

Harts Bluff ISD

District Improvement Plan

2018/2019

Engaged Energized Prepared



Harts Bluff ISD

Vision

Engaged Students, energized by opportunity, and prepared to realize their highest ambitions.

Engaged students, supported by the coordinated efforts of staff, parents, and the community, energized by the global opportunities education provides them and prepared to realize their goals and highest ambitions.

School Board Goals

- 1. A global perspective on opportunity for all students*
- 2. A cohesive support system (staff, parents, and the community) that reinforces educational efforts*
- 3. Project-based learning, using digital technologies, to enable parents to assist in reinforcing learning*
- 4. Individualized instructional opportunities through advanced use of technological tools*

Nondiscrimination Notice

Harts Bluff ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

Harts Bluff ISD Site Base

Name	Position
Brown, Wes	Business Owner
Currey, Laura	Parent
Ellington, Dacey	Teacher
Hinton, Trista	Teacher
Martin, Shana	Teacher
Moreno, Betsy	Community
Open, Open	Community
Reynolds, Jimmy	Parent
Rose, Tracie	Principal
Rutherford, Maria	Teacher
Walker, Kelly	Teacher

Resources

Resource	Source	Amount
IDEA-B	Federal	\$15,671
REAP	Federal	
Title I, Part A	Federal	\$148,085
Title IIA Principal and Teacher Improvement	Federal	\$21,238
Title III Bilingual / ESL	Federal	\$11,671
Title IV	Federal	\$10,000
Local Funds	Local	
SCE-FTE	State	16.91
State Compensatory	State	\$269,874

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- Goal 1.** Provide a global perspective on opportunities for all students by providing a well-rounded instructional program for all students to enhance achievement, access, and equity. (INSTRUCTION)
- Objective 1.** Student Achievement- a variety of instructional programs (including state, federal and local programs) will be offered to meet the needs of all students,
 - Objective 2.** PK-K Student Achievement - All students in grades K-2 will meet one years growth based on assessment data.
 - Objective 3.** Student Achievement (STAAR - Reading, Math, Writing, Science, and Social Studies) (1) Increase the achievement of all students by meeting or exceeding the yearly passing standard in Reading, Math, Writing, Science, and Social Studies.(2) Increase advanced Level III student achievement in all subject areas.
 - Objective 4.** Qualified Teachers and Paraprofessionals - All students will be instructed by certified teachers and Highly Qualified paraprofessionals.
 - Objective 5.** Deliver a rigorous and relevant curriculum using technology and other instructional strategies to engage all learners in meaningful learning experiences.
- Goal 2.** All students will be educated in a safe and drug free environment that provides a cohesive support system (staff, parents, and the community) that reinforces educational efforts. (BASIC NEEDS)
- Objective 1.** Safety- All teachers and students will be in a safe and orderly environment.
 - Objective 2.** Opportunities will be provided to increase awareness of ways to create a positive and safe environment.
 - Objective 3.** Discipline - To reduce the number of suspensions, discipline referrals, and incidents of drug and violence.
 - Objective 4.** All students will be encouraged to attend school and meet attendance requirements for academic success. The district will meet or exceed the 98% state standard for attendance.
 - Objective 5.** Student Dropout Rate - The district will maintain a drop out rate of 0.0%, not to exceed 1%.
- Goal 3.** The district will provide opportunities for all learners (community stakeholders, students, and staff) to develop lifelong learning by partnering with parents in the education of students. (PARENT - COMMUNITY)
- Objective 1.** Parent Involvement-The district will work to increase parent involvement.
 - Objective 2.** Higher Education Opportunities-Parents, Students, Community stake holders, and employees will be provided information about higher education admissions, financial aid opportunities and curricular choices to help them be prepared for success beyond high school.
 - Objective 3.** Planning and Decision Making - Utilize site based team to support students' academic needs.
 - Objective 4.** Healthy Living (SHAC)- The staff, students, parents, and the community will become aware of daily decisions that affect health and wellness.
- Goal 4.** Individualized instructional opportunities through advanced use of technology tools.

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Objective 1. Provide basic needs for technology - Guaranteed Technology Standard

Goal 5. Evaluate each District Goal

Objective 1. Conduct a comprehensive needs assessment

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Goal 1. Provide a global perspective on opportunities for all students by providing a well-rounded instructional program for all students to enhance achievement, access, and equity. (INSTRUCTION)

Objective 1. Student Achievement- a variety of instructional programs (including state, federal and local programs) will be offered to meet the needs of all students,

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide a well-rounded program of instruction to meet the academic needs of all students including multiple opportunities to participate in fine arts programs offered during the school day. Music and Art will be provided to grades PK-6, Band for students in grades 6-8 and Choir for grades 7-8. (Target Group: All) (CSFs: 1)	Principal	Each nine weeks	(L)Local Funds	Summative - Student enrollment
2. Provide opportunities for students to participate in extracurricular academic activities. Activities include UIL, Robotics, Archery, and the Titus Co. Fair Academic Rodeo (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Principal, Teacher(s)	Dec, May	(L)Local Funds	Summative - Review of Event Participation
3. Provide G/T students with a continuum of learning experiences that lead to advanced-level products/performances. See TEC 11.252 and 11.253 (See GT Plan) (Title I SW: 10) (Target Group: GT)	GT director, Teacher(s)	Monthly	(L)Local Funds	Summative - GT Program Evaluation
4. Provide opportunities for GT students to participate in activities outside the normal school day. (Target Group: GT) (CSFs: 1)	GT director	Dec, May	(L)Local Funds	Summative - Activities attended.
5. Provide appropriate programs for ELL students focusing on ELL strategies. (Title I SW: 1,3,9) (Title I TA: 1,2,3,4,5,6,8) (Target Group: ESL, LEP)	Assistant Principal(s), Core Subject Teachers, Curriculum Director, ELL Director, Principal	Monthly		Summative - Student Achievement/Growth
6. Plan for the implementation of a two way bilingual program in prekindergarten and an additional one way bilingual classroom in 2019-2020. (Title I SW: 10) (Target Group: All)	ELL Director, Principal	Monthly	(L)Local Funds	Summative - Implementation of the Gomez and Gomez bilingual model
7. Implement the Bilingual Program in Fifth Grade for identified students. (Title I SW: 1,3,4,9,10) (Title I TA: 1,2,3,4,5,6,8) (Target Group: ESL, LEP, K)	Assistant Superintendent(s), ELL Director, Principal, Teacher(s)	Monthly	(L)Local Funds	Summative - Walk through by administrators Istation data Teacher made benchmarks

