

**Everman Independent School District**

**District Improvement Plan**

**2021-2022 Goals/Performance Objectives/Strategies**

**Accountability Rating: Not Rated: Declared State of Disaster**

# Mission Statement

Everman ISD, in partnership with parents and the community, will provide innovative instructional programs for students to inspire a passion for lifelong learning, to develop responsibility and character and to achieve academic excellence and college readiness enabling them to compete in an ever-changing global community.

## Vision

*One Goal: One Purpose, Student Success*

## Core Beliefs

1. Everman ISD manifests unity of vision and mission with goals for academic achievement.
2. Educators hold high expectations for all students to achieve through academic and behavioral support.
3. Everman ISD's culture of success depends on personal responsibility and accountability.
4. Continuous improvement occurs through sustained professional/earning, collaboration among all stakeholders and ongoing leadership development.
5. The District appreciates and embraces diversity and the resulting contributions to local and global communities.
6. The district actively encourages participation from all stakeholders.

# Table of Contents

Goals	4
Goal 1: To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.	4
Goal 2: To build strong relationships with our clients...students, parents, community and business partners.	12
Goal 3: To maintain a safe and secure environment for all students and staff.	18
Goal 4: To continually focus on the improvement of student attendance and the decline of the dropout rate.	22
Goal 5: To maintain facilities in a quality, cost-effective manner.	25
Goal 6: To recruit and retain outstanding faculty, staff and administrators.	26

# Goals





**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 1:** Provide targeted instructional support and interventions to students to close achievement gaps, and incrementally increase the percentage of students meeting or exceeding state proficiency standards.

**Evaluation Data Sources:** Incremental increase to reach 90% passing rates on all state assessments by all student groups.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Utilize SIS staff to provide supplemental instructional support during the school day to at-risk students in order to close achievement gaps.</p> <p><b>Strategy's Expected Result/Impact:</b> Campuses are equitably staffed with SIS personnel, and there is increased academic achievement as measured by growth in at-risk student scores on local and state assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p> <p><b>Funding Sources:</b> - SCE, - Title I-A, - Title III, - IDEA</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide supplemental support through an At-Risk Intervention Specialist to campus administrators, counselors and RTI teams to address the needs of at-risk students and close achievement gaps.</p> <p><b>Strategy's Expected Result/Impact:</b> RTI, 504, and other services for at-risk students are implemented efficiently and consistently throughout the district, increased scores on local and state assessments for at-risk students.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Campus Principals</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p> <p><b>Funding Sources:</b> - SCE, - Title I-A, - Title IV-SSAEP, - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Continue consistent implementation of PLC's on every campus, focusing on student data analysis, to provide research-based interventions which address the needs of all learners.</p> <p><b>Strategy's Expected Result/Impact:</b> Consistently scheduled PLC meetings on all campuses focused on data analysis and student achievement strategies, increased academic achievement as measured by local and state assessment.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Principals</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p> <p><b>Funding Sources:</b> - Local, - Title I-A, - Title II-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Provide extended day (after-school and Saturday) tutorials for at-risk students.</p> <p><b>Strategy's Expected Result/Impact:</b> All campuses have an extended day tutorial program in place, students participating in extended day tutorials show growth throughout the year on district and state assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Principals</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p> <p><b>Funding Sources:</b> - Title I-A, - SCE</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Two Elementary and two Secondary English Learner Specialist will coach and support teachers in bilingual and ESL classrooms in creating and delivering research-based instruction and interventions.</p> <p><b>Strategy's Expected Result/Impact:</b> EL Specialists provide services to all campuses, EL Teachers utilize research-based instructional strategies with EL students which results in academic growth as measured by district and state assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Chief of Bilingual Education</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Utilize elementary master scheduling program to provide a uniform daily intervention block and a daily teacher PLC on all elementary campus.</p> <p><b>Strategy's Expected Result/Impact:</b> Achievement for all students will increase due to participation in consistent and leveled intervention.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Campus Principals</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p> <p><b>Funding Sources:</b> - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> Utilize Istation on all elementary campuses and provide training to teachers utilizing the program.</p> <p><b>Strategy's Expected Result/Impact:</b> Student reading levels are at grade level or above by the end of the school year.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Director of Early Childhood Education</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p> <p><b>Funding Sources:</b> - SCE, - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 8 Details	Formative Reviews		
<p><b>Strategy 8:</b> Provide supplemental materials and supplies to support to support the "Read, Write, Achieve" Literacy Plan.</p> <p><b>Strategy's Expected Result/Impact:</b> Student reading levels are at grade level or above by the end of the school year.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Director of Early Childhood Education.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p> <p><b>Funding Sources:</b> - Title I-A, - Title III</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>





