

PISD District Improvement Plan 2021-22

The following additions and/or changes have been made to accommodate all PISD needs assessments administered in 2021 due to COVID-19/ESSER/ESSA requirements, the 2021-22 Comprehensive Professional Development Plan, ESSA Parent and Family Engagement requirements, and other state and federal requirements.

1. Addition of certified counselor and behavior specialist to address social/emotional needs of students in grades pre-K-1 (1.1.11; 2.1.7; 2.2.13) (ESSER)
2. Continue services of Spanish translator for Parent and Family Engagement requirements as needed (3.2.1; 3.2.2) (ESSA)
3. Ensure alignment of district goals with state and federal strategic priorities (1.4.1; 1.4.3; 3.1.3) (TEA and ESSA)
 4. Align staff development with the 2021-22 Comprehensive Professional Development Plan and list strategies (1.1.5; see attachment) (ESSA)
 5. Align staff development for grades K - 3 with HB3 Reading Academies. (1.2.12)
 6. Updated Priority for Services Plan for Migrant students (see attachment)
 7. Updated Comprehensive Needs Assessment Summary (1.1.6; 3.3.5; see attachment) (ESSA)
8. Addition of strategies to address social/emotional and academic needs of students especially related to learning loss due to COVID-19. (1.1.14; 1.2.10; 1.3.6; 2.2.14; 3.1.3; 3.3.8) (ESSER)
 9. Continued use of Title II funds for data driven class size reduction to increase student achievement (1.1.10) (ESSA)
 10. Continued use of Title III funds to increase student achievement (1.2.3) (ESSA)
11. Addition of expenditure of Rural and Low Income funds to reflect instructional needs to increase student achievement for all student groups. (1.2.4; 1.2.5; 1.2.8)
12. Continued activities to plan for and ensure our ability to address COVID-19 safety protocols. (2.1.9; 2.1.10; 2.2.7) (ESSER)
13. Addition of strategies to address the Strategic Support Plan for Results Driven Accountability (1.1.8; 1.2.6; 1.2.11; 2.1.6)
14. Addition of strategies to ensure continuity of services and continued employment of staff due to COVID-19. (1.1.14; 1.2.10; 1.2.13; 1.3.6; 4.1.1; 4.1.2) (ESSER)

PITTSBURG ISD

District Improvement Plan

2021/2022

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 |
|--------------------|-----------------------------|
| Dunavant, Beth | Deputy Superintendent |
| Ayers, Patti | Community member |
| Smith, Laurie | Director of Health Services |
| Wood, Jyl | Primary Principal |
| Hill, Jonathan | High School Principal |
| Wright, Melody | Junior High teacher |
| Moore, Kristane | Junior High Principal |
| Gilbert, Susan | Elementary teacher |
| Craig, Jaime | High School teacher |
| Waldrep, Terry | Superintendent |
| Hardeman, Dia | Parent/Community Member |
| Tomlinson, Benita | Primary Teacher |
| Foster, Terri | Primary Teacher |
| Williams, Kristal | Intermediate Teacher |
| Hammonds, Jennifer | Intermediate Teacher |
| McGee, Kelly | Elementary Teacher |
| Reynolds, Cheyenne | High School Teacher |
| Reyes, Shele | Junior High Teacher |
| Griffin, Heather | Elementary Principal |
| Newman, Todd | Intermediate Principal |

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 212 - Migrant
- 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 - 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 281 - ESSER II
- Fund 282 - ESSER III

Student Groups

The Pittsburg 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 Intervention
Students identified for accelerated instruction due to STAAR testing
Students identified for learning loss due to COVID-19

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)

Revised Board Adopted Plans and Goals from House Bill 3 (Education Code 11.185, .186)
These goals originally adopted by PISD Board of Trustees on March 23, 2020.

1. The aggregate score of approaches, meets, and masters percentages on third grade STAAR reading tests will increase to 65% by November 2024.
2. The aggregate score of approaches, meets, and masters percentages on third grade STAAR math tests will increase to 61% by November 2024.
3. The percentage of graduates that meet the criteria for CCMR credit will increase to 81% by November 2024.