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- Goal 1.** Provide a global perspective on opportunities for all students by providing a well-rounded instructional program for all students to enhance achievement, access, and equity. (INSTRUCTION)
- Objective 1.** Student Achievement- a variety of instructional programs (including state, federal and local programs) will be offered to meet the needs of all students,

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Identify and address the unique needs of all migrant students throughout the year. See also Region 8 SSA Plan (Title I SW: 10) (Target Group: Migrant)	Assistant Superintendent(s), Migrant Recruiter	Monthly	(O)Local Districts	Summative - Migrant Program Evaluation
9. Provide Special Education Services to students. (Title I SW: 9) (Target Group: SPED) (CSFs: 1)	Principal, Special Ed Teachers	Each 9 weeks	(L)Local Funds	Summative - PEIMS reports and Assessment results
10. Include all appropriate special education students in the mainstream classroom. (Title I SW: 1,3,9) (Target Group: SPED) (CSFs: 4)	Principal, Special Ed Teachers	Monthly	(F)IDEA-B - \$15,671, (O)Local Districts, (S)SCE-FTE - 0.36, (S)State Compensatory - \$8,773	Summative - Evaluation based on PMAS report.
11. Provide small group reading intervention for identified Dyslexic students using the Take Flight program. See Dyslexia Plan (Title I SW: 3,5,9) (Target Group: Dys) (Strategic Priorities: 2) (CSFs: 1)	Dyslexia specialist	Nov, Feb, May	(L)Local Funds, (S)SCE-FTE - 0.4, (S)State Compensatory - \$25,127	Summative - Dyslexia Evaluation of student performance on State and local assessments
12. Provide small group reading intervention for students identified as having difficulty with reading fluency and comprehension using the Read Naturally program in grade levels 1-8. (Title I SW: 9) (Target Group: AtRisk) (Strategic Priorities: 2)	Curriculum Director, Paraprofessional, Principal, Teacher(s)	Sep and Jan	(S)SCE-FTE - 0.8, (S)State Compensatory - \$23,194	Summative - Assessment Data
13. Provide Reading Incentive Program (Accelerated Reader) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Librarian, Principal	Jan and May	(O)Local Districts	Summative - Monitor Reading grades and year end STAAR Scores. Number of books checked out
14. Provide appropriate library books for at risk students in PK-8 (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Librarian	Aug, Jan, Apr	(O)Local Districts, (S)State Compensatory - \$4,000	Summative - Review circulation records

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- Objective 1.** Student Achievement- a variety of instructional programs (including state, federal and local programs) will be offered to meet the needs of all students,

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
15. The district will continue to support the Media Center/Library to provide students opportunities to develop literary skills and improve academic achievement. (Title I SW: 10) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Assistant Superintendent(s), Librarian	Monthly	(L)Local Funds	Summative - master media center schedule
16. To extend learning time, intervention time will be provided during the day using enriched, accelerated curriculum to better meet the needs of students at risk of not meeting the challenging state academic standards. Science, Math, Reading and English teachers will provide small group intervention during schedule intervention time. (Target Group: AtRisk) (Strategic Priorities: 2) (CSFs: 1,4)	Core Subject Teachers, Counselor(s), Curriculum Director, Instructional Coach, Principal	Each 4 weeks	(F)Title I, Part A, (L)Local Funds	Summative - formative assessments, and end of year data

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- Goal 1.** Provide a global perspective on opportunities for all students by providing a well-rounded instructional program for all students to enhance achievement, access, and equity. (INSTRUCTION)
- Objective 2.** PK-K Student Achievement - All students in grades K-2 will meet one years growth based on assessment data.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide a transition for PK students to the Kindergarten program by providing a full-day PreK program for 4 year olds with highly qualified teachers who will support, coordinate, and integrate early learning experiences and services for theses students to meet academic standards for elementary school. (Title I SW: 7,10) (Target Group: PRE K) (Strategic Priorities: 2) (CSFs: 1,2)	Assistant Principal(s), Curriculum Director, Principal	Each 9 weeks	(F)Title I, Part A - \$29,366	Summative - Progress Measures and Student Performance on Circle Assessment
2. Identify students at risk of not meeting the challenging state academic standards using state and local at-risk criteria, Istation, CIRCLE, ITBS as well as other assessments then provide early intervention based on the 3-tier model for these struggling learners. (Title I SW: 9) (Target Group: AtRisk) (Strategic Priorities: 2,4) (CSFs: 1,2)	At Risk Director/Counselor (Supplemental), Curriculum Director, Dyslexia specialist, Principal, Teacher(s)	Monthly	(S)State Compensatory - \$14,840	Summative - End of Year Evaluations
3. Provide Extended Year Summer programs both required and enrichment (Title I SW: 9) (Target Group: All) (Strategic Priorities: 2) (CSFs: 4)	Principal	June	(F)Title I, Part A - \$18,000, (S)SCE-FTE - 5, (S)State Compensatory - \$15,000	Summative - Summer School Program Evaluation fo Student Progress

