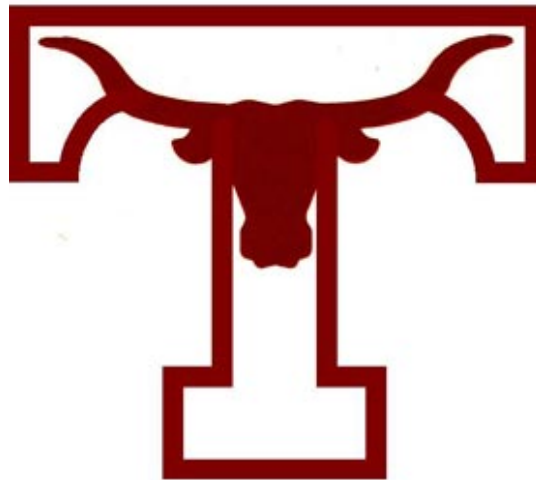


Tarkington Independent School District

District Improvement Plan

2016-2017

Accountability Rating: Met Standard



Mission Statement

In the belief that all children should be educated to the fullest extent of their individual abilities, the Tarkington Independent School District's mission is to provide the essential academic skills and the necessary knowledge base for the student's lifelong learning. All students will be taught a core curriculum of English language arts, mathematics, science, social studies, fine arts, health, physical education, and technological literacy. All students will acquire a knowledge of citizenship and their economic responsibility, based on an appreciation of our American heritage and an understanding of the importance of its multicultural richness.

The Tarkington Independent School District will:

- provide the student with the opportunities to acquire communication and computational skills needed for functioning in a changing society.
- distribute with equity, for all students, all educational opportunities and resources.
- provide the student with adequate facilities and opportunities to apply his understanding of the skills and knowledge acquired in the classroom.
- provide the student with knowledge and skills for economic and occupational competence.
- aid the student with acquiring attitudes and skills that will promote good personal health and physical fitness.
- provide the proper atmosphere and opportunity in which the student can demonstrate an ability to participate in the American social and governmental process.
- help the student attain a knowledge, and an awareness and concern for important environmental and conservation factors.
- help the student develop and use problem solving, creative and critical thinking, and reasoning skills.

Vision

Tarkington ISD will empower and inspire every student to meet the challenges of our rapidly changing world with academic preparedness, a passion for life-long learning, and a sense of social responsibility.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

The Tarkington Independent School District encompasses 238 square miles in north Liberty County. The school is located seven miles east of Cleveland and fifty miles north of Houston. The school is the largest employer in the district. There are very few industries, and the tax base is low. Our total student population is 1830 as of August 29, 2016. The district consists of 4 schools:

- Tarkington Primary—PPCD, Pre-K through Grade 3;
- Tarkington Intermediate—Grades 4-5;
- Tarkington Middle School—Grades 6-8;
- Tarkington High School—Grades 9-12.

Our total student population is 1830 as of August 29, 2016. The student sub-population consists of

- .34% American Indian or Alaskan Native,
- .87% African-American,
- .22% Asian,
- 8.74% Hispanic
- 88.55% White, and
- 1.22% two or more ethnicities.

The population is

- 50.67% male
- 49.33% female
- 45.75% low socioeconomic status
- 52% at Risk

The average daily attendance rate for students

- 95.3% 2014-2015 school year
- 95.6% 2015-2016 school year

In regards to populations of special programs,

- 4.2% Gifted Talented,
- 8.8% special education, and
- 5% identified as 504.
- 1.3% ELL

Demographics Strengths

The student population is stable, meaning that the majority of students do not move in and out of the district.

The economically-disadvantaged student population numbers are stable.

Approximately 50% of graduates attend postsecondary education.

Demographics Needs

Over half of the student population is at-risk of not graduating from high school, even though our drop out rate is lower than .5%.

