

# **Texas City Independent School District**

## **Goals/Performance Objectives/Strategies**

### **2020-2021**



# Mission Statement

We will prepare our students to reach their full potential and excel in their chosen paths.

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# Goals

**Goal 1:** The percentage of students that score meets grade level or above on STAAR Reading will increase each year through June 2024.

3rd Grade Reading 28% to 40%

5th - 8th Grade Reading 34% to 46%

English I & English II 36% to 48%





**Performance Objective 1:** Improve the performance of all students in Reading by increasing meets performance by 2%.

## HB3 Goal

**Evaluation Data Sources:** Student performance on STAAR Reading Grades 3-8 and English I & English II EOC

<b>Strategy 1:</b> Review, revise and adjust all curriculum units as needed based on changes in student performance based on both formative and summative assessments. <b>Strategy's Expected Result/Impact:</b> Improvement in the quality of curriculum documents leading to improved student performance <b>Staff Responsible for Monitoring:</b> C & I Department, Campus Administration, Instructional Specialists and Teachers	Reviews			
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<b>Strategy 2:</b> Utilize data analysis through district software and interim assessments to identify and track students' strengths, weaknesses and progress toward mastery. <b>Strategy's Expected Result/Impact:</b> Improved monitoring of students performance <b>Staff Responsible for Monitoring:</b> C & I Department, Campus Administrations, Instructional Specialists and Teachers <b>Title I Schoolwide Elements:</b> 2.6 <b>Problem Statements:</b> Student Learning 1	Reviews			
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<b>Strategy 3:</b> Training through Solution Tree in PLC's at Work will be provided for campus and district instructional leadership teams. <b>Strategy's Expected Result/Impact:</b> Improved PLC processes resulting in an increase in teacher capacity <b>Staff Responsible for Monitoring:</b> District and campus leadership teams <b>Title I Schoolwide Elements:</b> 2.5 <b>Funding Sources:</b> - 255 - Title II	Reviews			
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<b>Strategy 4:</b> Implement a TEKS tracking system that provides a continuous comparison of state to local assessment data by individual readiness standard to track progress towards approaches, meets and masters performance standards. <b>Strategy's Expected Result/Impact:</b> Improved standard percentages across CBA's, benchmarks and state assessment <b>Staff Responsible for Monitoring:</b> C & I Department, Campus Administration, Instructional Specialists and Teachers	Reviews			
	Formative			Summative
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<b>Strategy 5:</b> Utilize an accountability tracking system that provides individual student performance data to be used to project accountability rating for campuses. <b>Strategy's Expected Result/Impact:</b> Improved accountability ratings <b>Staff Responsible for Monitoring:</b> C & I Department, Campus Administration	<b>Reviews</b>			
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<b>Strategy 6:</b> Conduct targeted walk-throughs at district and campus levels to monitor and promote effective instructional strategies. <b>Strategy's Expected Result/Impact:</b> Improvement in instructional strategies and quality teaching <b>Staff Responsible for Monitoring:</b> C & I Department, Campus Administration	<b>Reviews</b>			
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<b>Strategy 7:</b> Conduct student goal setting conferences to monitor progress towards meeting established growth targets based on student performance on local assessments. <b>Strategy's Expected Result/Impact:</b> Student growth <b>Staff Responsible for Monitoring:</b> C & I Department, Campus Administration, Instructional Specialists and Teachers <b>Title I Schoolwide Elements:</b> 2.6	<b>Reviews</b>			
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<b>Strategy 8:</b> Utilize Renaissance Learning in Reading to determine student performance data, establish student growth projections, provide strategic interventions and monitor student progress towards mastery on state assessment. <b>Strategy's Expected Result/Impact:</b> Improved student performance on state assessment <b>Staff Responsible for Monitoring:</b> C & I Department, Campus Administration, Instructional Specialists and Teachers <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 <b>Funding Sources:</b> - 211 - Title I	<b>Reviews</b>			
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<b>Strategy 9:</b> Implement a Visible Learning pilot program with four district elementary campuses (Hayley, Guajardo, Simms, Roosevelt-Wilson) through consultation with Steve Ventura to create assessment ready students and build teacher efficacy. <b>Strategy's Expected Result/Impact:</b> Improved teacher efficacy along with an in-depth understanding of learning intentions and success criteria <b>Staff Responsible for Monitoring:</b> C & I Department, Pilot Campus Administration <b>Funding Sources:</b> - 211 - Title I	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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<b>Strategy 10:</b> Monitor student growth and provide intentional interventions on students strengths to move toward or maintain Meets and Masters performance status on state assessments. <b>Strategy's Expected Result/Impact:</b> Improved student Meets and Masters performance on state assessments <b>Staff Responsible for Monitoring:</b> C & I Directors, Campus Administration, Instructional Specialist and Teachers <b>Title I Schoolwide Elements:</b> 2.6	<b>Reviews</b>			
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<b>Strategy 11:</b> Implement and monitor a comprehensive lesson planning template district wide. <b>Strategy's Expected Result/Impact:</b> Improved lesson planning, delivery of learning experiences and better alignment between objectives and learning activities <b>Staff Responsible for Monitoring:</b> C & I Department, Campus Administration	<b>Reviews</b>			
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	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<b>Strategy 12:</b> Provide training for special education staff to provide students instruction in the Reading by Design program. <b>Strategy's Expected Result/Impact:</b> Improved reading instruction for dyslexic students <b>Staff Responsible for Monitoring:</b> Director of Spec. Education & Coordinator of Spec. Education <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6	<b>Reviews</b>			
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<b>Strategy 13:</b> Increase reading performance for students identified with dyslexia and or related reading disorders by providing students instruction in the Reading by Design program. <b>Strategy's Expected Result/Impact:</b> Improved reading instruction for dyslexic students <b>Staff Responsible for Monitoring:</b> Director of Spec. Education & Coordinator of Spec. Education <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6	<b>Reviews</b>			
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<b>Strategy 14:</b> The district will develop a plan for the implementation of the Reading Academy for teachers and principals. <b>Strategy's Expected Result/Impact:</b> Completion of Reading Academy by all K-3 teachers and administrators by 2021-2022 <b>Staff Responsible for Monitoring:</b> C & I Department	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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<div> <div> 0% No Progress</div> <div> 100% Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