District Goals with Measurable Evidence

Pittsburg ISD District Goals 2021-22

These Goals Correlate with:

Goals adopted by the Board of Trustees (2020)

Campus Improvement Plan Goals (2021-22)

The 3 Elements of a Title I Schoolwide Program

TEA Strategic Priority 2 - Building a Foundation in Reading and Math

and

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 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 Stage 1 or below on Results Driven Accountability indicators
3. Increase TELPAS composite scores for all EL students

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 Stage 1 or below on Results Driven Accountability indicators

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 and family engagement

Evidence of parent and 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 Stage 1 or below on Results Driven Accountability indicators

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
EL'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
7. . Pre-school transitioning
8. Include teachers in assessment decisions
9. Effective and timely assistance
10. Coordination of programs

PITTSBURG ISD

Goal 1. 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 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, Teacher(s) | Semester benchmark cycles | (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 an endorsement and CCMR criteria. (Title I SW: 6,8,9) (Title I SW Elements: 2.1,2.2,2.3,2.6,3.2) (Strategic Priorities: 2,3) | 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 that is designed to positively impact student achievement and improve student behavior. (Title I SW: 1,4,8,9,10) (Title I SW Elements: 1.1,2.1,2.2,2.5,2.6,3.1) (CSFs: 1,4) | Assistant Superintendent(s), Principal | implementation ongoing; staff development August | (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 1. 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 |
|---|--|----------------|---|---|
| 6. Conduct annual comprehensive needs assessments on each campus and for the district to identify educational strengths and weaknesses in student achievement, attendance, parent and family engagement, and school climate and implement activities as indicated. (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) | Assistant Superintendent(s), Principal | yearly | (O)See Funding Resources, (S)Fund 199 Local Funds | Summative - see District Goals with Measurable Evidence 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. Implement peer sharing opportunities and provide professional development as indicated by Comprehensive Professional Development Plan including instructional technology, differentiation, and addressing learning loss and extended learning opportunities. (Title I SW Elements: 1.1,2.1,2.5) (Strategic Priorities: 1,2) (CSFs: 1) | Assistant Superintendent(s), Campus Technology Coordinator, Director of Bilingual/ESL Education, Director of Special Education, Principal | August | (F)Fund 211 Title I Part A , (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) (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 certified counselor to address social/emotional needs of student in | Assistant Superintendent(s), Business Manager, Principal, | August - May | (F)ESSER II and III | Criteria: Summative - See District Goals with Measurable Evidence |

PITTSBURG ISD

Goal 1. 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 |
|--|---|---------------------|---|---|
| grades K-8. (Title I SW Elements: 1.1,2.6,3.1,3.2) (Target Group: PRE K,K,1st) (Strategic Priorities: 2) (ESF: 3.2,3.3) | School Board | | | |
| 12. Addition of Special Programs Coordinator for grades 9-12 to provide additional support for College, Career, and Military Readiness for PHS graduates. (Title I SW Elements: 1.1,2.1,2.2) | Assistant Superintendent(s), Business Manager, Principal, Superintendent(s) | July | (S)Fund 199 Local Funds | Criteria: Summative - See District Goals with Measurable Evidence |
| 13. Addition of certified personnel to assist with and monitor students identified for dyslexia and 504, and emergent bilingual learners. (Title I SW Elements: 2.2,2.5,2.6) (Target Group: LEP,Dys,504) (Strategic Priorities: 1,2) (ESF: 1.2,2.1,5.4) | Assistant Superintendent(s), Business Manager, Superintendent(s) | 2021-22 school year | (F)Fund 270 Title VI Rural and Low Income | Criteria: Summative - See District Goals with Measurable Evidence |
| 14. Respond to and address learning loss through the addition of after-school programs and enhanced summer learning opportunities available to students in grades K-12 and all student groups. (Title I SW Elements: 1.1,2.1,2.2,2.5,2.6) (Strategic Priorities: 2) (ESF: 3.1,3.3,4.1,5.3) | Assistant Superintendent(s), Business Manager, Principal, Superintendent(s) | October 21 - May 22 | (F)ESSER II and III, (O)See Funding Resources | Criteria: Summative - See District Goals with Measurable Evidence |