Student Achievement

Student Achievement Summary

Indexes	2016 Accountability Ratings				District and All Campuses Met Standards					
	District State	TISD	Primary State	TISD	Intermediate State	TISD	Middle School State	TISD	High School State	TISD
1: Student Achievement	60	76	60	73	60	76	60	73	60	80
2: Student Progress	22	35	NA	NA	32	49	30	30	17	26
3: Closing Performance Gap	28	40	28	38	28	36	26	38	30	48
4: Postsecondary	60	78	12	27	12	41	13	31	60	81

2016 STAAR Results/% Passing Rates per Campus by Subject

Primary Gr 3					Middle School Gr 6-8				
	All Students	Eco Dis	Hispanic	Sp ED		All Students	Eco Dis	Hispanic	Sp ED
Reading	73%	65%	65%	NA	Reading	77%	66%	69%	33%
Math	74%	63%	71%	42%	Math	76%	65%	75%	35%
					Writing	76%	65%	88%	NA
Intermediate Gr 4-5	All Students	Eco Dis	Hispanic	Sp ED	Science	70%	60%	80%	NA
Reading	80%	70%	81%	46%	Social Studies	57%	45%	60%	NA
Math	86%	80%	86%	58%	Algebra I	100%	100%	NA	NA
Writing	60%	44%	64%	0%	High School Gr 9-12	All Students	Eco Dis	Hispanic	Sp ED
Science	68%	58%	70%	53%	English I & II	72%	65%	69%	35%
					Algebra I	71%	57%	71%	35%
					Biology	94%	95%	100%	63%
					US History	99%	100%	100%	88%

Distinctions Earned 2015-2016

High School

Academic Achievement in Social Studies

Top 25% Closing Performance Gap

Intermediate

Top 25 Percent Student Progress

Student Achievement Strengths

All campuses Met Standard in state accountability by meeting standards at or above in all indexes.

Math

Grades 4, 5, 6, 8 math, and grade 8 algebra 1 were above state averages at phase in 2.

Grade 8 algebra 1 achieved 100% at level 2 and 3.

Reading/ELA

Grades 3, 4, 5, 6, 7, and 8 reading scores were at or above state averages at phase in 2.

Grade 7 writing scores were above state averages at phase in 2.

English 1 and 2 EOC scores were above state averages at phase in 2.

Science

Biology EOC scores were above state averages at phase in 2.

Social Studies

US History EOC scores were above state averages and considerably high among all demographics.

2015-2016

High School

Academic Achievement in Social Studies

Top 25 Percent Student Progress

Intermediate

Top 25 Percent Student Progress

Student Achievement Needs

Needs Improvement

4th grade writing

5th and 8th grade science

8th grade social studies

3rd and 7th grade math

Grades 9-12 algebra 1 EOC scores improved at phase in 2 but still just below the state average.

Scores for special education students

District Culture and Climate

District Culture and Climate Summary

Overall, the staff and students feel safe, schools are well-maintained, and the physical environment or climate is comfortable.

District Culture and Climate Strengths

- A Crisis Plan is in place and is routinely updated and reviewed with faculty and staff.
- Entrances are secure with single door access to office areas on all campuses.
- Drills and tabletop scenarios are routinely completed.
- No violent crimes were committed on any campus.

District Culture and Climate Needs

- Continue to improve new teacher mentor program
- Increase opportunities for parent/community involvement at campus

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

All teachers and paraprofessionals meet state licensure standards required by ESSA. Average teacher experience is 12.8 years. Average teacher experience within the district is 7.6 years.

Staff Quality, Recruitment, and Retention Strengths

- Data-driven decision making
- Increased teacher integration of technology in classrooms
- Professional development based on campus and district needs
- ESL certifications by teachers have increased
- Continue to attend 2 job fairs each semester
- The number of CPI trained teachers has increased

Staff Quality, Recruitment, and Retention Needs

- Staff absences rates continue to remain the same over the past two years.
- New teachers need to meet and work with mentors for at least two years.
- Teacher turnover rate for the 14-15 school year was 16.2%. This is a decline from the previous year's rate of 17.9%.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Teachers continue using TEKS Resource System. A district lesson plan template is in place that reflects critical aspects of curriculum. Teachers will continue to develop and post lesson plans that address student engagement and the rigor reflected in STAAR assessments. Additionally, teachers received STAAR resources distributed on TEA's website, TEA-provided intervention for state assessments, and Career and Technology teachers can now access curriculum provided by TEA.