### Performance Objective 1 Problem Statements:

Student Learning
<b>Problem Statement 1:</b> Many TCISD students are in need of urgent interventions in reading and math in an effort to meet the established board goals by 2024. <b>Root Cause:</b> Lack of effective initial instruction, progress monitoring and accelerated instruction

**Goal 2:** The percentage of students that score meets grade level or above on STAAR Math will increase each year through June 2024.

3rd Grade Math 35% to 45%

5th - 8th Grade Math 39% to 49%

Algebra I 41% to 51%

**Performance Objective 1:** Improve the performance of all students in Math by increasing meets performance by 2%.

### HB3 Goal

**Evaluation Data Sources:** Student performance on STAAR Math Grades 3-8 and Algebra I EOC

<b>Strategy 1:</b> Review, revise and adjust all curriculum units as needed based on changes in student performance based on both formative and summative assessments. <b>Strategy's Expected Result/Impact:</b> Improvement in the quality of curriculum documents leading to improved student performance <b>Staff Responsible for Monitoring:</b> C & I Department, Campus Administration, Instructional Specialists and Teachers	Reviews			
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**Goal 3:** The percentage of graduates that meet the criteria for CCMR will increase from 50% to 65% by June 2024.





**Performance Objective 1:** Increase the CCMR indicator by 2% during the 2020-2021 school year.

**HB3 Goal**

**Evaluation Data Sources:** CCMR Indicators

<b>Strategy 1:</b> Increase the number of students who score a 3 or above on Advanced Placement exam scores and earn college credit by providing additional test prep materials for all AP students. <b>Strategy's Expected Result/Impact:</b> Increase in Advanced Placement exam scores <b>Staff Responsible for Monitoring:</b> Director of Secondary Education, Campus Administration, Counselors and Teachers <b>Title I Schoolwide Elements:</b> 2.5	<b>Reviews</b>			
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<b>Strategy 2:</b> Increase student performance on PSAT, SAT, ACT and TSI by offering opportunities for students to access preparation materials. <b>Strategy's Expected Result/Impact:</b> Increase student performance on exams <b>Staff Responsible for Monitoring:</b> C & I Department, Campus Administration and Teachers <b>Title I Schoolwide Elements:</b> 2.5	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> By the end of students' junior year, all students will participate in the TSIA2 assessment. <b>Strategy's Expected Result/Impact:</b> Increase in TSIA2 participation resulting in improved CCMR <b>Staff Responsible for Monitoring:</b> C & I Department, Campus Administration and Counselors	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Increase the number of OnRamps courses offered and student participation for the 2021-2022 school year. <b>Strategy's Expected Result/Impact:</b> Increase in student participation and successful completion in OnRamps Dual Credit Courses <b>Staff Responsible for Monitoring:</b> C & I Department and Campus Administration <b>Title I Schoolwide Elements:</b> 2.5	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 5:</b> Increase industry certification for all CTE programs relevant to the TEA (CCMR) and Perkins list, as well as the industry workforce and community by 1%. <b>Strategy's Expected Result/Impact:</b> Increase the number of TEA, Perkins and industry workforce community certifications <b>Staff Responsible for Monitoring:</b> Director & Coordinator of CTE <b>Title I Schoolwide Elements:</b> 2.5	<b>Reviews</b>			
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<b>Strategy 6:</b> Increase dual credit opportunities and articulation agreements between Jr. Colleges and TCISD. <b>Strategy's Expected Result/Impact:</b> Number of articulations and dual agreements with 2 year colleges <b>Staff Responsible for Monitoring:</b> Director & Coordinator of CTE	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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<b>Strategy 7:</b> Ensure CTE students meet HB5 endorsement requirements including the new Programs of Study to meet House Bill 3 requirements. <b>Strategy's Expected Result/Impact:</b> 4 year graduation/endorsement plan and CTE PEIMS data <b>Staff Responsible for Monitoring:</b> Director & Coordinator of CTE & Counselors	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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<b>Strategy 8:</b> Increase participation in CTE competitions including leadership events. <b>Strategy's Expected Result/Impact:</b> Numbers in district, state and national registration