PITTSBURG ISD

- Goal 1.** 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. Provide staff development to ensure multiple sources of data, including early literacy and math facts, are used to determine and guide targeted instruction/intervention through the use of curriculum and research-based strategies that strengthen the core academic program (Title I SW: 4) (Strategic Priorities: 2) (CSFs: 1,2) | Assistant Superintendent(s), Principal, Teacher(s) | August | (F)Fund 211 Title I Part A , (O)See Funding Resources | Summative - Summative - See District Goals with Measurable Evidence |
| 2. 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) (Strategic Priorities: 2) (CSFs: 1) | Assistant Superintendent(s), Director of Bilingual/ESL Education, Director of Special Education, Principal, Teacher(s) | curriculum implementation 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 | Summative - Summative - See District Goals with Measurable Evidence |
| 3. 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. (Strategic Priorities: 2) (CSFs: 1) | Assistant Superintendent(s), Director of Bilingual/ESL Education, Principal | August; as offered by Region 8 | (F)Fund 263 Title III Bilingual / ESL, (O)See Funding Resources, (S)Fund 199 Local Funds | Summative - Summative - See District Goals with Measurable Evidence |
| 4. Implement strategies aligned with MTSS guidelines which include: Student Intervention Teams (SIT), Progress Monitoring 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) (Strategic Priorities: 2) (CSFs: 1,2,4) | Assistant Superintendent(s), Interventionist, Principal, Teacher(s) | semester benchmarks | (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 |
| 5. Provide staff development, and required materials, associated with implementing appropriate aligned accommodations/modifications for testing and | Assistant Superintendent(s), Director of Special Education, Interventionist, Principal, Special Ed Staff, Teacher(s) | Semester benchmarks | (F)Fund 211 Title I Part A , (O)See Funding Resources, (S)Fund 199 Local Funds, (S)Fund 199 PIC 30 State | Summative - Summative - See District Goals with Measurable Evidence |

PITTSBURG ISD

- Goal 1.** 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 |
|--|---|--------------------------------------|---|--|
| instruction as indicated by data, and student education plans. (Title I SW: 4,8,9,10) (Strategic Priorities: 2) (CSFs: 1) | | | Compensatory Education | |
| 6. Provide all student groups access to the general curriculum with the implementation of 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) (Strategic Priorities: 2) (CSFs: 1) | Assistant Superintendent(s), Counselor(s), Director of Special Education, Principal, Special Ed Staff, Teacher(s) | ongoing; as needed | (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 |
| 7. Provide professional development on indicators, identification, and serving students with dyslexia or related disorders. (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 |
| 8. 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 and adhere to the staff development requirements of state and federal funds for emergent bilingual students. (Title I SW Elements: 1.1,2.1,2.2,2.4,2.5,2.6) (Strategic Priorities: 2) (CSFs: 1) | Assistant Superintendent(s), Director of Bilingual/ESL Education, Principal, 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 |
| 9. Monitor academic progress of Migrant students and comply with the Priority for Service Action Plan provided by Region 8. (Strategic Priorities: 2) (CSFs: 1) | Counselor(s), Region 8 SSA Coordinator | Every 9 weeks | (O)See Funding Resources, (S)Fund 199 Local Funds | Summative - Summative - See District Goals with Measurable Evidence |
| 10. Closely monitor learning loss and academic growth as measured by benchmarks and formative assessments for all applicable | Core Subject Teachers, Principal, Teacher(s) | Semester benchmark exams | (F)ESSER II and III, (O)See Funding Resources, (S)Fund 199 Local Funds, (S)Fund 199 | Summative - Summative - See District Goals with Measurable Evidence |

PITTSBURG ISD

- Goal 1.** 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 |
|---|---|---------------|--|--|
| 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: 4.1) | | | PIC 30 State Compensatory Education | |
| 11. Closely monitor academic performance of current and monitored SpEd students in order to increase performance on STAAR tests especially geared toward STAAR performance targets and RDA performance targets. (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 | Summative - Summative - See District Goals with Measurable Evidence |
| 12. 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 |
| 13. Plan for and coordinate activities for long-term closures in the event they are needed to ensure educational services can continue (Title I SW Elements: 1.1,2.1,2.2,2.3) (Strategic Priorities: 2) (ESF: 1,3.2,3.4,5.1) | Assistant Superintendent(s), Business Manager, Counselor(s), Director of Technology, Principal, Special Programs Coordinator, Superintendent(s) | August - May | (F)ESSER II and III, (O)See Funding Resources, (S)Fund 199 Local Funds | Criteria: to be based on Student Academic Achievement and Staff and Student Health |