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Identify students at risk of not meeting the challenging state academic standards using state at-risk and local criteria as well as local assessment measures and provide supplemental classroom instruction using computer-assisted instruction, teacher-assisted instruction, content mastery, and small group instruction. Focusing on the achievement gap between at-risk and non at-risk. (Title I SW: 1,3,9) (Title I TA: 1,3,8) (Target Group: AtRisk) (Strategic Priorities: 2,4) (CSFs: 2)	At Risk Director/Counselor (Supplemental), Counselor(s), Special Ed Teachers, Teacher(s)	Monthly	(F)Title I, Part A - \$28,624, (S)State Compensatory - \$22,260	Summative - Teacher review and evaluation of I-station reports and other available end of year assessments.
2. To provide data-driven, targeted instruction, disaggregated data from DMAC reports on 17-18 STAAR results will be used to plan instruction. (Title I SW: 8) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2)	Curriculum Director	Monthly Aug- May	(L)Local Funds	Formative - Formative-Benchmark Data Summative - STAAR results
3. Provide 30 minutes for math and 30 minutes for reading weekly using istation (K-8). This software identifies the areas of need and provides focused intervention activities and progress monitoring. Research programs for advanced and advanced high students in grades 7-8. (Title I SW: 9) (Target Group: All, H, W, ECD, LEP, M, F, AtRisk) (Strategic Priorities: 2) (CSFs: 1)	Curriculum Director, ELL Director, Principal, Teacher(s)	At the end of each 9 week grading period	(F)Title I, Part A - \$9,500	Summative - Review student progress each 9 weeks
4. Improve writing proficiency for all students in Grades PK-8. (Title I SW: 3,9) (Target Group: All)	Teacher(s)	Monthly	(L)Local Funds	Summative - TELPAS Scores Writing STAAR
5. Writing - Analyze local writing scores from the 2018 STAAR using the scoring guide provided by TEA. (Title I SW: 9) (Target Group: All, H, W, ECD, ESL, LEP) (CSFs: 1)	Curriculum Director, ELL Director, Principal, Teacher(s)	November	(L)Local Funds	Summative - Year end STAAR assessment writing scores.
6. Teachers will increase writing activities across all subjects. Writing every day in all subjects. (Target Group: All, H, W, ESL, LEP)	All Staff	daily		Summative - benchmark data, testing data, walk throughs

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Reading and Writing - Provide a language rich environment which includes dual language labels, Language of the Day school wide, and district wide vocabulary. (Target Group: LEP) (CSFs: 1)	Curriculum Director, ELL Director, Instructional Coach, Teacher(s)	November, May	(L)Local Funds	Summative - Review WOD list and timeline postings. STAAR assessments
8. Social Studies, Science-Work with Region 8 consultant (Target Group: All, H, ECD, ESL)	Curriculum Director, ELL Director, Principal, Teacher(s)	one time per semester	(L)Local Funds	Summative - Evidence of meeting goals set during meeting with consultant.
9. Increase math achievement of special education students by providing daily intervention on skills identified using previous STAAR and benchmark data. (Title I SW: 9) (Target Group: SPED, AtRisk) (Strategic Priorities: 2) (CSFs: 1,2)	At Risk Director/Counselor (Supplemental), Instructional Coach	3 weeks	(L)Local Funds	Summative - Formative - Review student progress every 3 weeks Summative - STAAR passing rate for SpED.
10. Increase math achievement of special education students on math and reading by reviewing progress every three weeks with the Special Education Director. Data source will be i-station Math and Reading. (Title I SW: 9) (Target Group: SPED) (Strategic Priorities: 2) (CSFs: 1)	At Risk Director/Counselor (Supplemental), Instructional Coach, Special Ed Teachers	every 3 weeks	(L)Local Funds	Summative - Formative - every 3 weeks STAAR Data increase % passing from 41% to 45% in math

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- Objective 4.** Qualified Teachers and Paraprofessionals - All students will be instructed by certified teachers and Highly Qualified paraprofessionals.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Recruit certified teachers and highly qualified paraprofessionals (Title I SW: 3,5) (Title I TA: 5,8) (Target Group: All) (Strategic Priorities: 1) (CSFs: 1,7)	Principal	April, Nov	(L)Local Funds	Summative - Review qualification and certification records. November and monthly as needed
2. Paraprofessionals will attain an Associates degree, complete 2 years of college or demonstrate through academic assessment, the knowledge necessary to assist in the instruction of Reading, Writing, and Math (Title I SW: 3) (Target Group: All) (Strategic Priorities: 1) (CSFs: 7)	Principal	April, Nov	(L)Local Funds	Summative - November and Monthly as needed
3. Instructional coach and Curriculum Coach will provide training for teachers	Curriculum Director, Instructional Coach	Monthly Aug-May	(F)Title IIA Principal and Teacher Improvement - \$9,117, (S)SCE-FTE - 0.85, (S)State Compensatory - \$43,651	Summative -
4. ESL certified teachers will receive appropriate training annually. (Title I SW: 3,4) (Title I TA: 5,6,8) (Target Group: All, ESL) (Strategic Priorities: 1) (CSFs: 1,7)	ELL Director, Principal, Teacher(s)	April, May	(F)Title III Bilingual / ESL	Summative - Review training records of all staff
5. Bilingual certified teachers will attend appropriate Gomez and Gomez training and other training as needed based on data disaggregation. (Title I SW: 3,4,10) (Title I TA: 5,6) (Target Group: ESL, LEP) (Strategic Priorities: 1) (CSFs: 1,7)	Principal, Teacher(s)	Annually	(S)State Compensatory - \$1,000	Summative - Training documentation
6. Provide staff development in effective strategies for ELL learners. Provide staff development by implementing a grade level meeting each 9 weeks to review assessment and review instructional strategies. (Title I SW: 1,3,4,5,9) (Title I TA: 8) (Target Group: ESL, LEP, AtRisk) (Strategic Priorities: 1,4) (CSFs: 1,2,7)	Curriculum Director, ELL Director, Principal	Each nine weeks	(F)Title III Bilingual / ESL, (S)State Compensatory - \$2,000	Summative - Data meetings-sign in sheets Benchmark and classroom assessment data Administrator Walk Through