Strategy 9 Details	Formative Reviews		
<b>Strategy 9:</b> Purchase and utilize Frontline to monitor EL students progress in English language acquisition. <b>Strategy's Expected Result/Impact:</b> EL students' academic achievement is at grade level or above grade level. <b>Staff Responsible for Monitoring:</b> Chief of Bilingual Education, Bilingual Coordinator <b>Title I Schoolwide Elements:</b> 2.4, 2.6 <b>Funding Sources:</b> - Local	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 2:** Implement a formative and summative assessment program that facilitates diagnosis of academic needs and prescription of appropriate academic interventions.

**Evaluation Data Sources:** Incremental increase to reach 90% passing rates on all state and post-secondary assessments.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Continue providing training on STAAR and EOC assessments, readiness and supporting standards and accurate instructional level of student expectations.</p> <p><b>Strategy's Expected Result/Impact:</b> Training occurs district wide. Students show growth on local benchmarks and state assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Principals, Chief of Accountability and Assessment</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p> <p><b>Funding Sources:</b> - Local, - Title I-A, - Title II-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide AP and Pre-AP, ACT, PSAT, SAT and TSI training and materials.</p> <p><b>Strategy's Expected Result/Impact:</b> Training materials allow teachers to empower students to meet state testing standards on advance placement and college readiness assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Director of Accountability and Assessment</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide opportunities for Junior High and High school students to take the SAT test during the school day at no cost to students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased number of students qualify for post secondary educational options.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Jr. High and High School Principals</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Monitor and update campus assessment kits used to determine special education eligibility.</p> <p><b>Strategy's Expected Result/Impact:</b> Students are tested in required time frame and receive appropriate services.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Special Education, Diagnosticians</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p> <p><b>Funding Sources:</b> - Local: SpEd, - IDEA</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Provide interest inventories and college-career guidance to students in an integrated graduation planning process.</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation includes signed programs of study (graduation plans) for all HS students.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Principals, Secondary Counselors</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> All campuses will implement SchoolCity, a web-based program to create and administer formative, interim, &amp; diagnostic assessments.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased scores on formative, summative, and State assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p> <p><b>Funding Sources:</b> - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			







**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 3:** Create a clearly articulated curriculum that is aligned with TEKS and Career and Technology Education (CTE).

**Evaluation Data Sources:** Incremental increase to reach 90% passing rates on all State assessments.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Continue training and modeling/coaching differentiated instruction strategies, inclusion and co-teaching strategies.  <b>Strategy's Expected Result/Impact:</b> Walk-through and observations show differentiated instruction and co-teaching implemented in classrooms.  <b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Bilingual Coordinator.  <b>Title I Schoolwide Elements:</b> 2.4, 2.6  <b>Funding Sources:</b> - Local, - Title I-A, - Title III, - IDEA, - Title II-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide research based supplemental instructional materials and trainings to effectively support Math, ELAR, Science, and Social Studies curriculum.  <b>Strategy's Expected Result/Impact:</b> Observations and walk-throughs show supplemental materials being utilized and teachers implementing high-yield instructional strategies.  <b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Principals, Chief of Bilingual Education  <b>Title I Schoolwide Elements:</b> 2.4, 2.6  <b>Funding Sources:</b> - SCE, - Title I-A, - Title III, - IDEA, - State Grants</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide instructional curricular resources to support dyslexic students.  <b>Strategy's Expected Result/Impact:</b> Dyslexia students have curriculum resources to specifically meet their academic needs.  <b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, 504 Coordinator  <b>Funding Sources:</b> - Local, - SCE</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Identify and serve migrant students through Region 11 shared services agreement.  <b>Strategy's Expected Result/Impact:</b> Migrant students are identified and served through a shared services agreement with Region 11.  <b>Staff Responsible for Monitoring:</b> Bilingual Coordinator  <b>Title I Schoolwide Elements:</b> 2.4, 2.6  <b>Funding Sources:</b> - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>





Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Provide instructional and behavioral services to students in DAEP and STARS.</p> <p><b>Strategy's Expected Result/Impact:</b> Students served in DAEP and STARS receive instructional and behavioral support to meet their needs and be academically and socially successful.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent, Special Education Director, Principals</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p> <p><b>Funding Sources:</b> - Local, - SCE</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Provide instructional and behavioral training to staff to understand needs of special education students. (ex. visual cues, check sheets, etc.)</p> <p><b>Strategy's Expected Result/Impact:</b> Instructional personnel are trained and able to differentiate instruction to meet the needs of Special Education students in all academic settings.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Special Education, Principals</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p> <p><b>Funding Sources:</b> - Local: SpEd, - IDEA</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> Provide intervention support materials for bilingual ESL and special education students.</p> <p><b>Strategy's Expected Result/Impact:</b> Materials purchased and utilized to support the needs of Bilingual, EL, and Special Education students. Resulting in increased academic achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Bilingual Education, Bilingual Coordinator, Director of Special Education</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p> <p><b>Funding Sources:</b> - IDEA, - Title I-A, - Title III</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 8 Details	Formative Reviews		
<p><b>Strategy 8:</b> Monitor and support EL graduation requirements (review PGPs, Newcomer plans).</p> <p><b>Strategy's Expected Result/Impact:</b> Graduation rates of EL students is commensurate to graduation rates of non-EL students.</p> <p><b>Staff Responsible for Monitoring:</b> Bilingual Coordinator, High School Principals and Counselors.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p> <p><b>Funding Sources:</b> - Local, - Title III</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 9 Details	Formative Reviews		
<p><b>Strategy 9:</b> Provide coherent sequences of CTE courses in multiple career clusters to support student's personal graduation plans.</p> <p><b>Strategy's Expected Result/Impact:</b> All secondary students have current graduation plans including CTE courses.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, High School Principal</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 10 Details	Formative Reviews		
<p><b>Strategy 10:</b> Provide dual credit and Early College High School opportunities in order to increase advance course completion rates.  <b>Strategy's Expected Result/Impact:</b> Advance course completion rate and improved post-secondary readiness data from TAPR including advanced course completion rates.  <b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, CTE Coordinator  <b>Title I Schoolwide Elements:</b> 2.4, 2.5  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 11 Details	Formative Reviews		
<p><b>Strategy 11:</b> Continue PLC initiative focusing on comprehensive lesson design for Tier 1 instruction that will reach all learners.  <b>Strategy's Expected Result/Impact:</b> Classroom observations and walk-throughs show delivery of high-quality lessons during Tier 1 instruction.  <b>Staff Responsible for Monitoring:</b> Chief of Academic Officer  <b>Title I Schoolwide Elements:</b> 2.4  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 12 Details	Formative Reviews		
<p><b>Strategy 12:</b> TExGuide provides teachers with a bridge between curriculum, aligned resources, and instructional planning, and increase the efficiency and quality of lesson planning for teachers, which directly impact student learning outcomes.  <b>Strategy's Expected Result/Impact:</b> Increased scores on formative, summative, and State assessments.  <b>Staff Responsible for Monitoring:</b> Chief of Academic Officer  <b>Title I Schoolwide Elements:</b> 2.4</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 13 Details	Formative Reviews		
<p><b>Strategy 13:</b> Provide curriculum for students who are new to the country and acquiring English.  <b>Strategy's Expected Result/Impact:</b> Newcomer students show growth on TELPAS assessment.  <b>Staff Responsible for Monitoring:</b> Bilingual Coordinator, Secondary Principals  <b>Funding Sources:</b> - Title III</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 14 Details	Formative Reviews		
<p><b>Strategy 14:</b> Purchase Amplify Reading Curriculum for K-8th Grade Students.  <b>Strategy's Expected Result/Impact:</b> Students' reading decoding and comprehension skills will increase.  <b>Staff Responsible for Monitoring:</b> Chief Academic Officer, Campus Principals  <b>Title I Schoolwide Elements:</b> 2.4</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 4:** Implement instructional technology to support student achievement.

**Evaluation Data Sources:** Incremental increase to reach 90% passing rates on all State assessments.





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide instructional technology professional development through the Technology Department and campus Instructional Technologists.</p> <p><b>Strategy's Expected Result/Impact:</b> All instructional staff participate in technology training. Technology is routinely integrated in lesson design and observed during classroom walkthroughs and observations.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Director of Technology, Principals</p> <p><b>Funding Sources:</b> - Local</p>	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 2:** To build strong relationships with our clients...students, parents, community and business partners.