PITTSBURG ISD

- Goal 1.** 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, 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 with improvements and staff development provided as needed (Title I SW Elements: 2.2,2.5) (Strategic Priorities: 2) (CSFs: 1) | Campus Intstructional Technologist, Librarian, Principal | August; as needed | (O)See Funding Resources, (S)Fund 199 Local Funds | Summative - Summative - See District Goals with Measurable Evidence. |
| 4. Provide specialized software for monitoring of Emergent Bilingual and Special Education students. (Title I SW Elements: 2.2,2.3,2.6) (Strategic Priorities: 2) (CSFs: 1,2) | Director of Bilingual/ESL Education, Director of Special Education | August | (F)Fund 244 IDEA B (SPED), (S)Fund 199 Local Funds | Summative - See District Goals with Measurable Evidence |
| 5. Provide ongoing improvements for classroom technology and virtual learning platforms in order to increase student achievement. (Title I SW Elements: 1.1,2.5,2.6) | Assistant Superintendent(s), Business Manager, Campus Intstructional Technologist, Campus Technology Coordinator, Principal, Teacher(s) | Ongoing; as needed | (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 | Criteria: Summative - See District Goals with Measurable Evidence. |
| 6. Provide technological resources for all students through the use of ESSER funds. (Title I SW Elements: 1.1,2.2,2.5,2.6) (Strategic Priorities: 2) (ESF: 5) | Assistant Principal(s), Assistant Superintendent(s), Business Manager, Campus Intstructional Technologist, Director of Technology, Principal, Special Programs Coordinator, Teacher(s) | August - May | (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 | Criteria: Summative - See District Goals with Measurable Evidence |

PITTSBURG ISD

- Goal 1.** 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 Bilingual/ESL Education, Director of Special Education, Principal, 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. (CSFs: 7) | Assistant Superintendent(s), Director of Special Education, Principal, School Nurse | August | (F)Fund 211 Title I Part A , (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 STAAR in accordance with Program Measures and Goals from federal grants. (Title I SW: 3,4,9,10) (Title I SW Elements: 1.1,2.5,2.6) (Strategic Priorities: 2) (CSFs: 1,2) | Assistant Superintendent(s), Principal, Teacher(s) | Semester benchmarks cycle | (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) | Business Manager, CTE Director, Director of Bilingual/ESL Education, Director of Special Education, Principal | ongoing | (F)Fund 211 Title I Part A , (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) (CSFs: 7) | Assistant Superintendent(s), Director of Bilingual/ESL Education, Director of Special Education, Principal, Teacher(s) | as offered by region 8 | (F)Fund 211 Title I Part A , (F)Fund 263 Title III Bilingual / ESL, (O)See Funding Resources, (S)Fund 199 Local Funds | Summative - Summative - See district goals with measurable evidence |
| 6. Facilitate the transition of students with disabilities with information and activities | Director of Special Education, Special Ed Staff, Teacher(s) | every 9 weeks | (F)Fund 244 IDEA B (SPED), (O)See Funding Resources, | Summative - Summative - See District Goals with Measurable |

PITTSBURG ISD

Goal 1. 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 |
|---|---|------------------------------|---|--|
| associated with postsecondary education, vocational education, integrated employment, continuing and adult education/independent living. (Strategic Priorities: 3) | | | (S)Fund 199 Local Funds | 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) (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 the guidelines in the district's Foster Care Plan (Title I SW: 10) | Assistant Principal(s), Assistant Superintendent(s), Principal, Teacher(s), Transportation and Maintenance Director | as needed by foster students | (F)Fund 211 Title I Part A , (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 |
| 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 | June - August | (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 2. 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, and other safety measures as requested by principals (Title I SW: 1) (Title I SW Elements: 1.1,2.2) (Target Group: All) (ESF: 3.2,3.3) | Business Manager, Director for Safety and Attendance, Director of Technology, Pittsburg ISD Chief of Police, 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 | Summative - See District Goals with Measurable Evidence |
| 2. Continue employment of District Police Chief, Campus Security Guards, Crossing Guards, Bus Monitors, and use of Bus Videos | Business Manager, School Board, Superintendent(s) | contract dates | (O)See Funding Resources, (S)Fund 199 Local Funds | 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 | Assistant Superintendent(s), Director of Special Education, Pittsburg ISD Chief of Police, Principal, School Nurse | August | (O)See Funding Resources | 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 (Target Group: All) | Assistant Principal(s), Director for Safety and Attendance, Pittsburg ISD Chief of Police, Principal, Superintendent(s), Teacher(s) | ongoing | (O)See Funding Resources, (S)Fund 199 Local Funds | 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; Teachers will review discipline steps with students periodically throughout the school year | Assistant Principal(s), Counselor(s), Pittsburg ISD Chief of Police, Principal, Teacher(s), Transportation and Maintenance Director | ongoing; as needed | (O)See Funding Resources | Summative - See District Goals with Measurable Evidence |
| 6. Implement and provide professional development in Positive Behavior Support strategies and research best practices and establish a behavior support program that includes a variety of multi-tiered steps for discipline placements. (Title I SW: 4,10) | Assistant Principal(s), Assistant Superintendent(s), Counselor(s), Director of Special Education, Pittsburg ISD Chief of Police, Principal, Transportation and Maintenance Director | 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 |
| 7. Addition of Behavior Accommodation Program with certified administrator, certified teacher, and certified counselor (Title I SW | Business Manager, School Board, Superintendent(s) | August | (F)Fund 289 Title IV Safe and Drug Free, (S)Fund 199 Local Funds | Criteria: Summative - See District Goals with Measurable Evidence |