The CTE program has been updated and provides eight Programs of Study: Agriculture, Food and Natural Resources; Arts, Audio Video Technology & Communications; Business Management and Administration; Finance; Health Science; Hospitality & Tourism; Manufacturing; and Transportation, Distribution and Logistics.

State Compensatory Program (SCE) consists of RTI teachers, funding for tutorials, RTI aides, PreK as well as credit recovery programs and intervention programs.

Curriculum, Instruction, and Assessment Strengths

- Student achievement data is available through web-based programs, and data is used by teachers to gauge students' needs and instruction.
- Progress monitoring is achieved through benchmarks, regularly scheduled curriculum-based assessments as well as progress monitoring programs.
- Teachers continue using TEKS Resource System. Vertical alignment of curriculum will be accomplished through TEKS Resource System.
- Contracted with specialist to provide deeper understanding of math curriculum.
- Consultants provided vertical alignment training for all core subjects.
- Parent conferences and training dates are now available within the current 16-17 school calendar.

Curriculum, Instruction, and Assessment Needs

- Quality professional development should continue, along with increased online professional development opportunities and IFD planning days.
- Professional development should be provided for rigor, support of analysis and interventions, and for the increased use of technology.
- Vertical alignment training follow-up should be in place in all core subject areas to ensure teacher use of the strategies taught.
- Vertical alignment meetings should be implemented to provide teachers from different campuses time to meet to discuss TEKS, teaching strategies, and their implementation of the current curriculum in order to eliminate student gaps.

Family and Community Involvement

Family and Community Involvement Summary

Tarkington ISD reaches out to parents and the community through multiple media and works with community organizations to promote the well-being of students and of the community as a whole. However, more parent involvement and increased communication would help our students even more.

Family and Community Involvement Strengths

- Our district supports programs that help our students with food and materials, through Brown Bag Buddies, Houston Food Bank and the Christmas gift distribution.
- The Tarkington Student Foundation, Lions Club, Masonic Lodge, and Rotary Clubs continue to support our graduates with scholarships for post-secondary education or training.
- The district works with community organizations, such as the Lions Club and Rotary Club, to provide glasses, camps, and other opportunities for its students.
- Face-to-face parental involvement is encouraged through Meet the Teacher Night, Family Fun Nights, PTO, Middle School assemblies, elementary awards programs, Open Houses, and other informational meetings.
- Communication to parents and the community is disseminated through the district website, district newsletters, e-mails from teachers, principals and superintendent, Facebook, online surveys, campus bulletins and other print media sent home with students.
- The district works closely with the community library to promote summer reading and other programs that the library offers.
- A summer feeding program was offered to TISD students.
- An English to Spanish translation program is available at all campuses to provide materials in the parent's and student's home language.
- The School Messenger system is utilized to inform parents of emergencies.
- Each campus has a parent organization, PTO/Parent Support Group.

Family and Community Involvement Needs

- The district could reach more Spanish/bilingual households with increased use of English to Spanish translation program.
- Parents would like to be surveyed more often so that they could have more input.
- Additionally, parents would like a compilation of parent resources.
- Increased use of mass emails to parents.

Technology

Technology Summary

All teachers have computers and most have PC viewers. Most teachers are utilizing technology in their classrooms.

Technology Strengths

- Online professional development has been introduced and used in the district.
- Most classrooms have PC viewers.
- All primary, intermediate, and high school teachers have iPads for progress monitoring and for instructional use.
- All high school teachers have laptops.
- Increased Internet speed/bandwidth
- iPads have been purchased at the middle school.
- Additional computer labs have been added at the high school.

Technology Needs

- Increase online professional development opportunities
- Increase professional development for technology
- More wireless connections are needed.
- Teachers and students need access to applications.