**Performance Objective 1:** Develop and maintain open lines of communication using varied methods to reach all stakeholders.

**Evaluation Data Sources:** Usage reports for communication channels (PeachJar, Skyward, call-out system, etc.)





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Utilize multiple methods of communicating with parents and the community through: Twitter, Facebook, YouTube, Flickr, Constant Contact, Website, Tumblr, Mobile App, Peachjar, and billboards.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased number of parents/community members accessing communication channels, increasing stakeholder participation in district and campus events.</p> <p><b>Staff Responsible for Monitoring:</b> Director Public Relations Campus Principals</p> <p><b>Title I Schoolwide Elements:</b> 3.1</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Utilize Region 11 Survey Service for annual parent, teacher and students surveys.</p> <p><b>Strategy's Expected Result/Impact:</b> Surveys provides feedback from district stakeholders which is used district and campus evaluation and planning.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Federal Programs and Professional Development</p> <p><b>Title I Schoolwide Elements:</b> 3.1</p> <p><b>Funding Sources:</b> - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> A Spanish interpreter will be present at district and campus meetings, and parent communication documents will be translated into Spanish.</p> <p><b>Strategy's Expected Result/Impact:</b> Expected Result/Impact: increased engagement of English Learner families.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Director of Special Education, Principals.</p> <p><b>Title I Schoolwide Elements:</b> 3.1</p> <p><b>Funding Sources:</b> - Title I-A, - IDEA</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Utilize Skyward family access to student grade, progress reports, and report cards.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents have up-to-date access to student progress information.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent for Student Services Campus Principals</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Campuses utilize call-out system twice monthly for parental involvement opportunities. Call outs are in in English and Spanish.</p> <p><b>Strategy's Expected Result/Impact:</b> Expected Result/Impact: consistent communication to families increases parental involvement in district and campus activities.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent for Student Services, Principals</p> <p><b>Title I Schoolwide Elements:</b> 3.1</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Update district and school web sites monthly.</p> <p><b>Strategy's Expected Result/Impact:</b> Websites are current and provide up-to-date information to stakeholders, increasing engagement in EISD events.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent for Student Services Campus Principals</p> <p><b>Title I Schoolwide Elements:</b> 3.1</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> All written communication and/or documents will be translated into Spanish.</p> <p><b>Strategy's Expected Result/Impact:</b> EL student parents are able to understand campus and district written communication such as invitations to events and district documents.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Principals Chief of Federal Programs</p> <p><b>Title I Schoolwide Elements:</b> 3.1</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 2:** To build strong relationships with our clients...students, parents, community and business partners.

**Performance Objective 2:** Offer training and learning opportunities to EISD families and community members.





**Evaluation Data Sources:** 25 training/learning opportunities per year in the district

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> All campuses will host a minimum of six parental involvement activities annually.  <b>Strategy's Expected Result/Impact:</b> Meaningful parent and family engagement activities are held at every campus, which increased family engagement.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Chief of Federal Programs, Campus Principals  <b>Title I Schoolwide Elements:</b> 3.1, 3.2  <b>Funding Sources:</b> - Local, - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Implement Parent Academies through a TWU 5-year grant.  <b>Strategy's Expected Result/Impact:</b> Serve 600 participants over 5 years, and use parent pre- and post assessment scores to determine successful implementation. Academies will focus on strategies that increase academic achievement and social/emotional wellness.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Early Education and English Learners  <b>Title I Schoolwide Elements:</b> 3.2  <b>Funding Sources:</b> - Discretionary Grant</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide GED Program in English and Spanish to Everman ISD community members.  <b>Strategy's Expected Result/Impact:</b> EISD parents and Everman community members are able get their High School diplomas.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Federal Programs  <b>Funding Sources:</b> Staff (Certified EISD Teachers) - Title I-A - \$50,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 2:** To build strong relationships with our clients...students, parents, community and business partners.

**Performance Objective 3:** Develop measures and accountability between parent, teachers, students and administration to ensure student success.