PITTSBURG ISD

Goal 2. 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 |
|--|--|---------------|---|--|
| Elements: 1.1,2.6) (Strategic Priorities: 2) | | | | Summative |
| 8. Addition of certified counselor to serve grades PreK-8. (Title I SW Elements: 1.1,2.6) (Strategic Priorities: 2) (ESF: 3.3,3.4) | Business Manager, School Board, Superintendent(s) | August | (F)Fund 289 Title IV Safe and Drug Free, (S)Fund 199 Local Funds | Summative - See District Goals with Measurable Evidence |
| 9. Implement and observe all COVID-19 safety protocols in coordination with state and local public health departments in order to prevent, prepare for, and respond to coronavirus. (Title I SW Elements: 1.1,2.1,2.2) (ESF2019: 3.2) (ESF2021: 3.3) | Director for Safety and Attendance, Director of Food Services, Principal, School Nurse, Superintendent(s), Transportation and Maintenance Director | Ongoing | (F)ESSER II and III, (F)Fund 289 Title IV Safe and Drug Free, (O)See Funding Resources, (S)Fund 199 Local Funds | Criteria: Summative - See District Goals with Measurable Evidence; Documents maintained by Director of Health Services |
| 10. Maintain, repair, replace and/or upgrade HVAC and ventilation systems in order to improve the indoor air quality in all facilities. (Title I SW Elements: 1.1,2.1) (ESF: 3.1,3.3) | Business Manager, School Board, Superintendent(s), Transportation and Maintenance Director | August - July | (F)ESSER II and III | Criteria: See District Goals with Measurable Evidence |

PITTSBURG ISD

Goal 2. 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. 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: 1.1,2.1,2.3) (ESF: 3.1,3.3) | Business Manager, Principal, School Board, Superintendent(s) | annual; as needed | (O)See Funding Resources | Summative - See District Goals with Measurable Evidence |
| 2. 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, School Nurse, Superintendent(s), Teacher(s), Transportation and Maintenance Director | ongoing | (F)Fund 211 Title I Part A , (F)Fund 289 Title IV Safe and Drug Free, (O)See Funding Resources, (S)Fund 199 Local Funds | Summative - See District Goals with Measurable Evidence |
| 3. Establish a long range energy plan to reduce the district's annual electric consumption by 5% | Business Manager, Superintendent(s) | August | (O)See Funding Resources | Summative - See District Goals with Measurable Evidence |
| 4. Provide procedures and staff development to recognize and address the sexual abuse and other maltreatment of children and reporting requirements (Title I SW: 4,10) | Assistant Superintendent(s), School Nurse | August | (O)See Funding Resources, (S)Fund 199 Local Funds | Summative - see District Goals with Measurable Evidence |
| 5. 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) | Pittsburg ISD Chief of Police, Principal, Superintendent(s) | August | (O)See Funding Resources, (S)Fund 199 Local Funds | Summative - See District Goals with Measurable Evidence |
| 6. 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 |
| 7. Addition of school nurses working in coordination with the School Health Advisory Committee and implement recommended procedures/protocols for minimizing the spread | Assistant Superintendent(s), Director of Food Services, School Nurse, Superintendent(s) | as scheduled | (F)ESSER II and III, (O)See Funding Resources | Summative - See District Goals with Measurable Evidence |