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data
- Community and student engagement rating data
- Annual Measurable Achievement Objectives (AMAO) data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data

Student Data: Student Groups

- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data

- Special education population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc
- Gifted and talented data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Student surveys and/or other feedback

Employee Data

- Staff surveys and/or other feedback
- Highly qualified staff data
- Campus leadership data
- Professional development needs assessment data

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Goal 1: Provide a safe, positive and orderly environment throughout the district for students, staff, parents and patrons of the Tarkington ISD. (Correlates with School Board Goal 4)

Performance Objective 1: All students will be educated in safe learning environments that are and remain conducive to learning.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Discipline management program will provide prevention and education concerning unwanted physical/verbal aggression, sexual harassment and other forms of bullying in schools, school grounds, and school vehicles.		Principals, Assistant Principals, Counselors	sign-in sheets and agendas of training; decrease in number of discipline reports and investigative reports				
2) Dating violence awareness and bully prevention education programs will be presented to students, parents and staff. This program should include definition, safety planning, protective orders, training for teachers, counseling for affected students. In addition, an educational program that educates students of the dangers and consequences of sexting and internet safety will be presented to middle school students.		Secondary Counselors	Record of presentation				
3) All staff will be trained on sexual harassment, child abuse, suicide prevention awareness, and bullying and conflict resolution through professional development and/or online modules.		Curriculum Director, Principals, Counselors	Eduhero reports				
4) Continue to employ a district resource officer to help with safety, truancy checks, discipline and any emergencies.		Superintendent	Decrease in truancy, decrease in violent discipline referrals, contract				
5) Monitor campus discipline of special education students for PBMAS.		Curriculum Director, Asst. Principals	Data within 10 points of state requirements for PBMAS. Each six weeks the AP's calculate their discipline rates.				
6) Freedom from Bullying Policy		School board	See attached policy FFI Legal and Local				
7) Facilities are well-kept and promote learning. Report to school board at the September Board Meeting.		Asst Sup Business Services, Maintenance Supervisor	Walk-throughs, reports				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Provide a safe, positive and orderly environment throughout the district for students, staff, parents and patrons of the Tarkington ISD. (Correlates with School Board Goal 4)

Performance Objective 2: Implementation of crisis management efforts in district.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) The Emergency Operation Plan will be reviewed, revised and updated.		Superintendent, Director of Student Services	Updated Emergency Operation Plan				
2) Each campus will practice various crisis drills and discuss tabletop scenarios. Monitoring campus drills monthly.		Principals, Asst. Principals, Dir. of Student Services	Drill logs				
3) Each campus will continue the practice of maintaining secure entrances and the requirement that all visitors use the check-in computer program.		Principals, Campus Secretaries	Daily Logs				
4) The district must conduct a facility safety and security audit every three years and an annual review of recommendations set forth in the written audit report; report audit findings to the Board of Trustees; and submit to the Texas School Safety Center on a web-enabled form.		Superintendent, Director of Student Services	Audit report submitted to Texas School Safety Center				
5) District will perform campus security checks.		Superintendent, Director of Student Services	Logs				
6) Increase coordination & pre-planning with local law enforcement, fire & EMS.		Superintendent, Director of Student Services	Meeting agendas, sign in sheets, notes				
7) Continue use of automated phone/text messaging service.		Superintendent, Curriculum Director, Campus Principals	Daily attendance reports and alert reports				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Provide a safe, positive and orderly environment throughout the district for students, staff, parents and patrons of the Tarkington ISD. (Correlates with School Board Goal 4)

Performance Objective 3: Improve health and wellness of students and staff

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) The District School Health Advisory Council (SHAC) will meet four times a year to provide advice to the district on coordinated school health programming and its impact on student health and learning.		Director of Student Services	Agendas, sign-in sheets				
2) Each campus will train two people on issues connected to diabetes		District Nurse, Curriculum Director	Nurse report, agendas, sign in sheets				
3) CPR and training for AED units will be offered every summer for required personnel, administrators, counselors, and bus drivers, with a minimum of five personnel per campus trained and certified.		Curriculum Director , District Nurse	Training log				
4) Pregnancy-related services will be offered to pregnant students to support their staying in school.		Counselors, District Nurse	Documented dates and services after confirmation of pregnancy				
5) All participants in extra-curricular activities will be required to participate in the student drug testing program. See Drug Policy on website for details.		Secondary Principals and Assistant Principals, Athletic Director, Sponsors	List of students tested at the beginning of the year and at random times of the year				
6) Participation in fitness gram assessment		Athletic Director, Principals, P.E. Teachers	Submitted report, teacher records				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Prepare students for a productive future by providing instructional programs relevant to their needs, interest, aptitudes and societal trends. (Correlates with School Board Goal 1)