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- Objective 4.** Qualified Teachers and Paraprofessionals - All students will be instructed by certified teachers and Highly Qualified paraprofessionals.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Provide staff development and support for teachers on lesson development in the Harts Bluff Learning Model (PBL). (Title I SW: 4) (Target Group: All) (Strategic Priorities: 1) (CSFs: 1,2,7)	Curriculum Director, Principal	Aug-July	(F)Title IIA Principal and Teacher Improvement - \$1,500	Summative - Staff Development Log
8. Provide professional development on dyslexia. (Title I SW: 3,4) (Target Group: Dys) (Strategic Priorities: 2) (CSFs: 1,7)	Principal	August	(L)Local Funds	Summative - Sign in sheets and agendas
9. Provide staff development on parents as partners in education. (Title I SW: 6) (Target Group: All) (CSFs: 5)	Principal	August	(L)Local Funds	Summative - Sign in sheets and Agenda
10. Provide required professional development on blood born pathogens, harassment, suicide prevention, allergies, and asthma, dating violence, ethics, and cyber bullying. (Title I SW: 3) (Target Group: All) (CSFs: 7)	Principal	August	(L)Local Funds	Summative - Certification of Completion
11. Provide Gifted and Talented staff development for teachers. (Target Group: GT) (CSFs: 7)	Principal	August	(L)Local Funds	Summative - Sign in sheets, agendas, certificates of completion

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- Objective 5.** Deliver a rigorous and relevant curriculum using technology and other instructional strategies to engage all learners in meaningful learning experiences.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Curriculum will be designed to allow students to learn through the Harts Bluff Learning Model (Project-Based Learning). (Title I SW: 1,3,10) (Title I TA: 1,2,3,4,5) (Target Group: All) (CSFs: 1)	All Staff, Curriculum Director, Principal	Annual	(S)SCE-FTE - 1, (S)State Compensatory - \$59,779	Summative - Presentation of completed PBLs
2. To strengthen the core academic program and provide opportunities for all children to meet the challenging state academic standards, aligned curriculum and instruction will be utilized in all core academic subjects with TEKS Resource being used to guide the curriculum scope and sequence. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Curriculum Director	Every 4 weeks	(L)Local Funds	Summative - Lesson Plans
3. Harts Bluff Learning Model will be used with cross curricular units each nine weeks.	Curriculum Director, Instructional Coach	minimum 1x per 9 weeks	(L)Local Funds	Summative -
6. Instructional coaches, administrators and teachers will meet weekly to plan and review student progress. Planning meetings will focus on integrated units of study using the Harts Bluff Learning Model, data disaggregation of STAAR and formative assessments. (Target Group: All, H, ECD, LEP, 7th , 8th) (CSFs: 1,2,4)	Assistant Principal(s), Core Subject Teachers, Curriculum Director, ELL Director, Principal	weekly	(L)Local Funds	Summative - Lesson Plans, Classroom walk through, demonstrate 3 cross curricular projects per semester
7. Social Studies, Science, Reading, Math, Writing-TEK resource Instructional Focus Document will be used to guide instruction. (Target Group: All, H, ECD, LEP)	Curriculum Director, Teacher(s)	Daily	(L)Local Funds	Summative - Utilize the TEKS verification document to insure subject matter is covered.
8. Social Studies, Science, Reading, Writing, Math - Data Wall - The data wall will provide a visual representation to show patterns of student growth/need. (Target Group: All, H, ECD, LEP)	All Staff, Curriculum Director, ELL Director, Principal	Every 3 weeks	(L)Local Funds	Summative - K-4 - istation 4 week progress measure data Reading and Math 4-8 - based on intervention data

Harts Bluff ISD

Goal 2. All students will be educated in a safe and drug free environment that provides a cohesive support system (staff, parents, and the community) that reinforces educational efforts. (BASIC NEEDS)

Objective 1. Safety- All teachers and students will be in a safe and orderly environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The Emergency Procedures Plan was updated in Aug 2016- Incident Command, Love you Guys. Plan will be updated with using the 2018 template and 2018 safety audit results. (Target Group: All)	Assistant Principal(s), Assistant Superintendent(s), Director of Maintenance, Director of Technology	update/review as needed	(L)Local Funds	Summative - August and June
2. Emergency response drills will be practiced monthly. (Target Group: All)	Assistant Principal(s), Assistant Superintendent(s)	Monthly	(L)Local Funds	Summative - Review of Safety Plan
3. All visitors to the school will be required to check in through the office and receive a visitor's badge to be worn while on campus. (Target Group: All)	Assistant Principal(s), Assistant Superintendent(s), Principal	August- July	(L)Local Funds	Summative - Year end visitor log data
4. Entrances and exits will be monitored with video cameras by school employees. (Target Group: All)	Assistant Principal(s), Assistant Superintendent(s), Principal	Monthly	(L)Local Funds	Summative - Monthly
5. Teachers and Paraprofessionals will be trained in CPR fall 2018. (Target Group: All)	School Nurse	August and May	(L)Local Funds	Summative - August and May
6. Provide appropriate facilities that meet the needs of our learners. Construct the Early Childhood Learning Center 2018. (Target Group: All)	Superintendent(s)	Monthly	(L)Local Funds	Summative - Monthly facility update
7. Maintain current physical plant and provide a work order system to report needs -Energy Efficiency Ideal Impact year 2	Director of Maintenance, Superintendent(s)	Monthly	(L)Local Funds	Summative - Monthly
8. Provide safe reliable transportation for students	Director of Transportation, Superintendent(s)	Daily	(L)Local Funds	Summative -
9. Continue to enhance the safety of employees and students by adding additional security personnel. (Target Group: All)	Superintendent(s)	Monthly updates	(F)Title IV - \$10,000	Summative - Completions of additional personnel May 2019
10. A review of playground equipment and facilities will be conducted at least annually. (Target Group: All)	Assistant Superintendent(s), Director of Maintenance	June and December	(L)Local Funds	Summative - Review of equipment report