PITTSBURG ISD

Goal 2. 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 |
|---|---|--------------------|--|---|
| of COVID-19. (Title I SW Elements: 1.1) (ESF: 2.1) | | | | |
| 8. Complete FitnessGram assessment for students in grades 3-12 and provide results to parents via PISD website (Title I SW Elements: 2.3) (ESF: 3.3) | Campus Technology Coordinator, Director of Technology, Principal, School Nurse | spring semester | (O)See Funding Resources | Summative - See District Goals with Measurable Evidence |
| 9. Provide nutritional foods for all student groups through the child nutrition/school lunch program (ESF: 3.3) | Business Manager, Director of Food Services, Superintendent(s) | ongoing | (O)See Funding Resources | Summative - See District Goals with Measurable Evidence |
| 10. 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 |
| 11. Coordinate active shooter training for personnel on all campuses (Title I SW Elements: 1.1,2.4) (ESF: 3.1,3.2) | Pittsburg ISD Chief of Police, Principal, Superintendent(s) | August | (O)See Funding Resources | Summative - See District Goals with Measurable Evidence |
| 12. 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 |
| 13. Addition of Behavior Adjustment Coordinator to address social/emotional needs of students in grades preK-8 (Title I SW Elements: 1.1,2.1,2.2,2.3,2.4,2.6) | 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 |
| 14. Include social/emotional health strategies in the coordinated response to learning loss implemented through the after-school program. (Title I SW Elements: 1.1,2.1,2.5,2.6) (Strategic Priorities: 2) | Assistant Principal(s), Assistant Superintendent(s), Business Manager, Counselor(s), Principal, Superintendent(s) | August 21 - May 22 | (F)ESSER II and III, (O)See Funding Resources, (S)Fund 199 Local Funds | Criteria: Summative - See District Goals with Measurable Evidence |

PITTSBURG ISD

Goal 3. Promote and develop programs and services for parent and family 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: 2.1,2.2,2.3,3.1,3.2) (Target Group: AtRisk) (Strategic Priorities: 2,3) (CSFs: 5) | 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. |
| 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. (Strategic Priorities: 3) (CSFs: 5) | Counselor(s), Principal | August | (O)See Funding Resources, (S)Fund 199 Local Funds | Summative - See District Goals with Measurable Evidence. |
| 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: 2.1,2.2,2.3,2.6,3.2) (Strategic Priorities: 2,3) (CSFs: 1,5) (ESF: 3.3,3.4,4.1,5.4) | Counselor(s), Director of Bilingual/ESL Education, Director of Special Education, Principal | every 9 weeks | (F)ESSER II and III, (O)See Funding Resources, (S)Fund 199 Local Funds | Summative - Summative - See District Goals with Measurable Evidence. |

PITTSBURG ISD

Goal 3. Promote and develop programs and services for parent and family 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), Director of Bilingual/ESL Education, Principal | August; as needed | (F)Fund 263 Title III Bilingual / ESL, (O)See Funding Resources, (S)Fund 199 Local Funds | Summative - See District Goals with Measurable Evidence |
| 2. Review/Update District Parent Involvement Policy and Parent/School Compacts with District and Campus Planning Committees; 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), Director of Bilingual/ESL Education | annual | (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 an anonymous hotline for reporting of bullying in accordance with SB 179 (David's Law). (ESF: 3.3) | Director of Technology, Pittsburg ISD Chief of Police, 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) (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. Promote and develop programs and services for parent and family 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: 1.1,2.1,2.3,2.6,3.1,3.2) (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), Campus Technology Coordinator, Director of Bilingual/ESL Education, Director of Technology | 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 emergency 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: 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 | Assistant Principal(s), Assistant | ongoing | (F)Fund 211 Title I Part A , | Criteria: Summative - See District |

PITTSBURG ISD

Goal 3. Promote and develop programs and services for parent and family 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 |
|---|--|---------------------------|---|---|
| parents work with their children to improve student achievement (Title I SW Elements: 3.1) (Strategic Priorities: 2) | Superintendent(s), Business Manager, Principal, Superintendent(s), Teacher(s) | | (S)Fund 199 Local Funds, (S)Fund 199 PIC 30 State Compensatory Education | Goals with Measurable Evidence |
| 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 |
| 8. Include parents, families, and community members in the ESSER needs assessments. (Title I SW Elements: 1.1,2.1,2.3,2.6,3.1) (Strategic Priorities: 2) (ESF: 3.4) | Assistant Superintendent(s), Network Administrator, Principal, Superintendent(s) | Prior to grant submission | (F)Fund 211 Title I Part A , (O)See Funding Resources, (S)Fund 199 Local Funds | Criteria: See District Goals with Measurable Evidence |

PITTSBURG ISD

Goal 4. Attract and retain highly qualified personnel.