for student participation <b>Staff Responsible for Monitoring:</b> Director & Coordinator of CTE & Teachers <b>Title I Schoolwide Elements:</b> 2.5	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 9:</b> Increase the number of special education students graduating with an advanced degree and ensure students are graduating by completing IEP and are workforce ready. <b>Strategy's Expected Result/Impact:</b> None <b>Staff Responsible for Monitoring:</b> Director & Coordinator of Special Education, Counselors	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 10:</b> Increase industry collaboration with our CTE program to create high demand and high skilled, high waged job opportunities for our students. <b>Strategy's Expected Result/Impact:</b> On-going collaboration <b>Staff Responsible for Monitoring:</b> Director and Coordinator of CTE, Counselors and Teachers	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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<b>Strategy 11:</b> Provide CTE students opportunities to participate in job shadows, internships, apprenticeships and/or work based experiences. <b>Strategy's Expected Result/Impact:</b> On-going collaboration with Business and Industry Partners and with our CTE advisory board <b>Staff Responsible for Monitoring:</b> Director and Coordinator of CTE	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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<b>Strategy 12:</b> Monitor student enrollment and progress to ensure we meet the Standard of CTE completers to meet House Bill 3 requirements. <b>Strategy's Expected Result/Impact:</b> Monitor students 4 year plans to ensure the students meet the standard or CTE Completers, PEIMS Data <b>Staff Responsible for Monitoring:</b> Director & Coordinator of CTE	<b>Reviews</b>			
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<b>Strategy 13:</b> Continue to add and improve CTE programs by: -Adding the most up to date and innovative equipment, materials and supplies -Adding teacher and student licenses and certifications to meet curriculum standards <b>Strategy's Expected Result/Impact:</b> Purchase required necessities including curriculum to ensure increase in teacher and student certifications to meet House Bill 3 <b>Staff Responsible for Monitoring:</b> Director & Coordinator of CTE	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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<b>Strategy 14:</b> Ensure CTE teachers prepare and test students for certification to improve CCMR performance. <b>Strategy's Expected Result/Impact:</b> Improved CCMR performance <b>Staff Responsible for Monitoring:</b> Director & Coordinator of CTE	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<b>Strategy 15:</b> Utilize TEA CCMR tracker to identify students who have not earned points under CCMR. <b>Strategy's Expected Result/Impact:</b> Improvement in CCMR indicator <b>Staff Responsible for Monitoring:</b> C & I Department	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 16:</b> Develop a systematic process to identify a student military enlistment or imminent enlistment. <b>Strategy's Expected Result/Impact:</b> Trackable data for military enlistment <b>Staff Responsible for Monitoring:</b> C & I Department, Campus Administration, Counselors	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 17:</b> Continue to educate 8th grade students regarding endorsement options in programs of study to meet House Bill 3 requirements as students are building their four year plan. <b>Strategy's Expected Result/Impact:</b> Student selection of endorsement in creation of four year plan utilizing interest and career inventory surveys <b>Staff Responsible for Monitoring:</b> Deputy Superintendent, CTE Director & Coordinator, Director of Secondary Education and Counselors <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 18:</b> Provide training opportunities for high school students in leadership and career interest. <b>Strategy's Expected Result/Impact:</b> Student evaluations, training notes and resumes for employment, and college. <b>Staff Responsible for Monitoring:</b> Director of Community Relations <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 19:</b> Utilize interest inventories for students enrolled in the Exploring Careers course. <b>Strategy's Expected Result/Impact:</b> Student understanding of interest in future careers <b>Staff Responsible for Monitoring:</b> Campus Administrators, Campus Counselors, Teacher	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div> <div>  0% No Progress            100% Accomplished            Continue/Modify            Discontinue         </div> </div>				