Performance Objective 1: All students graduate from high school.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Guidance will be provided for parents and students (grades 8-12) regarding graduation program requirements and course choices to achieve desired diplomas. The THS Academic Course Planning Guide is used for course selection at the HS level. All TMS students are taught career choices and endorsement opportunities at the HS level.		Secondary Counselors	Agendas, sign-in sheets				
2) Personal Graduation Plans will be created for all middle school and high school students who have failed a state assessment, and all ninth grade students will have a program of study, including a graduation program plan, which will be signed by student and parent.		Secondary Counselors	completed PGPs, programs of study				
3) Each campus will implement individual and/or group counseling for at-risk students as needed including those assigned to DAEP.		Counselors, Principals	Logs of students seen by counselors				
4) Review CTE programs of study with course offerings annually and expand as needed, and encourage students to participate in nontraditional CTE courses. Report to school board at November and June meeting.		High School Principal and Counselors	Student enrollment in CTE courses, student surveys, certifications earned				
5) Each campus will develop a plan to help students transition from campus to campus.		Principals, Assistant Principals, Counselors	Event agendas				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Prepare students for a productive future by providing instructional programs relevant to their needs, interest, aptitudes and societal trends.
(Correlates with School Board Goal 1)

Performance Objective 2: Provide accelerated instruction to students at-risk of not graduating.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Each campus will continue to identify at-risk students and provide intervention strategies and accelerated instruction by using benchmark results and progress monitoring data.		Principals, counselors, teachers	progress monitoring records				
2) Opportunities to recover credit will be offered through summer school and/or a credit recovery program. Tuition fees for summer programs may be charged.		Principal, counselors	Documentation of student/parent meetings of those at-risk and credit recovery enrollment reports.				
3) State assessment acceleration will be offered during the summer and the school year as needed.		Principals, counselors,	Increase in students passing state assessments				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Prepare students for a productive future by providing instructional programs relevant to their needs, interest, aptitudes and societal trends.
(Correlates with School Board Goal 1)

Performance Objective 3: Provide career and guidance counseling to secondary students, assisting them with post-secondary preparation including college application assistance and financial aid information.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Pamphlets, links to web pages, and training will be provided to inform high school and middle school students, teachers, counselors and parents about higher education admissions, financial aid opportunities/scholarships, Texas Grant Program and Teach for Texas Grant Programs.		Curriculum Director, Counselors, Webpage Assistant	web page, number of attendees at trainings, number of students who have applied to college and for financial aid				
2) Secondary campuses will provide career interest assessment to help students determine career paths and interest.		Counselors	New or updated individual graduation plans				
3) The district will continue to promote "Generation TX" Week to encourage students to gain information about college possibilities.		Secondary Counselors or designees	Event agendas				
4) Continue dual credit opportunities through Texas Virtual School Network, as well as articulations with Lone Star College, UT Arlington, UT Permian Basin, and Lamar University. Report to school board at the November Board Meeting.		Superintendent, Curriculum Director, High School Counselors	Increase in number of students enrolled in dual credit				
5) Continue to support and participate in the Tarkington Student Foundation to promote the idea that any TISD graduate who attends post-secondary education will receive a scholarship.		Superintendent, Curriculum Director, High School Principal, Counselor	monthly meetings agendas and number of students taking advantage of scholarships				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 3: Prepare all instructional staff to effectively educate all students through the use of best practices and research based strategies to improve student achievement. (Correlates with School Board Goal 1 , Goal 2, Goal 5)