Objective 1. 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: 2.2) (Strategic Priorities: 1) | Business Manager, School Board, Superintendent(s) | contract dates | (F)ESSER II and III, (F)Fund 211 Title I Part A , (F)Fund 255 Title IIA Principal Teacher Improvement, (S)Fund 199 Local Funds, (S)Fund 199 PIC 30 State Compensatory Education | 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) (ESF: 2.1) | Business Manager, School Board, Superintendent(s) | as determined | (F)ESSER II and III, (S)Fund 199 Local Funds | Criteria: Summative - see District Goals with Measurable Evidence |
| 3. Participate in University/district agreements for placements of student teachers. (Strategic Priorities: 1) (ESF: 2.1) | Assistant Principal(s), Business Manager, Principal | Semester cycle | (O)See Funding Resources | Criteria: Summative - See District Goals with Measurable Evidence |

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 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 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) | <ul style="list-style-type: none"> ● Who have made a qualifying move within the previous 1-year period; <p><u>AND</u></p> <ul style="list-style-type: none"> ● 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 | <ul style="list-style-type: none"> ● Who have made a qualifying move within the previous 1-year period; <p><u>AND</u></p> <ul style="list-style-type: none"> ● Have been designated LEP in the Student Designation section of the New Generation System (NGS) Supplemental Program Component; <u>or</u> ● For students in grades K-2, who have been retained, or are overage for their current grade level. |

The following document is provided by TEA for districts to help document efforts that are being conducted on behalf of Priority for Service students. It contains all the required components as described in Part 4 of the ESSA Application in the Provisions and Assurances, but also allows room for districts to add additional activities. Each district’s plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives.

NOTE: This document can be obtained electronically in MS Word format from the regional ESC MEP Specialist.

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|---|
| School District: ALL Migrant SSA member districts |
| Region: 8 |

Priority for Service (PFS) Action Plan

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|--|
| Filled Out By: Region 8 ESC Migrant Staff |
| Date: August 31 st , 2021 |

School Year: 2021 - 2022

Note: Title I, Part C Coordinator or MEP staff will include the PFS Action Plan in the district improvement plan as a separate section appropriately labeled or identified (e.g., "Migrant PFS Action Plan Section"), rather than integrating the action plan elements with other DIP sections that focus on other student population groups (e.g., Bilingual, ESL, economically disadvantaged).

| | |
|---|--|
| <u>Goal(s):</u> | <u>Objective(s):</u> |
| The goal for students that participate in the Migrant Education Program and that are identified as Priority for Service students is that they will be successful on yearly state and/or curriculum-based assessments and graduate on time from High School or obtain a High School Equivalency Diploma. | <ul style="list-style-type: none"> • Monitor the progress of MEP students who are PFS • Communicate the progress and determine needs of PFS migrant students to school staff, parents and students • Provide services to PFS students according to need |

| Required Strategies | Timeline | Person(s) Responsible | Documentation |
|--|-----------------------------------|-----------------------|--|
| Monitor the progress of MEP students who are on PFS. | | | |
| <ul style="list-style-type: none"> ▪ Monthly, run NGS Priority for Service (PFS) reports to identify migrant children and youth who require priority access to MEP services. | Monthly, September through August | NGS Specialist | NGS Reports |
| <ul style="list-style-type: none"> ▪ 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 | ESC MEP Specialist | PFS Action Plan |
| Additional Activities | | | |
| <ul style="list-style-type: none"> ▪ For PFS students who are identified as LEP, TELPAS and other data will be analyzed to ensure instruction is appropriate ▪ For PFS students who failed or were at risk of failing STAAR during the previous two years. STAAR: results will be analyzed and tutorials recommended to staff for these students | Ongoing as needed | ESC MEP Specialists | Individual PFS Progress Review NGS Reports, Eduphoria, DMAC |