**Goal 4:** Compared to state standards, all TCISD campuses will close the learning gap for each student group on state assessments by meeting or exceeding established targets.

**Performance Objective 1:** Increase the performance of each student group to meet or exceed established targets.

**Evaluation Data Sources:** Student performance on STAAR 3-8, and EOC assessments.





<b>Strategy 1:</b> Provide additional language acquisition support for ELL students through Summit Learning. <b>Strategy's Expected Result/Impact:</b> Improved student performance on state and local performance. <b>Staff Responsible for Monitoring:</b> Directors, Administrators and Teachers <b>Title I Schoolwide Elements:</b> 2.6 - <b>Results Driven Accountability</b> <b>Funding Sources:</b> - 263 - Title III	Reviews			
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<b>Strategy 2:</b> Develop a module for training BE/ESL teachers in instructional strategies designed to address the specific needs of ELL students, including Sheltered Instruction and academic vocabulary. <b>Strategy's Expected Result/Impact:</b> Improved teacher capacity instructing ELL students, improved student performance on state assessments (TELPAS/STAAR) and student progression through language acquisition levels <b>Staff Responsible for Monitoring:</b> Elementary and Secondary Education Directors <b>Funding Sources:</b> - 263 - Title III	Reviews			
	Formative			Summative
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<b>Strategy 3:</b> Identify low-performing economically disadvantaged students and targeted student groups for early and targeted interventions. <b>Strategy's Expected Result/Impact:</b> Improved student performance <b>Staff Responsible for Monitoring:</b> C&I Directors, Campus Administration, Instructional Specialists & Teachers <b>Title I Schoolwide Elements:</b> 2.5, 2.6 <b>Funding Sources:</b> - 199 - General Fund, - 211 - Title I	Reviews			
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<b>Strategy 4:</b> Strategically plan small group instructional opportunities for students K-8 that focus on differentiation based on students needs and data. <b>Strategy's Expected Result/Impact:</b> Improved student performance, increased number of students performing on or above grade level <b>Staff Responsible for Monitoring:</b> C&I Directors and Coordinators, Instructional Specialists, Campus Administrators, and Teachers <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> - 211 - Title I	Reviews			
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<b>Strategy 5:</b> Design embedded remediation to address academic gaps spanning the campus. <b>Strategy's Expected Result/Impact:</b> Improved student performance and growth <b>Staff Responsible for Monitoring:</b> C&I Directors, Campus Administration, Instructional Specialists <b>Funding Sources:</b> - 211 - Title I, - 199 - General Fund	Reviews			
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	Nov	Jan	Mar	June

<b>Strategy 6:</b> Provide planning and training opportunities for teachers to provide high quality projects through the Texas Performance Standards Project. <b>Strategy's Expected Result/Impact:</b> Increase teacher utilization of quality projects <b>Staff Responsible for Monitoring:</b> C & I Elementary Director	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 7:</b> Increase enrichment programs and opportunities for students that are under-represented in the Gifted and Talented and advanced academic program. <b>Strategy's Expected Result/Impact:</b> Increased number of students identified and participating in GT and advanced academic programs <b>Staff Responsible for Monitoring:</b> C & I Elementary Director	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Goal 4:** Compared to state standards, all TCISD campuses will close the learning gap for each student group on state assessments by meeting or exceeding established targets.