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Goal 2. All students will be educated in a safe and drug free environment that provides a cohesive support system (staff, parents, and the community) that reinforces educational efforts. (BASIC NEEDS)

Objective 2. Opportunities will be provided to increase awareness of ways to create a positive and safe environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Raise student and employee awareness of substance abuse and abusive situations. (Target Group: All) (CSFs: 5,6)	At Risk Director/Counselor (Supplemental), C. I. S. Communities in School, Counselor(s)	Monthly	(L)Local Funds	Summative - Monthly
2. Student Council will prepare to be student leaders by providing campus support services (help with special events). (Target Group: K)	Club Sponsors	October	(L)Local Funds	Summative - Student Council will complete the required number of service hours.
3. PALs will attend training to become effective student mentors. (Target Group: ESL, K)	Club Sponsors	October	(L)Local Funds	Summative - End of year program review
4. Provide Character Education Program (Target Group: All)	C. I. S. Communities in School, Counselor(s), Principal	Monthly	(L)Local Funds	Summative - End of year program review
5. Provide National Junior Honor Society to promote and recognize academic excellence. (Target Group: All) (CSFs: 6)	Principal, Teacher(s)	semester	(L)Local Funds	Summative - Number of students meeting the required service hours. Completion of one school wide service project.

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Goal 2. All students will be educated in a safe and drug free environment that provides a cohesive support system (staff, parents, and the community) that reinforces educational efforts. (BASIC NEEDS)

Objective 3. Discipline - To reduce the number of suspensions, discipline referrals, and incidents of drug and violence.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Annually publish (paper and electronic) a student handbook with the student code of conduct and disciplinary procedures. (Title I SW: 6) (Target Group: All)	Assistant Principal(s)	August and March	(L)Local Funds	Summative - August and March Annually
2. Update faculty and staff on procedures of discipline management plan. (Title I SW: 4) (Target Group: All) (CSFs: 6)	Assistant Principal(s)	August and May annually	(L)Local Funds	Summative - Staff Sign in sheets and agendas
3. Enforce discipline management plan (Target Group: All) (CSFs: 6)	Assistant Principal(s), Teacher(s)	Each 9 weeks	(L)Local Funds	Summative - Monthly discipline reports
4. Provide counseling and school based mental health programs for students to improve student learning academically and emotionally. (Title I SW: 9) (Target Group: All) (CSFs: 1,6)	Counselor(s)	9 week student log	(F)Title I, Part A	Summative - Student Services Year end data
5. Provide supplemental assistance to at risk students.	At Risk Director/Counselor (Supplemental)	each 9 weeks	(F)Title I, Part A - \$35,750	Summative - Student services year end log
6. Provide Professional Development to teachers on effective methods of discipline for students. (alternatives to removal from the classroom) (Title I SW: 4,9) (Target Group: All)	Assistant Principal(s)	each nine weeks	(L)Local Funds	Summative - Review of discipline records

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Goal 2. All students will be educated in a safe and drug free environment that provides a cohesive support system (staff, parents, and the community) that reinforces educational efforts. (BASIC NEEDS)

Objective 4. All students will be encouraged to attend school and meet attendance requirements for academic success. The district will meet or exceed the 98% state standard for attendance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide Saturday make-up time for students with excessive absences and tardies (Title I SW: 2,6,10) (Target Group: All)	Assistant Principal(s)	Monthly	(L)Local Funds	Summative - Monitor student attendance weekly
2. Increase student participation in extracurricular activities, i.e., Band, UIL Athletics/Academics, Student Council, National Junior Honor Society, Titus Co. Academic Rodeo, and PALS. (Title I SW: 10) (Target Group: All)	At Risk Director/Counselor (Supplemental), Club Sponsors, Counselor(s), Principal	Aug, Dec, May	(L)Local Funds	Summative - Review the number of students participating in the target activities.
3. Reward students with perfect attendance for each grading period as well as all year. (Title I SW: 10) (Target Group: All)	C. I. S. Communities in School, Principal	Monthly	(L)Local Funds	Summative - Monitor attendance each grading period Review PEIMS Report each 6 weeks
4. Provide CIS services to students (See CIS service Plan). (Title I SW: 9,10) (Target Group: All)	C. I. S. Communities in School	Monthly	(L)Local Funds	Summative - Review student CIS contact data.
5. Communicate excessive absences to parents through letters, phone contacts, school messenger, and email. (Title I SW: 6,9) (Target Group: All)	Assistant Principal(s), Counselor(s)	Monthly	(L)Local Funds, (O)Local Districts	Summative - Provide parent notification regarding attendance
6. Provide Counseling services to students.	Counselor(s)			Summative -
7. Provide supplemental counseling to at risk students. (Title I SW: 9)	At Risk Director/Counselor (Supplemental)	Each 9 weeks	(S)SCE-FTE - 0.5, (S)State Compensatory - \$35,750	Summative -

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Goal 2. All students will be educated in a safe and drug free environment that provides a cohesive support system (staff, parents, and the community) that reinforces educational efforts. (BASIC NEEDS)