| Required Strategies | Timeline | Person(s) Responsible | Documentation |
|---|-----------------------------|--------------------------------------|--|
| Communicate the progress and determine needs of PFS migrant students. | | | |
| <ul style="list-style-type: none"> During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide campus principals and appropriate campus staff information on the Priority for Service criteria and updated NGS Priority for Service reports. | September 2021 | ESC MEP Specialists | Individual PFS Progress Review Reports |
| <ul style="list-style-type: none"> During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide parents of PFS students' information on the Priority for Service criteria. | September 2021- August 2022 | ESC MEP Specialists | Individual PFS Progress Review reports |
| <ul style="list-style-type: none"> During the academic calendar, the district's Title I, Part C Migrant Coordinator or MEP staff will make individualized home and /or community visits to update parents on the academic progress of their children. | Ongoing as needed | ESC MEP Specialists | Individual PFS Progress Review Reports; calendar |
| Additional Activities | | | |
| <ul style="list-style-type: none"> For PFS students who are identified as LEP, TELPAS and other data will be explained to parents | Ongoing as needed | ESC MEP Specialists | Individual PFS Progress Review Reports |
| Provide services to PFS migrant students. | | | |
| <ul style="list-style-type: none"> The district's Title I, Part C migrant coordinator or MEP staff will use the PFS reports to give priority placement to these students in migrant education program activities. | Monthly | ESC MEP Specialists | Individual PFS Progress Review Reports |
| <ul style="list-style-type: none"> The district's Title I, Part C migrant coordinator or MEP staff will ensure that PFS students receive priority access to instructional services as well as social workers and community social services/agencies. | Monthly | ESC MEP Specialists | Individual PFS Progress Review Reports |
| <ul style="list-style-type: none"> The district's Title I, Part C migrant coordinator or MEP staff will determine (ensure that) what federal, state, or local programs serve PFS students. | Monthly | ESC State & Federal Program Director | Individual PFS Progress Review Reports |
| Additional Activities | | | |
| <ul style="list-style-type: none"> Additional tutorials will be provided for all PFS students who failed the STAAR test during the previous two school years | Ongoing as Needed | ESC MEP Specialists | NGS Reports Eduphoria/DMAC |

Pittsburg ISD
Needs Assessment Summary
for
2021-22 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 2021-22 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 2430 students. Demographic data has fluctuated little over the past few years. Of its current students, 17% are African American, 44% are Hispanic, 35% are White, and 4% are other. Approximately 78% are economically disadvantaged and 16% of our Hispanic students are current English Learners.

Student Achievement

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

Reading - 77% Approaches, 46% Meets, 17 % Masters
Math - 85% Approaches, 55% Meets, 26% Masters
Science - 88% Approaches, 60% Meets, 23% Masters
Social Studies - 80% Approaches, 54% Meets, 29% 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 print 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 are discussed during SBDM meetings and anecdotal documentation is maintained at the campus and district level in the meeting minutes. Needs assessments are provided to students, community members, and parents via the district website. 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 that received the least amount of favorable responses (although all were above 90% favorable) involved strategies to respond to teaching and learning needs created by COVID-19. Strategies to address these areas of importance will be included in the District Improvement Plan.

Needs indicated by the site based decision making committees also involves effective strategies to address learning loss caused by COVID-19. Suggestions are incorporated into the District Improvement Plan. Parent and student survey responses were very favorable.

All concerns at this time are related to COVID-19.

Pittsburg ISD
2021-22 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 2021-22 school year at Pittsburg ISD was determined through the following activities:

1. Campus Student Achievement Data Analysis Meetings
2. Unit/Benchmark/STAAR Assessment Data
3. Professional Development Surveys included in the Needs Assessments
4. District and Campus Site-Based Meetings
5. Response to learning loss as a result of COVID-19

The following topics for professional development emerged as priorities for Pittsburg ISD for the 2021-22 school year:

1. Strategies to increase student engagement
Strategies to increase engagement for students suffering from learning loss especially those participating in extended learning opportunities
2. Implementation Strategies for Instructional Technology
Continued integration of technology, curriculum, and TEKS and utilization of updated hardware, software, and connectivity from ESSER funds
3. Differentiation strategies
Research based learning strategies for EBs including ELPS review
Targeted Support for teachers to obtain ESL certification
Identification and Intervention for students showing signs of dyslexia
Multi-Tiered System of Supports for students
Research based learning strategies for students identified for accommodations including those identified for special education