**Performance Objective 2:** Strategically develop instruction for targeted populations including economically disadvantaged, special education, English Learner and African American students.

**Evaluation Data Sources:** Student performance

<b>Strategy 1:</b> Using district data tracking systems, the special education staff will create data monitoring folders and track student progress on district wide and campus assessments. Each 9 weeks the special education instructional specialist will collaborate with the special education staff on each campus to review the data, create targeted tutoring groups and develop intervention strategies for their students. <b>Strategy's Expected Result/Impact:</b> Improved student performance on state and local assessments. Student progression through Edgenuity and Renaissance. <b>Staff Responsible for Monitoring:</b> Director & Coordinator of Special Education	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 2:</b> Continued use of the district developed guiding questions to steer the decision making process regarding testing decisions and instructional arrangements for special education students. Instructional specialists will also collect observational data to assist in the decision making process. <b>Strategy's Expected Result/Impact:</b> Ensure students are scheduled to take the appropriate assessment for their academic achievement and functional performance. <b>Staff Responsible for Monitoring:</b> Director & Coordinator of Special Education	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 3:</b> Special education staff will receive on-going training regarding writing appropriate PLAAFP statements to drive the creation of standard based measurable goals and objectives. <b>Strategy's Expected Result/Impact:</b> Improved alignment of goals and objectives to the PLAAFP statements <b>Staff Responsible for Monitoring:</b> Director & Coordinator of Special Education	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 5:** The District will establish and all TCISD campuses and departments will implement a comprehensive plan to create and maintain safe and secure schools and facilities throughout the district.

**Performance Objective 1:** Provide a safe and secure environment that is healthy, positive, motivating, and engaging for students.

**Evaluation Data Sources:** Reduced referral and student accidents, increased participation in school functions

<b>Strategy 1:</b> Installation of security system to include access control, intrusion detection, and closed circuit TV at additional campuses <b>Strategy's Expected Result/Impact:</b> Installed Hardware <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Support Services, Executive Director of Safety and Security, Director of Technology, Campus Administrators <b>Funding Sources:</b> - 199 - General Fund	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 2:</b> Create an avenue to improve direct student communication related to bullying, self-harm, suicide, and school threats. <b>Strategy's Expected Result/Impact:</b> Increased student communication related to safety and security. <b>Staff Responsible for Monitoring:</b> Executive Director of Safety and Security	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 3:</b> Implementation of the use of the Share911 app which allows teachers and staff to quickly report emergencies from their cell phone or mobile device. <b>Strategy's Expected Result/Impact:</b> Improve student and staff safety and security <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Support Services, Executive Director of Safety and Security, Director of Technology, Campus Administrators	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 4:</b> Add additional law enforcement officers or campus safety monitors to current staff so that every campus has safety staff. <b>Strategy's Expected Result/Impact:</b> Improve student and staff safety and security <b>Staff Responsible for Monitoring:</b> Executive Director of Safety and Security	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 5:</b> Continue the development campus safety plans which will include: - New lock down procedures - Threat Assessment Teams for each campus - Developing a campus specific emergency response plan with designated triage, emergency landing zone, relocation site, incident command designation, and media response area with law enforcement controlled access. <b>Strategy's Expected Result/Impact:</b> Improve student and staff safety and security <b>Staff Responsible for Monitoring:</b> Executive Director and Director of Safety and Security	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 6:</b> Implement monthly safety tips on social media, the district website and electronic newsletters to help facilitate safe and secure campuses and facilities for community, parents, students and staff. <b>Strategy's Expected Result/Impact:</b> Improve student and staff safety and security <b>Staff Responsible for Monitoring:</b> Director of Communications	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June



No Progress



Accomplished



Continue/Modify



Discontinue



**Goal 6:** The District will provide resources and all TCISD campuses will implement programs to appropriately address the psychological, social and behavioral needs of TCISD students. The success of such programs to be measured by a reduction in bullying incidents, a decrease in student discipline referrals and a decrease in student drop out rates.