Performance Objective 1: To increase student academic performance

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Each campus will address student attendance issues and communicate with parents the importance of consistent attendance at school. District Resources officer will be used to help investigate truancy issues. School Messenger will automatically call parents of absent students daily. Student Attendance Reports to school board at the November and April meeting.		Principals, Teachers, Attendance Clerks, Resource Officer, Curriculum Director	Increased attendance				
2) Inform students about and encourage participation in SAT/ACT/PSAT prep classes.		High School Principal and Counselors	class attendance, increased college entrance exam score, SAT/ACT/PSAT HS course enrollment				
3) Each campus will encourage all students to participate in UIL competitions or subject specific contests, in particular targeting GT students.		Principals, Teachers	Increased number of UIL participants and more placing in their contests				
4) Continue to implement the scientifically researched based practices in Reading and Math using the tiered instruction method in grades K-8.	3, 8	Curriculum Director, Principals,	Master schedules, tutorial schedules				
5) Each campus will provide data informed instructional placement to ensure the closure of achievement gaps and progress of all students.		Principals	Student achievement increase				
6) Each campus will disaggregate the State assessment data for each student using a data analysis program and campus-developed programs, emphasizing the subgroup populations as well as special education data.		Principals, Counselors, Teachers	Identification of struggling students				
7) The District will monitor staffing patterns from a district perspective, changing configuration of classes as students move through the system, keeping in mind class size.		Superintendent, Curriculum Director, Principals	Student/teacher ratio, master schedules, student populations				
8) The district will continue to provide professional development on vertical alignment within core subject areas, scientifically based research strategies that increase the core academic program, including the rigor necessary for preparation for STAAR assessments and including differentiation for struggling students. Report to school board at October meeting.	3, 6	Curriculum Director, Principals,	Classroom observations, Teacher Self Reports, T-TESS evaluations, State assessment scores, Eduphoria reports of workshop.				

9) The district will research staff attendance and will make faculty and staff aware of the research on how staff absences affect student achievement. Report to school board at the November and February Board Meetings.		Curriculum Director, Principals, Asst. Principals	Agendas, sign-in sheets, teacher attendance reports, State assessment per individual teacher				
10) Evaluate each campus's special programs for effectiveness and compliance: CTE, GT, ESL, Dyslexia, 504, Special Ed. Report to school board at November meeting.		Curriculum Director	annual program evaluation document				
11) Provide quality instruction for ELL students in the district. SSA (shared service agreement) with Region 4 provides some funds to be used for ESL instruction products.		Angela Sales	Products received. SSA reports to Region 4. TELPAS scores				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 3: Prepare all instructional staff to effectively educate all students through the use of best practices and research based strategies to improve student achievement. (Correlates with School Board Goal 1 , Goal 2, Goal 5)

Performance Objective 2: Retain and hire quality certified professionals and paraprofessionals.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Through careful recruitment, all teachers at TISD will meet state certification requirements. District will attend 2 job fairs per semester. Report to school board at the September Board Meeting. An online application system will be utilized.	5	Superintendent, Principals, Curriculum Director	NCLB report, job fair enrollment, number of applicants				
2) Continue to use federal grant funds to improve classroom instruction and retain highly qualified staff. These funds are used for teacher salaries and professional development at the Primary and Intermediate Campuses.	2, 4, 5, 6	Business Manager, Curriculum Director, Principals	Increased student success, high teacher retention rate				
3) The district will continue to provide professional development to teachers, principals, and other appropriate staff to meet the Teacher Quality Annual Measurable Objectives under NCLB. Professional development will focus on providing knowledge and skills to help accomplish campus objectives.	5, 6	Curriculum Director	Sign-in sheets, attendance data, surveys				
4) First year teachers will participate in the District Mentor Program. Professional development in regards to lesson planning, Gradebook, e-mail, attendance programs, and classroom management procedures will be provided at the beginning of the year during new teacher orientation. Each campus will provide release time for teacher and mentor for classroom observations. Report to school board at the September and May Board Meetings.		Curriculum Director	Sign-in sheets, documented observations, increased retention rate of teachers.				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 3: Prepare all instructional staff to effectively educate all students through the use of best practices and research based strategies to improve student achievement. (Correlates with School Board Goal 1 , Goal 2, Goal 5)