**Evaluation Data Sources:** At least one individual parent/school meeting per year for each EISD student.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide transition services for 5th-6th, and 8th-9th grade students.  <b>Strategy's Expected Result/Impact:</b> Students are supported through school transitions to help them acclimate to new campuses, and support student achievement and social/emotional well-being.  <b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Principals  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> All campuses have a parent/ teacher conference policy in place.  <b>Strategy's Expected Result/Impact:</b> Parent teacher conference log.  <b>Staff Responsible for Monitoring:</b> Assistant Superintendent, Principals  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Use PeachJar to communicate volunteer opportunities and district/school events to parents.  <b>Strategy's Expected Result/Impact:</b> Frequent parent and family communication results in increased participation and engagement in campus and district events.  <b>Staff Responsible for Monitoring:</b> Assistant Superintendent, Principals  <b>Title I Schoolwide Elements:</b> 3.2  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			







**Goal 2:** To build strong relationships with our clients...students, parents, community and business partners.

**Performance Objective 4:** Develop programs and services to promote partnerships with parents, families, businesses, and the community that support student success and family engagement.

**Evaluation Data Sources:** Continually increase parental and community involvement and participation in events, surveys, district and campus level planning committees and meetings.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Hold Back-to-School Bash in August to engage parents, students, community members and organizations in BOY district celebration and disseminate district information.</p> <p><b>Strategy's Expected Result/Impact:</b> Community members, families and students attend, receive school supplies and learn about community and health organizations.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Public Relations, Campus principals and representatives.</p> <p><b>Funding Sources:</b> - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Seek parent and community participation in the district wide improvement committee (DWIC) and campus improvement committees (SBDM) to receive meaningful suggestions and feedback on school improvement initiatives.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in parent and community members in participation in district and campus planning.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Federal Programs and Bilingual Education, Campus Principals</p> <p><b>Title I Schoolwide Elements:</b> 3.2</p> <p><b>Funding Sources:</b> - Local, - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> EISD Education Foundation will hold quarterly meetings and two yearly fundraisers.</p> <p><b>Strategy's Expected Result/Impact:</b> EISD Educational Foundational will provide scholarships for JCB High School Scholarships.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent, Chief of Finance</p> <p><b>Funding Sources:</b> - Discretionary Grant</p>	Formative		
	Nov	Feb	May
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Recruit and retain business and industry partners for a variety of CTE functions (CTE advisory council, field trips, guest speakers and student internships, etc.)</p> <p><b>Strategy's Expected Result/Impact:</b> Increase number of partnerships and council participation in EISD CTE program to support student success in post-secondary settings.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, CTE Coordinator</p> <p><b>Title I Schoolwide Elements:</b> 2.4</p> <p><b>Funding Sources:</b> - Local, - Title I-A, - Title IV-SSAEP</p>	Formative		
	Nov	Feb	May





Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Maintain School Health Advisory Council through monthly meetings.</p> <p><b>Strategy's Expected Result/Impact:</b> Council provides school staff and community members information about the value of creating healthy school environments for students.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Director of Truancy and Safety Compliance</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Contract with Region XI to create and administer Staff, Parent and Student surveys.</p> <p><b>Strategy's Expected Result/Impact:</b> Analyze survey results to receive anonymous feedback from parents, staff and students in order to better serve our stakeholders.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Director of Federal Programs</p> <p><b>Title I Schoolwide Elements:</b> 3.1</p> <p><b>Funding Sources:</b> - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> Provide refreshments for district parent and family engagement activities.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase attendance and participation in parent and family engagement policies.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Federal Programs,</p> <p><b>Funding Sources:</b> - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 8 Details	Formative Reviews		
<p><b>Strategy 8:</b> All campuses will partner with All Pro Dads to get parent participation on campuses.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parental involvement in school and district activities.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Principals</p> <p><b>Title I Schoolwide Elements:</b> 3.1</p> <p><b>Funding Sources:</b> - Local, - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 9 Details	Formative Reviews		
<p><b>Strategy 9:</b> Provide services/necessities to homeless student to support physical and emotional well-being and academic success</p> <p><b>Strategy's Expected Result/Impact:</b> Homeless students have physical and emotional needs met which supports academic success.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Safety and Truancy</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 3:** To maintain a safe and secure environment for all students and staff.

**Performance Objective 1:** Develop and implement strategies for all students and staff that positively impact the safe environment necessary for student learning.

