategies for Instructional Technology

- Improved integration of technology, curriculum, and TEKS and utilization of updated hardware and software

Differentiation Strategies

- Research based learning strategies for EB's including ELPS review
- Identification and Intervention for students showing signs of dyslexia
- Multi-Tiered System of Supports for students

Student Management/Assessment Systems

- Skyward Student Services
- NWEA MAP Student Growth Assessments

PISD Priority for Service (PFS) Action Plan for Migrant Students

As part of the Every Student Succeeds Act (ESSA), the Priority for Service (PFS) Action Plan is a **required** program activity for the Migrant Education Program. In providing services with funds received under this part, each recipient of such funds shall give priority to migratory children who have made a qualifying move within the previous 1-year period and who are failing, or most at risk of failing, to meet the challenging State academic standards; or have dropped out of school. [§1304 [20 U.S.C. 6394](d)].

The *Priority for Service Report* on Texas – New Generation System (TX-NGS) must be used to determine who to serve first and foremost with MEP funds. Students are identified as PFS if they meet the following criteria:

Priority for Service Criteria	
Grades 3-12, Ungraded (UG) or Out of School (OS)	- Who have made a qualifying move within the previous 1-year period; <u>AND</u> - Have a received grade level of “approaches or not meet” on the state assessments (STAAR), were Absent, Not Tested or were not enrolled in a Texas school during the state assessment testing period for their grade level.
Grades K-3	- Who have made a qualifying move within the previous 1-year period; <u>AND</u> - Have been designated EL/EB (English Learner/Emerging Bilingual) in the Student Designation section of the TX-NGS Supplemental Program Component; <u>OR</u> - For students in grades K-2 or students in grade 3 that have not taken the STAAR assessment, who have been retained, or are overage for their current grade level.

Required Strategy	Timeline	Person(s) Responsible	Documentation
Monitoring the progress of eligible migratory students who are PFS.			
▪ Monthly , run TX-NGS Priority for Service (PFS) reports to identify migratory children and youth who require priority access to MEP services.	Monthly	Migrant Liaison, campus office personnel, Special Programs Administrators, Counselors	Reports
▪ Before the first day of school , develop a PFS Action Plan for serving PFS students. The plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives.	Beginning of year	Deputy Superintendent School Board	District Improvement Plan

Required Strategy	Timeline	Person(s) Responsible	Documentation
Communicating the progress and determine needs of eligible migratory who are PFS.			
▪ During the academic calendar , staff will provide campus principals and appropriate campus staff information on the Priority for Service criteria and updated TX-NGS Priority for Service (PFS) reports.	Ongoing	Migrant Liaison, campus office personnel, Special Programs Administrators, Counselors	Reports
▪ ReDuring the academic calendar , staff will provide parents of PFS students information on the PFS criteria.	Ongoing as needed	Migrant Liaison, campus office personnel, Special Programs Administrators, Counselors	Reports
▪ During the academic calendar , staff will make individualized virtual, home and /or community visits to update parents on the academic progress of their children.	ongoing	Migrant Liaison, campus office personnel, Special Programs Administrators, Counselors	Reports

Required Strategy	Timeline	Person(s) Responsible	Documentation
Providing services to eligible migratory who are PFS.			
▪ Staff will use the PFS reports to give priority placement to these students in migrant education program activities.	Review monthly	Migrant Liaison, campus office personnel	Reports
▪ Ensure that PFS students receive priority access to instructional services as well as social workers and community social services/agencies.	Review monthly	Migrant Liaison, campus office personnel	Reports
▪ Determine what federal, state, or local programs serve PFS students.	Review monthly	Migrant Liaison, campus office personnel	Reports

Pittsburg ISD Title I School-Wide Plans by Campus

2025–2026 Summary

Staff at all Pittsburg ISD campuses plan collaboratively. Student achievement, academic and social/emotional growth is the goal for all students on our campuses. Needs assessment and student achievement data is continuously analyzed in order to better serve students through MTSS and provide all students with the tools they need for academic success.