Performance Objective 3: Implement and use technology to increase the effectiveness of student learning, instructional management, staff development, and administration.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Teachers will use available technology to provide intervention or enhance mastery of TEKS skills. Available Technology programs such as Study Island, I-Station, TMSDS, AIMSWeb, K-5 Envision Math, DIBELS, textbook online resources, OnTrack, and Think through Math, TPRI.	1, 2, 3, 4	Technology Director, Principals, Asst. Principals,	Participation rates				
2) The district will provide professional development on integrating technology into the curriculum. Report to school board on technology workshops offered by technology department at the May board meeting.		Instructional Technology Coordinator, Technology Director,	Training sign-in sheets, classroom observations, lesson plans				
3) The district will provide training on TEKS Resource System curriculum plan and on Eduphoria/DMAC components as needed.		Curriculum Director	training agendas and sign-in sheets				
4) Online opportunities for professional development will be expanded for staff.		Curriculum Director, Technology Director	Increased number of teachers participating				
5) Technology audit report to board at the January meeting.		Technology Director	Presentation information				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 4: Encourage and assist all parents to be active partners in the education of their children beginning in Pre-K/K through 12th grade and expand opportunities for parental and community input. (Correlates with School Board Goal 3)

Performance Objective 1: Maintain and increase opportunities for open communication, significant discourse between families/community/school.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) The district will promote family and community involvement by notifying local media; updating TISD/Campus websites; posting on Facebook and campus marquees; use of parent surveys; providing resources on the district website; and sending mass parent/community emails of all upcoming campus events in a timely manner and in the student's home language.	7	Principals, Curriculum Director	Increased communications with parents, news articles, website hits, attendance				
2) Information regarding the process for signing up for TXConnect will be included in all mass parent e-mails, appropriate report cards, home communication and permanently on the website.	7	Principals, Technology Director, Webmaster	Increased number of parents on TXConnect				
3) The District will continue to recognize a community member and a former employee by presenting them with the annual Commitment to Education Award at the Tarkington Round-Up.		Superintendent, School Board, Tarkington Student Foundation Board	award presented				
4) The beginning of the year documentation at each campus will include a form for the collection of parent e-mails and a form for the preferred language for written home communication.	7	Campus Secretaries, PEIMS Clerks	List of parents requiring other than English communications.				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 4: Encourage and assist all parents to be active partners in the education of their children beginning in Pre-K/K through 12th grade and expand opportunities for parental and community input. (Correlates with School Board Goal 3)

Performance Objective 2: Increase opportunities for parents to be active partners in student learning and meaningful decision-making in the education of their children.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Each campus will actively encourage family involvement through events at the campuses designed specifically for parent-school connections, such as Open House, parent orientation, informational events, Meet the Teacher, and other family oriented events facilitating parental involvement in student achievement. Report to school board at the January and June Board Meetings.	7	Principals	Principals				
2) The district will seek community involvement on district and campus activities, such as site-based decision making, improvement plan, and SHAC.	7	Principals, Curriculum Director	Agendas, sign-in sheets				
3) Increased use of mass emails by each campus along with information about TISD website and TXConnect be disseminated to parents and the community.		Curriculum Director, Principals	Increase number of email addresses, number of parents using TXConnect, increased parent participation, and increased number of mass emails sent out by campuses				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

2016-2017 District Improvement Plan Advisory Committee

Committee Role	Name	Position
Administrator	Denise Johnson	Student Services Administrator
Administrator	Lisa Stephens	Curriculum Director
Business Representative	Donny Haltom	
Business Representative	Mollie Lambert	
Business Representative	Linda Whitmire	
Classroom Teacher	Tracy Boatright	Primary School Teacher
Classroom Teacher	Teresa Guagliardo	High School Teacher
Classroom Teacher	Julia Hankins	Intermediate School Teacher
Classroom Teacher	Alice Henson	Primary School Teacher
Classroom Teacher	James Hicks	Middle School Teacher
Classroom Teacher	David LaBar	High School Teacher
Classroom Teacher	Jessica Riley	Middle School Teacher
Classroom Teacher	Lynn Spillers	Intermediate School Teacher
Classroom Teacher	Aubrey Vaughan	High School Teacher
Community Representative	Terri Wells	
Community Representative	Linda Whitmire	
Parent	Donny Haltom	
Parent	Mollie Lambert	