**Evaluation Data Sources:** PEIMS Discipline Reports





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Continue and expand Positive Behavior Intervention Supports program on all campuses.  <b>Strategy's Expected Result/Impact:</b> Campus implementation plans result in decreased discipline referrals.  <b>Staff Responsible for Monitoring:</b> Assistant Superintendent for Student Services, Principals  <b>Title I Schoolwide Elements:</b> 2.6  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Behavior Interventionists assigned to all campuses, and Behavior Specialist assists BI's through observation feedback and providing behavior strategies to assist students.  <b>Strategy's Expected Result/Impact:</b> Decreased discipline referrals.  <b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Assistant Superintendent for Student Services  <b>Title I Schoolwide Elements:</b> 2.6  <b>Funding Sources:</b> - Local: SpEd, - SCE</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide training on Bulldogs Take a Stand, the district's anti-bullying program.  <b>Strategy's Expected Result/Impact:</b> Teachers and students are trained on bullying prevention and reporting.  <b>Staff Responsible for Monitoring:</b> Assistant Principals, Counselors  <b>Title I Schoolwide Elements:</b> 2.6  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Transportation personnel receive training on discipline and safety procedures.  <b>Strategy's Expected Result/Impact:</b> Bus drivers are trained and able to implement safety and discipline procedures on busses.  <b>Staff Responsible for Monitoring:</b> Assistant Superintendent, Director of Transportation  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> Utilize ESC11 safety/compliance training for all district employees <b>Strategy's Expected Result/Impact:</b> EISD Staff completes 12 modules of training on topics impacting student and staff safety. <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Student Services <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<b>Strategy 6:</b> Purchase internet student filter to prevent incidences of bullying and self-harm. <b>Strategy's Expected Result/Impact:</b> Support for students at risk of self-harm or other potentially dangerous behaviors. <b>Staff Responsible for Monitoring:</b> Assistant Superintendent, Director of Truancy and Safety Compliance <b>Title I Schoolwide Elements:</b> 2.6	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<b>Strategy 7:</b> Purchase Aperture DESSA assessment system to assess students' social-emotional skills and provide interventions as needed. <b>Strategy's Expected Result/Impact:</b> All students assessed and receive interventions throughout the school year. <b>Staff Responsible for Monitoring:</b> Asst. Superintendent, Counselors <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> - Title I-A	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 8 Details	Formative Reviews		
<b>Strategy 8:</b> Purchase PPE equipment for all campuses and district facilities. <b>Strategy's Expected Result/Impact:</b> No or reduced COVID exposure. <b>Staff Responsible for Monitoring:</b> Executive Director of Student Services <b>Funding Sources:</b> Federal Funds - ESSER III	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 3:** To maintain a safe and secure environment for all students and staff.

**Performance Objective 2:** Provide multiple opportunities for students to learn and practice characteristics of productive, community-minded citizens.





**Evaluation Data Sources:** PEIMS Discipline Reports

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Continue character education program and Positive Behavior Intervention Support program.  <b>Strategy's Expected Result/Impact:</b> Students learn about positive character traits, recognition for students who serve as role models for other students, discipline referrals decrease.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent, Principals  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Continue social skills program for special education students.  <b>Strategy's Expected Result/Impact:</b> Special Education discipline referrals decrease.  <b>Staff Responsible for Monitoring:</b> Director of Special Education  <b>Funding Sources:</b> - Local: SpEd</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 3:** To maintain a safe and secure environment for all students and staff.

**Performance Objective 3:** To provide and implement students/staff/community development programs to educate all stakeholders regarding the issues of substance abuse, suicide, child abuse, and violence prevention





**Evaluation Data Sources:** All schools will report 100% compliance with these educational programs

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Conduct annual trainings regarding the issues of substance abuse, suicide/mental health, child abuse, violence prevention, and other trainings required by the state in English and Spanish.</p> <p><b>Strategy's Expected Result/Impact:</b> 1) Meeting SAMs</p> <p><b>Staff Responsible for Monitoring:</b> Leader: Assistant Superintendent for Student Services Others involved: Principals</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Hold monthly SHAC meetings, which are open to the community.</p> <p><b>Strategy's Expected Result/Impact:</b> 1) Evidence of implementation are meeting SAM's.</p> <p><b>Staff Responsible for Monitoring:</b> Leader: Assistant Superintendent for Student Services Others involved: Bus supervisor</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 4:** To continually focus on the improvement of student attendance and the decline of the dropout rate.