**Performance Objective 1:** Implement a campus-wide and classroom behavior management system that allows our diverse student population to perform successfully.

**Evaluation Data Sources:** Decrease number of discipline referrals, ISS/OSS and DAEP assignments.

<b>Strategy 1:</b> Provide ongoing trainings to administrators and staff to improve classroom management, bully and violence prevention, and other trainings, such as Texas Behavior Support Initiative, etc., to address safety needs. <b>Strategy's Expected Result/Impact:</b> Sign-in sheets, agendas, PowerPoint, observations, and improved student performance <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Support Services, and Director of Student Outreach and Intervention <b>Funding Sources:</b> - 199 - General Fund	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 2:</b> Continue the implementation of the HERO program and other PBIS programs that provide a positive behavior reinforcement as well as provides on-going communication with parents. <b>Strategy's Expected Result/Impact:</b> Improved student behavior and an increase in communication with parents. <b>Staff Responsible for Monitoring:</b> Student Support Services <b>Title I Schoolwide Elements:</b> 2.6 <b>Funding Sources:</b> HERO - 199 - General Fund - \$13,104, HERO - 211 - Title I - \$11,928	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 3:</b> Continue the implementation of the social emotional learning programs Ripple Effects program at the elementary level and Suite 360 at the secondary level. <b>Strategy's Expected Result/Impact:</b> Improved student behavior and self-awareness <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Support Services, and Director of Student Outreach and Intervention <b>Title I Schoolwide Elements:</b> 2.5, 2.6 <b>Funding Sources:</b> Ripples Effect - 211 - Title I - \$11,460, - 199 - General Fund	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 4:</b> Implement a transition plan for students returning to home campuses after completing a DAEP assignment. <b>Strategy's Expected Result/Impact:</b> Improved behavior of students returning after assignment and decreased recidivism rates. <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Support Services, and Director of Student Outreach and Intervention <b>Title I Schoolwide Elements:</b> 2.6	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June





<b>Strategy 5:</b> District wide implementation of the Character Strong program. <b>Strategy's Expected Result/Impact:</b> None <b>Staff Responsible for Monitoring:</b> Director of Student Outreach and Intervention	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Goal 6:** The District will provide resources and all TCISD campuses will implement programs to appropriately address the psychological, social and behavioral needs of TCISD students. The success of such programs to be measured by a reduction in bullying incidents, a decrease in student discipline referrals and a decrease in student drop out rates.

**Performance Objective 2:** Assist students in developing socially appropriate problem solving skills.

**Evaluation Data Sources:** Decrease number of office referrals, ISS and DAEP assignments.

<b>Strategy 1:</b> Provide on-going collaboration with campus behavior coordinators and develop alternatives to traditional discipline assignments (ISS and DAEP) utilizing Ripple Effects and Suite 360. <b>Strategy's Expected Result/Impact:</b> Decrease in Out of school suspensions, in school suspensions and discretionary discipline placements at DAEP. <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Support Services, and Director of Student Outreach and Intervention <b>Funding Sources:</b> Suite 360 - 199 - General Fund, Ripples Effect Program - 211 - Title I	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 2:</b> Integrate positive behavior supports through Crisis Prevention Institute (CPI) training. <b>Strategy's Expected Result/Impact:</b> Increase in the use of positive behavior supports resulting in improved student behavior <b>Staff Responsible for Monitoring:</b> Director and Coordinator of Special Education <b>Title I Schoolwide Elements:</b> 2.6	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 3:</b> Implement ways to enhance executive functioning skills of students from disadvantaged backgrounds. <b>Strategy's Expected Result/Impact:</b> Improved executive functioning of students <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Support Services, and Director of Student Outreach and Intervention <b>Title I Schoolwide Elements:</b> 2.6	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 4:</b> Continue the partnership with Resolve It Inc. to provide mental health support and counseling to district students. <b>Strategy's Expected Result/Impact:</b> Individualized student support and counseling services <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Support Services, and Director of Student Outreach and Intervention <b>Funding Sources:</b> - 199 - General Fund - Title IV	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 5:</b> Implement MOU with UTMB for TCHAT which is a school based tele-medicine program that offers free behavioral services for students. <b>Strategy's Expected Result/Impact:</b> Improved behavior of students in need <b>Staff Responsible for Monitoring:</b> Director of Student Outreach and Intervention	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