Objective 5. Student Dropout Rate - The district will maintain a drop out rate of 0.0%, not to exceed 1%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Monitor attendance and student performance of at-risk students. (Target Group: All)	Assistant Principal(s), Counselor(s)	Bimonthly	(L)Local Funds	Summative - District Attendance Rate
2. Examine retention rate of all students and student sub populations at each grade level. (Title I SW: 9) (Target Group: All)	Principal	Oct, Mar, Jul	(L)Local Funds	Summative - District Retention Rate overall and for sub groups
3. Identify Migrant students. See Region 8 Migrant SSA Plan (Target Group: All)	Assistant Superintendent(s), Migrant Recruiter	Monthly	(L)Local Funds	Summative - Number of families identified and the services provided
4. Provide staff development training for teachers and administrators on meeting the needs of diverse students, minorities, LEP, disabled, migrant students. See Region 8 Migrant SSA plan (Title I SW: 4) (Target Group: All) (Strategic Priorities: 1)	Principal	Monthly	(L)Local Funds, (S)State Compensatory - \$2,000	Summative -
5. Schedule Meet the teacher night, Report Card Pick Up, Fall Health Fair, Spring Texas Public School Week to encourage parent participation (Target Group: All)	Community/Parent Liaison, Principal	Oct, May	(L)Local Funds	Summative - Parent Participation- Sign in sheets
6. The district will provide homeless children and youths with services (see board policy). (Target Group: All)	Principal	monthly	(L)Local Funds	Summative - Homeless records review

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Goal 3. The district will provide opportunities for all learners (community stakeholders, students, and staff) to develop lifelong learning by partnering with parents in the education of students. (PARENT - COMMUNITY)

Objective 1. Parent Involvement-The district will work to increase parent involvement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continually provide parental involvement that promotes parent child activities. Expand Literacy project to all parents with students in PK, K, and 3. (Title I SW: 6) (Target Group: All) (CSFs: 5,6)	Community/Parent Liaison, Principal	Monthly	(F)Title I, Part A - \$100, (F)Title III Bilingual / ESL, (S)SCE-FTE - 8, (S)State Compensatory - \$8,000	Summative - Monthly - sign in sheets
2. Provide the public with access to updated campus and teacher web pages. Continue to provide parental updates to students grades online. (Title I SW: 6) (Target Group: All) (CSFs: 5,6)	All Staff, Assistant Principal(s), Community/Parent Liaison, Director of Technology, Principal	Monthly	(L)Local Funds	Summative - Monthly
3. Actively seek and encourage parent support for parent membership on committees (SBDM,Bilingual/LEP) (Title I SW: 6) (Target Group: All, ESL, Migrant) (CSFs: 5,6)	All Staff, Community/Parent Liaison	Monthly	(L)Local Funds	Summative - Parent membership
4. Provide parent access to computers and the Media Center. (Target Group: All)	Community/Parent Liaison, Librarian, Principal	Monthly	(L)Local Funds	Summative - Annual usage of computers and computer labs
5. Support the Watch D.O.G Program. (Dads of Great Student) to encourage male parental involvement. (Title I SW: 6) (Target Group: All) (CSFs: 5,6)	C. I. S. Communities in School, Community/Parent Liaison, Principal	Monthly	(L)Local Funds	Summative - Annual parental participation.
6. Continue to provide activities including: Kindergarten Roundup, Meet the Teacher, Fall Health Fair, Special Programs (Veterans Day), Fall Festival, Thanksgiving lunch, use of parent volunteers, etc..., (Title I SW: 6) (Target Group: All) (CSFs: 5,6)	Community/Parent Liaison	Monthly	(O)Local Districts	Summative -
7. Develop jointly with parents a written parental and family engagement policy/compact. (Title I SW: 6) (Target Group: All) (CSFs: 5)	Assistant Superintendent(s), Community/Parent Liaison, Principal	April	(L)Local Funds	Summative - Annual review of parent plan/compact. See agenda and sign in sheet

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- Goal 3.** The district will provide opportunities for all learners (community stakeholders, students, and staff) to develop lifelong learning by partnering with parents in the education of students. (PARENT - COMMUNITY)
- Objective 2.** Higher Education Opportunities-Parents, Students, Community stake holders, and employees will be provided information about higher education admissions, financial aid opportunities and curricular choices to help them be prepared for success beyond high school.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. To provide each eighth grade student with an effective transition to high school. High school counselors will be invited to talk about course choices to all 8th grade students. 8th grade students will also tour Chapel Hill and Mount Pleasant high school. (Target Group: All, AtRisk, 8th) (CSFs: 3)	Counselor(s), Principal	April	(L)Local Funds	Summative - Attendance at the high school meetings
2. 6th-8th grade teachers will organize field trips to NTCC, PJC, TJC, TAMU-Commerce and UT-Tyler. 6th grade NTCC baseball game and campus tour 7th grade TAMU-Commerce planetarium 8th grade SMU - Presidential Library (Target Group: All) (Strategic Priorities: 3) (CSFs: 3)	All Staff, Principal	Monthly	(L)Local Funds	Summative - Student participation in planned activities
3. Generation Texas Activities- Highlight higher education opportunities- video presentation on monitor in the cafeteria. (Target Group: All, AtRisk) (CSFs: 3)	At Risk Director/Counselor (Supplemental), Counselor(s)	Spring	(L)Local Funds	Summative -
4. Research programs to help prepare students for success in high school, college, and career. (Target Group: All, AtRisk) (CSFs: 3)	Assistant Principal(s), At Risk Director/Counselor (Supplemental), Counselor(s), Principal	Monthly	(L)Local Funds	Summative - Implementation during the 2014-2015 school year.
5. Create a Harts Bluff Alumni link on our web page.	Community/Parent Liaison, Counselor(s)	May 2018	(L)Local Funds	Summative - Completion of the Web Page
6. Facilitate transition from middle school to high school. Provide jr high students classes worth high school credit. Algebra, Spanish (Target Group: 7th , 8th)	Counselor(s), Principal	August, May	(L)Local Funds	Summative - Number of students successfully completing HS credit classes.