**Performance Objective 1:** To achieve a dropout rate of less than 1% for all populations.





**Evaluation Data Sources:** Attain a 1% or less dropout rate on TAPR report for all populations.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Offer credit recovery courses to high school students. <b>Strategy's Expected Result/Impact:</b> Four-year completion rate of 89%. <b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, HS Principals <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> - Local, - SCE	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Provide drop-out recovery monitoring and programs to recover drop-outs. <b>Strategy's Expected Result/Impact:</b> Four-year completion rate of 90%. <b>Staff Responsible for Monitoring:</b> Assistant Superintendent for Student Services, Director of Student Services, HS Principals <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> - Local, - SCE	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Provide SIS instruction to at-risk students . <b>Strategy's Expected Result/Impact:</b> At-risk students show growth throughout the school year on district and state assessments. <b>Staff Responsible for Monitoring:</b> Chief of Academic Officer <b>Title I Schoolwide Elements:</b> 2.4, 2.6 <b>Funding Sources:</b> - SCE, - Title I-A, - Title II-A, - Title III, - IDEA, - State Grants	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Provide Community in Schools for secondary at-risk students and as a pilot program Hommel Elementary. <b>Strategy's Expected Result/Impact:</b> 90% of Students who see CIS staff will score commensurate with other students on local and state assessments. <b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Principals <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> - SCE	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 4:** To continually focus on the improvement of student attendance and the decline of the dropout rate.

**Performance Objective 2:** To maintain 96% or higher attendance rate in all student populations.

**Evaluation Data Sources:** Attain a 96% or higher attendance rate on TAPR report for all student populations.





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Continue a comprehensive attendance and truancy plan that ensures uniform district-wide procedures.  <b>Strategy's Expected Result/Impact:</b> 96% average daily attendance on all campuses.  <b>Staff Responsible for Monitoring:</b> Assistant Superintendent for Student Services                      Others involved: Principals, Director of Student Services  <b>Funding Sources:</b> - Local, - SCE</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Campus Attendance Committees will meet regularly to review attendance rate.  <b>Strategy's Expected Result/Impact:</b> 96% average daily attendance on all campuses.  <b>Staff Responsible for Monitoring:</b> Assistant Superintendent for Student Services                      Director of Student Services, Principals  <b>Title I Schoolwide Elements:</b> 2.6  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			



**Goal 4:** To continually focus on the improvement of student attendance and the decline of the dropout rate.

**Performance Objective 3:** To increase communication among district stakeholders in identifying and aiding at-risk students.





**Evaluation Data Sources:** Attain a 1% or less dropout rate on TAPR report for all populations.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide supplemental support through an At-Risk Intervention Specialist to campus administrators, counselors and RTI teams to address the needs of at-risk students and close achievement gaps.</p> <p><b>Strategy's Expected Result/Impact:</b> Expected Result/Impact: RTI, 504 and services for at-risk students are implemented efficiently and consistently throughout the district, increased scores on local and state assessments for at-risk students.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Campus Principals</p> <p><b>Title I Schoolwide Elements:</b> 2.4</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Conferences and communication with parents of at-risk students are prioritized and frequent.</p> <p><b>Strategy's Expected Result/Impact:</b> Conferences/communication encourages parent engagement and results increased academic achievement for at-risk students.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer</p> <p><b>Title I Schoolwide Elements:</b> 2.6</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 5:** To maintain facilities in a quality, cost-effective manner.

**Performance Objective 1:** Utilize district resources efficiently and equitably.





**Evaluation Data Sources:** Maintain a TEA superior FIRST (Financial Integrity Rating System of Texas) rating.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Utilize campus allocation plan to equitably and economically staff campuses.  <b>Strategy's Expected Result/Impact:</b> Campuses are equitably staffed with highly qualified educators.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent, Chief of Academic Officer, Director of Human Resources  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Purchase software to manage federal funds and federal programs documentation.  <b>Strategy's Expected Result/Impact:</b> Comply with budgetary and documentation requirements.  <b>Staff Responsible for Monitoring:</b> Chief of Bilingual and Federal Programs  <b>Funding Sources:</b> - Discretionary Grant</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Continue implementation of managed printing for all school sites.  <b>Strategy's Expected Result/Impact:</b> Economical printing and increase use of technology applications.  <b>Staff Responsible for Monitoring:</b> Director of Technology  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 6:** To recruit and retain outstanding faculty, staff and administrators.