The Title I campus plans are reviewed annually by stakeholders on the campus. Expenditures and plans for Title I funds on these campuses are determined at the individual campus level. The high levels of achievement that students on these PISD campuses are currently experiencing indicates no major changes to the plans are needed for this year. To that end, Title I funds are primarily used to provide additional certified teachers on school-wide campuses in order to serve as interventionists for students. Remaining funds are used to provide professional development on research-based teaching strategies and materials to support those strategies.

Primary Campus Plan - Grade Span PreK-1

Title I funds are used to provide supplemental teacher interventionists in order to increase academic achievement and social/emotional growth for all students. Additional funds are expended on parent/family/community engagement activities and professional development.

Elementary Campus Plan – Grade Span 2-4

Title I funds are used to provide supplemental teacher interventionists in order to increase academic achievement and social/emotional growth for all students. Additional funds are expended on parent/family/community engagement activities and professional development.

Intermediate Campus Plan – Grade Span 5-6

Title I funds are used to provide supplemental teacher interventionists in order to increase academic achievement and social/emotional growth for all students. Additional funds are expended on parent/family/community engagement activities and professional development.

Junior High Campus Plan – Grade Span 7-8

Title I funds are used to provide supplemental teacher interventionists in order to increase academic achievement for all students. Additional funds are expended on parent/family/community involvement activities and professional development.

Pittsburg ISD
Needs Assessment Summary for 2025-26 District Improvement Plan

This narrative includes a summary of the staff, community, student, and parent needs assessments for each of five campuses and the district as a whole. It also includes a description of the comprehensive needs assessment process. These results do not include a summary of staff development requests. That information is included in the 2025-26 PISD Comprehensive Professional Development Plan.

District

Pittsburg ISD is the only school district in Camp County. It has five campuses serving a current enrollment of approximately 2245 students. Demographic data has fluctuated little over the past several years. Of our current students, 15% are African American, 47% are Hispanic, 33% are White, and 5% are other. Approximately 80% are economically disadvantaged and 14% of our Hispanic students are Emergent Bilingual students.

Student Achievement

State accountability data was analyzed by the administrative team. District performance is as follows:

Reading - 88% Approaches, 63% Meets, 22% Masters
Math - 89% Approaches, 62% Meets, 25% Masters
Science - 86% Approaches, 46% Meets, 10% Masters
Social Studies - 84% Approaches, 54% Meets, 26% Masters

Process

Pittsburg ISD has both a district and campus needs assessment process that encompasses staff, community members, students, and parents. For staff, district administration creates a district needs assessment. The questions in the district needs assessment are aligned to requirements of both state and federal programs. This assessment is then duplicated five times under each campus name. Campus administrators add questions pertinent to each individual campus. The surveys are distributed electronically, by campus, to all employees. Results are gathered electronically and tabulated by the software at both the district level and the campus level. After the deadline to respond, campus and district administrators read the surveys, read all responses, and produce campus and district summaries. The district and campus site based committees include members from the community and parents. Needs and evaluations of expenditures are discussed during SBDM/stakeholder meetings and documentation is maintained at the campus and district level. Notification of availability of the survey is provided via text to all parents and staff. Responses are tabulated by campus and for the district as a whole.

Surveys

The needs assessments yielded high percentages of favorable response for each topic surveyed. Results indicated that PISD offers many opportunities for staff to respond to teaching and learning needs including targeted intervention and increased instructional time through summer school. .Parents and students are surveyed as well and those responses were very favorable.

Strategies to address areas of importance indicated by staff and other stakeholders are included in the District Improvement Plan and the Campus Improvement Plans.