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Goal 3. The district will provide opportunities for all learners (community stakeholders, students, and staff) to develop lifelong learning by partnering with parents in the education of students. (PARENT - COMMUNITY)

Objective 3. Planning and Decision Making - Utilize site based team to support students' academic needs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Actively seek members to serve on the site based team from our parental group, community, and businesses. (Target Group: All)	Community/Parent Liaison, Principal, Superintendent(s)	Monthly	(O)Local Districts	Summative - Sign in sheets, membership on committees
2. Utilize the site based committee to target and focus on student achievement. (Title I SW: 6,8) (Target Group: All)	Principal, Superintendent(s)	Monthly	(L)Local Funds	Summative - Agenda, minutes of SBDM meetings
3. Communicate to all district stake holders by posting meeting notes, parent newsletters, newspaper articles, School messenger, school web page, and social media as appropriate. (Title I SW: 6) (Target Group: All)	Counselor(s), Principal	Monthly	(L)Local Funds	Summative - Review of information provided to district stake holders
4. Provide hands on workshops for parents.	At Risk Director/Counselor (Supplemental), Community/Parent Liaison	Monthly	(L)Local Funds, (S)State Compensatory - \$4,500	Summative -

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- Goal 3.** The district will provide opportunities for all learners (community stakeholders, students, and staff) to develop lifelong learning by partnering with parents in the education of students. (PARENT - COMMUNITY)
- Objective 4.** Healthy Living (SHAC)- The staff, students, parents, and the community will become aware of daily decisions that affect health and wellness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. To provide a well-rounded program of instruction, a health and wellness program including opportunities for physical activity, counseling, and nutrition services for Prek4-8th grades will be maintained. (Target Group: All)	PE Teacher, Principal	Each 9 weeks	(L)Local Funds	Summative - master schedule, Fitness Gram reports
2. Provide TEA approved Health Program for students. SHAC recommendation for the 2018-2019 school health is CATCH.	School Nurse	September	(L)Local Funds	Summative - Selection of TEA approved Health Program.
3. Teach students lifelong learning activities (ATV Safety, ESTEEM Program, Health Club) (Target Group: All) (CSFs: 1,5)	All Staff, Assistant Superintendent(s), Athletic Director, C. I. S. Communities in School, Cafeteria Manager, PE Teacher, Principal, School Nurse, Teacher(s)	Daily	(O)Local Districts	Summative - Health Committee review of lifelong learning activities and monthly focuses.
4. Provide healthy meals for students (Title I SW: 6) (Target Group: All)	Cafeteria Manager	Daily	(L)Local Funds	Summative - Review of the monthly menu
5. Provide opportunities for students to participate in food/menu selection by attending food shows, and participating in tasty Tuesdays.	Cafeteria Manager	Monthly	(L)Local Funds	Summative - Student participation and creation of new food choices on the district menu.
6. With the SHAC committee, conduct an annual needs assessment based on the eight components of the coordinated school health program and create an action plan to address the needs. (Target Group: All)	Principal, School Nurse	4 times per year Oct, Jan, April, July		Summative - Review results of the needs assessment
7. Provide students, faculty, staff, and community healthy living information (ATV Safety, weekly thoughts, web page,TV in cafeteria) (Title I SW: 6) (Target Group: All)	Cafeteria Manager, School Nurse	Monthly	(L)Local Funds	Summative - Monthly cafeteria reports, copies of news letters
8. Continue to conduct/support - Health Fair, Esteem (Feb 2018), weekly health announcements, Jump Rope for Heart, and health related assemblies (Title I SW: 6) (Target Group: All)	School Nurse, SHAC	1 x a year	(L)Local Funds	Summative - October - Participation data including sign in sheets and vendor surveys

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- Goal 3.** The district will provide opportunities for all learners (community stakeholders, students, and staff) to develop lifelong learning by partnering with parents in the education of students. (PARENT - COMMUNITY)
- Objective 4.** Healthy Living (SHAC)- The staff, students, parents, and the community will become aware of daily decisions that affect health and wellness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Provide Employee Health initiative (Health Club Memberships) (Target Group: All)	Superintendent(s)	September	(L)Local Funds	Summative - Number of employees taking advantage of the program.
10. Provide Employee Health Screening (Target Group: All) (Strategic Priorities: 1) (CSFs: 6,7)	School Nurse	September 2017	(L)Local Funds	Summative - Number of employees taking advantage of the screening. Employee feedback

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Goal 4. Individualized instructional opportunities through advanced use of technology tools.

Objective 1. Provide basic needs for technology - Guaranteed Technology Standard

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Maintain the one to one technology program (See Technology Plan) (Target Group: All, ECD)	Assistant Superintendent(s), Director of Technology	Nine weeks team meetings	(L)Local Funds	Summative - Annually
2. Provide opportunities for students to participate in global learning. Global learning is the ability to connect and learn with people from around the world. (skype, distance learning, face time, virtual field trips) (Target Group: All) (CSFs: 1)	Curriculum Director	Monthly	(L)Local Funds	Summative - PBL presentations, lesson plans, classroom observations
3. Provide appropriate technology to meet the needs of a changing global workplace (Target Group: All)	Assistant Superintendent(s), Director of Technology	Monthly progress check	(F)REAP, (L)Local Funds	Summative - Monthly technology checks/updates
4. Maintain technology and maintenance reporting software	Assistant Superintendent(s), Director of Maintenance, Director of Technology	Jan, June	(L)Local Funds	Summative - Evaluate request
5. Create a systemic plan to replace old, obsolete, or damaged technology	Assistant Superintendent(s), Director of Technology	Monthly	(L)Local Funds	Summative - Yearly evaluation of technology plan
6. Integrate technology into instructional and administrative programs. (Title I SW: 3) (Target Group: All) (CSFs: 7)	Assistant Superintendent(s), Campus Instructional Technologist, Director of Technology, Instructional Coach, Librarian	monthly	(L)Local Funds	Summative - evaluation of training logs