**Performance Objective 1:** Recruit outstanding faculty, staff and administrators.

**Evaluation Data Sources:** Maintain 100% HQ instructional staff.





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Hold EISD Career Fair in the spring. <b>Strategy's Expected Result/Impact:</b> Applicants hired are highly qualified for the positions they hold. <b>Staff Responsible for Monitoring:</b> Director of Human Resources <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Expand attendance at career fairs to hire additional bilingual teachers to meet bilingual exception plan. <b>Strategy's Expected Result/Impact:</b> Bilingual classrooms are staffed with highly qualified bilingual certified teachers. <b>Staff Responsible for Monitoring:</b> Director of Human Resources, Chief of Bilingual Education, Bilingual Coordinator <b>Title I Schoolwide Elements:</b> 2.4 <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 6:** To recruit and retain outstanding faculty, staff and administrators.

**Performance Objective 2:** Provide the opportunity for job embedded research-based professional development for every district employee that is aligned with challenging state academic standards.

**Evaluation Data Sources:** All employees receive 40 hours of training annually per Euphoria Workshop reports.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide new teachers with training prior to the start of school (EDIT).</p> <p><b>Strategy's Expected Result/Impact:</b> EDIT training provides new teachers with an overview of district initiatives and academic expectations.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Director of Human Resources</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide professional development to all staff in teaching and learning strategies, reading across the curriculum, and high-yield math strategies to close achievement gaps for at-risk students.</p> <p><b>Strategy's Expected Result/Impact:</b> Professional development results in implementation of high-yield instructional strategies in classrooms which addresses student achievement gaps.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Director of Special Education, Director of Professional Development</p> <p><b>Title I Schoolwide Elements:</b> 2.6</p> <p><b>Funding Sources:</b> - Local, - Title I-A, - Title II-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide professional development and resources for administrators to increase leadership skills and curriculum and instruction skills.</p> <p><b>Strategy's Expected Result/Impact:</b> District administrators are empowered to lead the district and campuses to levels of high student academic achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent, Director of Human Resources, Chief of Fed. Programs, Bilingual Education/PD</p> <p><b>Funding Sources:</b> - Title I-A, - Title II-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Utilize Eduphoria for tracking professional development and T-TESS implementation.</p> <p><b>Strategy's Expected Result/Impact:</b> Eduphoria facilitates T-Tess implementation and tracking professional development to support teacher evaluation and professional growth.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent, Director of Human Resources, Principals.</p> <p><b>Funding Sources:</b> - Local, - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Provide new and returning Campus Instructional Coaches with training to better assist classroom teachers in providing engaging and high-yield instructional strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> Instructional Coaches are able to support classroom teachers' professional growth in providing effective Tier I instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Academic Officer, Principals</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Provide professional development for Administrators, Counselors and Teachers on prevention of sexual violence.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff learn proactive student safety strategies.</p> <p><b>Staff Responsible for Monitoring:</b> Asst. Superintendent</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 6:** To recruit and retain outstanding faculty, staff and administrators.

**Performance Objective 3:** Develop a plan to increase employee retention rates.

**Evaluation Data Sources:** Turn-over rate for teachers of less than state average of 12.6%.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Offer competitive salaries.  <b>Strategy's Expected Result/Impact:</b> District is able to attract highly qualified teaching candidates.</p> <p><b>Staff Responsible for Monitoring:</b> Board of Trustees, Superintendent  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Implement TEA Grow Your Own grant to increase and diversify the EISD teacher pool.  <b>Strategy's Expected Result/Impact:</b> Expected Result/Impact: EISD students are eventually hired as certified teachers.  <b>Staff Responsible for Monitoring:</b> Chief of Academic Officer  <b>Funding Sources:</b> - State Grants</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide district orientation for new teachers through EDIT in August.  <b>Strategy's Expected Result/Impact:</b> Evidence of impact is 12% or less turn-over rate.</p> <p>Evidence of implementation includes Issue Survival Guide for Teachers.  <b>Staff Responsible for Monitoring:</b> Director of Human Resources  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Utilize Region 11 Teacher survey data for teacher retention purposes.  <b>Strategy's Expected Result/Impact:</b> Feedback from surveys is analyzed on a district and campus level to improve teacher retention rate.  <b>Staff Responsible for Monitoring:</b> Director of Human Resources, Director of Federal Programs  <b>Funding Sources:</b> - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Employ an Employee Relations Coordinator to increase teacher retention.  <b>Strategy's Expected Result/Impact:</b> Teacher retention increases which leads to a stable and well trained work force which impacts student achievement.</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

**Staff Responsible for Monitoring:** Executive Director of Human Services

**Funding Sources:** - Local



No Progress



Accomplished



Continue/Modify



Discontinue