MEMO TO BOARD

Date: October 20, 2025

To: Pittsburg ISD School Board Members

From: Terry Waldrep, Johnna Owen, Jonathan Hill, Jyl Wood, Dawn Kennington, Rustin Ramsey

Re: Board Adopted Plans and Goals from House Bill 3 (Education Code 11.185, .186)

Overview

House Bill 3 requires school boards to adopt plans in Early Childhood Literacy (Reading), Early Childhood Math, and College, Career, and Military Readiness. All plans should include goals that specify a baseline, a target, the student population, and a deadline for achieving the goal. Annual targets must be included for each goal in addition to a five-year deadline target. School boards must review the progress of the plans at least annually. Schools must have all three plans in place no later than the end of the 2025-2026 school year.

Early Childhood Literacy (Reading) and Early Childhood Math

Goals must be established for student growth in third-grade STAAR reading and math. Annual targets must be included for each sub-population meeting minimum size (25 students). Plans should include a means of monitoring K-2 students to determine if they are on track to attain the goals.

College, Career, and Military Readiness (CCMR)

Goals must be established for student growth on CCMR readiness indicators for all students and for each sub-population meeting minimum size (25 students).

Research and Planning

Terry Waldrep, Johnna Owen, Jonathan Hill, Jyl Wood, Dawn Kennington, Rustin Ramsey attended an administrators meeting at the Pittsburg ISD Aubrey Pilgrim Building on 12-03-2024. Additionally, the planning team met again on 02-25-2025, 04-07-2025 and 05-06-2025, 06-16-25, 06-17-25, 7-21-25, 7-22-25. Data reviewed included 2023-2024 Texas Academic Performance Report (TAPR), 2024-2025 MAPS Fluency, and College, Career, and Military Readiness (CCMR) results for 2024 and 2025.

Pittsburg ISD

Early Childhood Literacy Plan, Goal, and Progress Measures

Goal

The aggregate score of approaches, meets, and masters percentages on third-grade STAAR reading tests will increase from 60% to 64% by November 2029. (Source data most recent TAPR 23-24)

Progress Measure 1

	2025	2026	2027	2028	2029
Target	60%	61%	62%	63%	64%
Increase					

Progress Measure 2

The percent of K-2 students that score met growth on MAPS fluency will increase from 48% to 52% by June 2029.

	2025	2026	2027	2028	2029
Target	48%	49%	50%	51%	52%
Increase					

Progress Measure 3

Continue to meet or exceed the targets established by the TEA for each sub-population that meets the minimum size for Domain 3 on third-grade STAAR reading tests under Academic Achievement.

[illegible]

[illegible]

Pittsburg ISD

Early Childhood Math Plan, Goal, and Progress Measures

Goal

The aggregate score of approaches, meets, and masters percentages on third-grade STAAR math tests will increase from 41% to 45% by November 2029. (Source data 2023-24 TAPR)

Progress Measure 1

	2025	2026	2027	2028	2029
Target	41%	42%	43%	44%	45%
Result					

Progress Measure 2

Continue to meet or exceed a percentage of 95% of K-2 students that meet end-of-year promotion criteria in math through June of 2029.

	2025	2026	2027	2028	2029
Target	95%	95%	95%	95%	95%
Result					

Progress Measure 3

Continue to meet or exceed the targets established by the TEA for each sub-population that meets the minimum size for Domain 3 on third-grade STAAR math tests under Academic Achievement.

[illegible]

2028 Result										
2029 Target										
2029 Result										

Pittsburg ISD

College, Career, and Military Readiness Goals and Progress Measures

Goal

The percentage of graduates that meet the criteria for CCMR credit will continue to meet or exceed a percentage of 90% by August 2025. (Source data 2023-24 TAPR)

Progress Measure 1

	2025	2026	2027	2028	2029
Target	90%	90%	90%	90%	90%
Result					

Progress Measure 2

Continue to increase the percentage for each sub-population that meets the minimum size for Domain 3 on CCMR results under Academic Achievement.

	African American	Hispanic	White	Two/More Races	Special Education	Eco. Dis.	EL
Baseline (2023-24 TAPR)	55%	68%	67%	85%	36%	61%	81%
2025							
2026							
2027							
2028							
2029							