<b>Strategy 6:</b> Utilize "Be Safe" a social skills program with special education students to help them learn appropriate interactions in social settings as well as how to interact appropriate with law enforcement. <b>Strategy's Expected Result/Impact:</b> None <b>Staff Responsible for Monitoring:</b> Director and Coordinator of Special Education	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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**Goal 6:** The District will provide resources and all TCISD campuses will implement programs to appropriately address the psychological, social and behavioral needs of TCISD students. The success of such programs to be measured by a reduction in bullying incidents, a decrease in student discipline referrals and a decrease in student drop out rates.

**Performance Objective 3:** Address the individual needs and talents of students through Fine Arts.

**Evaluation Data Sources:** Number of state and national performance opportunities.

<b>Strategy 1:</b> Increase the number of students enrolled in private lesson programs to promote a well rounded education. <b>Strategy's Expected Result/Impact:</b> Increase number of students enrolled <b>Staff Responsible for Monitoring:</b> Director of Fine Arts and Fine Arts teachers. <b>Title I Schoolwide Elements:</b> 2.5 <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Continue to collaborate with community partners that financially support TCISD Fine Arts programs. <b>Strategy's Expected Result/Impact:</b> Improved student performance. <b>Staff Responsible for Monitoring:</b> Director of Fine Arts, TCISD Foundation ED, and Fine Arts teachers.	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Increase the enrollment of students in all Fine Arts programs. <b>Strategy's Expected Result/Impact:</b> Increase number of students enrolled. <b>Staff Responsible for Monitoring:</b> Director of Fine Arts and Fine Arts teachers. <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Increase the number of individuals and groups who receive superior ratings in UIL and TMEA events.  <b>Strategy's Expected Result/Impact:</b> Increase number of placed students. <b>Staff Responsible for Monitoring:</b> Fine Arts teachers <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 5:</b> Continue and increase public performance and exhibition to promote community outreach. <b>Strategy's Expected Result/Impact:</b> Improved student performance. <b>Staff Responsible for Monitoring:</b> Director of Fine Arts and Fine Arts teachers. <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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**Goal 6:** The District will provide resources and all TCISD campuses will implement programs to appropriately address the psychological, social and behavioral needs of TCISD students. The success of such programs to be measured by a reduction in bullying incidents, a decrease in student discipline referrals and a decrease in student drop out rates.

**Performance Objective 4:** Increase student attendance, improve graduation rates, decrease drop-out rates and decrease number of truancy referrals.