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Goal 5. Evaluate each District Goal

Objective 1. Conduct a comprehensive needs assessment

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A comprehensive needs assessment will be conducted by the campus site-based committee to identify educational strengths and weaknesses in student performance, curriculum (including alignment), parental involvement, and the campus facility (including physical structure and campus climate). A variety of qualitative and quantitative data sources will be used. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,2)	Assistant Superintendent(s), Curriculum Director, Principal, Superintendent(s)	Monthly	(L)Local Funds	Summative - Comprehensive Needs Assessment Summative Reports, Meeting Minutes, Sign-in Sheets, Data sources
2. Use the district score card to monitor the District/Campus Improvement Plan (Title I SW: 1,10) (Target Group: All) (CSFs: 2)	Assistant Principal(s), Assistant Superintendent(s), Principal, Superintendent(s)	Monthly	(L)Local Funds	Summative - District CNA

Expenditures

Resource	Source	Strategy	Amount
IDEA-B	Federal	1.1.10	\$15,671
Local Districts	Other	1.1.10, 1.1.13, 1.1.14, 1.1.8, 2.4.5, 3.1.6, 3.3.1, 3.4.3	
Local Funds	Local	1.1.1, 1.1.11, 1.1.15, 1.1.16, 1.1.2, 1.1.3, 1.1.4, 1.1.6, 1.1.7, 1.1.9, 1.3.10, 1.3.2, 1.3.4, 1.3.5, 1.3.7, 1.3.8, 1.3.9, 1.4.1, 1.4.10, 1.4.11, 1.4.2, 1.4.8, 1.4.9, 1.5.2, 1.5.3, 1.5.6, 1.5.7, 1.5.8, 2.1.1, 2.1.10, 2.1.2, 2.1.3, 2.1.4, 2.1.5, 2.1.6, 2.1.7, 2.1.8, 2.2.1, 2.2.2, 2.2.3, 2.2.4, 2.2.5, 2.3.1, 2.3.2, 2.3.3, 2.3.6, 2.4.1, 2.4.2, 2.4.3, 2.4.4, 2.4.5, 2.5.1, 2.5.2, 2.5.3, 2.5.4, 2.5.5, 2.5.6, 3.1.2, 3.1.3, 3.1.4, 3.1.5, 3.1.7, 3.2.1, 3.2.2, 3.2.3, 3.2.4, 3.2.5, 3.2.6, 3.3.2, 3.3.3, 3.3.4, 3.4.1, 3.4.10, 3.4.2, 3.4.4, 3.4.5, 3.4.7, 3.4.8, 3.4.9, 4.1.1, 4.1.2, 4.1.3, 4.1.4, 4.1.5, 4.1.6, 5.1.1, 5.1.2	
REAP	Federal	4.1.3	
State Compensatory	State	1.1.10, 1.1.11, 1.1.12, 1.1.14, 1.2.2, 1.2.3, 1.3.1, 1.4.3, 1.4.5, 1.4.6, 1.5.1, 2.4.7, 2.5.4, 3.1.1, 3.3.4	\$269,874
Title I, Part A	Federal	1.1.16, 1.2.1, 1.2.3, 1.3.1, 1.3.3, 2.3.4, 2.3.5, 3.1.1	\$121,340
Title IIA Principal and Teacher Improvement	Federal	1.4.3, 1.4.7	\$10,617
Title III Bilingual / ESL	Federal	1.4.4, 1.4.6, 3.1.1	
Title IV	Federal	2.1.9	\$10,000
9 Resource(s)			Total: \$427,502

At Risk Criteria

The district uses the 13 criteria listed below to identify students that are in at-risk situations:

- 1) was not advanced from one grade level to the next for one or more school years;
- 2) if the student is in grade 7, 8, 9, 10, 11, or, 12, did not maintain an average equivalent to 70 on a scale of 100 in two or more subjects in the foundation curriculum during a semester in the preceding of current school year or is not maintaining such an average in two or more subjects in the foundation curriculum in the current semester;
- 3) did not perform satisfactorily on an assessment instrument administered to the student under Subchapter B, Chapter 39, and who has not in the previous of current school year subsequently at a level equal to at least 110 percent of the level of satisfactory performance on the instruments;
- 4) if the student is in prekindergarten, kindergarten, or grade 1, 2, or 3 did not perform satisfactorily on a readiness test or assessment instrument administered during the current school year;
- 5) is pregnant or is a parent;
- 6) has been placed in an alternative education program in accordance with Section 37.006 during the preceding or current school year;
- 7) has been expelled in accordance with Section 37.007 during the preceding or current school year;
- 8) is currently on parole, probation, deferred prosecution, or other conditional release;
- 9) was previously reported through the PEIMS to have dropped out of school;
- 10) is a student of limited English proficiency, as defined by Section 29.052;
- 11) is in custody or care of the Department of Protective and Regulatory Services or has, during the current school year, been referred to the department by a school official, officer of the juvenile court, or law enforcement official;
- 12) is homeless, as defined by 42 U.S.C. Section 11302, and its subsequent amendments; or
- 13) resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home.

Comprehensive Needs Assessment

Comprehensive Needs Assessment Data Sources

Disaggregated STAAR Data
Discipline Referrals
Failure Lists
Federal Program Guidelines
Highly Qualified Staff
PEIMS Reports
Promotion/Retention Rates
Report Card Grades
SCE Policy
Special Programs Evaluations
Standardized Tests
Summary of Student Progress (not taking STAAR)
Survey and Interviews of Students/Staff/Parents

Strategic Priorities

Priority 1. Recruit, support, and retain teachers and principals

Priority 2. Build a foundation of reading and math

Priority 3. Connect high school to career and college

Priority 4. Improving low-performing schools