**Evaluation Data Sources:** Attendance rate, graduation rates, cohort and leaver information and truancy dockets.

<b>Strategy 1:</b> Monitor list of high-risk attendance and drop-out issues and make recommendations to campuses for future action. <b>Strategy's Expected Result/Impact:</b> Attendance Reports <b>Staff Responsible for Monitoring:</b> Truancy Officer, Campus Administrators <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Conduct warning meetings in conjunction with local Justice of the Peace for students approaching truancy levels that warrant court action. <b>Strategy's Expected Result/Impact:</b> Decrease in court filings and improved student attendance <b>Staff Responsible for Monitoring:</b> Truancy Officer, Campus Administrators, Assistant Superintendent of Support Services, and Director of Student Outreach and Intervention <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Each campus will develop and implement a campus wide attendance plan aimed to improve overall attendance. Plan should include interventions, consequences, and incentives. <b>Strategy's Expected Result/Impact:</b> Improvement in student attendance <b>Staff Responsible for Monitoring:</b> Deputy Superintendent, Assistant Superintendent of Support Services and Director of Student Outreach and Intervention, Campus Administration	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Investigate methods to improve communication with parents regarding the importance of good school attendance in conjunction with the distribution of student report cards. <b>Strategy's Expected Result/Impact:</b> Improvement in student attendance <b>Staff Responsible for Monitoring:</b> Assistant Superintendent for Student Support Services and Director of Student Outreach and Intervention <b>Title I Schoolwide Elements:</b> 2.6	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 5:</b> Continue to monitor student attendance each 9 weeks through student data management software, targeting students with habitual absences. File truancy charges when deemed appropriate. <b>Strategy's Expected Result/Impact:</b> Improvement in student attendance <b>Staff Responsible for Monitoring:</b> Deputy Superintendent, Assistant Superintendent of Support Services, Principals, Assistant Principals, Truancy Officer	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<b>Strategy 6:</b> Social worker will work with Title I campuses to identify at-risk students and provided needed academic and emotional resources and support for and families. <b>Strategy's Expected Result/Impact:</b> Improved support, lower truancy, higher attendance and higher graduation rate for at-risk students <b>Staff Responsible for Monitoring:</b> Assistant Superintendent for Support Services, Director of Student Outreach and Intervention, Social Worker, Principals <b>Title I Schoolwide Elements:</b> 2.6	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 7:</b> Each secondary campus will develop and implement a plan aimed to decrease drop-out rates. <b>Strategy's Expected Result/Impact:</b> Decrease in drop-out rate <b>Staff Responsible for Monitoring:</b> C & I Department, Assistant Superintendent of Support Services, Campus Administration <b>Results Driven Accountability</b>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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**Goal 6:** The District will provide resources and all TCISD campuses will implement programs to appropriately address the psychological, social and behavioral needs of TCISD students. The success of such programs to be measured by a reduction in bullying incidents, a decrease in student discipline referrals and a decrease in student drop out rates.

**Performance Objective 5:** Assist students in the identification of individual interests and skills.

**Evaluation Data Sources:** Increased participation, course selection and interest surveys

<b>Strategy 1:</b> Produce videos that feature our students and teachers that highlight their unique skills and talents in a variety of district programs. The features will be monthly and called "Together We Can." <b>Strategy's Expected Result/Impact:</b> Increased positive promotion of programs and sutdents <b>Staff Responsible for Monitoring:</b> Director of Communications	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div>→</div><div>Continue/Modify</div></div><div><div>✗</div><div>Discontinue</div></div></div>				



**Goal 7:** The District will provide resources and all campuses will implement positive behavior strategies that decrease student discipline referrals resulting in ISS, OSS and discretionary placements to DAEP.

**Performance Objective 1:** Develop and implement intervention strategies to address student compliance.





**Evaluation Data Sources:** Decrease number of discipline referrals.

<b>Strategy 1:</b> Conduct monthly discipline meetings with district assistant principals to discuss trends in discipline and to monitor data impacting district PBMAS/RDA report. <b>Strategy's Expected Result/Impact:</b> Agendas Sign-In Sheets Supporting Data <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Support Services, Director of Student Data, Director of Student Outreach and Intervention, and Assistant Principals <b>Results Driven Accountability</b>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 2:</b> Decrease the recidivism of out of school placements by communicating between alternative disciplinary settings and home campuses to develop plans for students' re-entry which address academic and behavioral goals and expectations. <b>Strategy's Expected Result/Impact:</b> Decrease in students returning to out of school placements. DAEP Exit Meetings Transition Plan meeting minutes <b>Staff Responsible for Monitoring:</b> Assistant Superintendent for Support Services and Director of Student Outreach and Intervention	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 3:</b> Campuses developed and are implementing student behavior management plans that include campus and classroom expectations, hierarchy or consequences for student behavior and positive behavioral supports. <b>Strategy's Expected Result/Impact:</b> Improved student behavior, reduced discipline incidents and discipline referrals <b>Staff Responsible for Monitoring:</b> Deputy Superintendent, Assistant Superintendent of Support Services, Director of Student Outreach and Intervention, C & I Directors and Coordinators, Campus Administrators	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
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**Goal 7:** The District will provide resources and all campuses will implement positive behavior strategies that decrease student discipline referrals resulting in ISS, OSS and discretionary placements to DAEP.

**Performance Objective 2:** Work with teachers and specialized staff to develop individualized behavior plans for at-risk students.





**Evaluation Data Sources:** Behavior data tracking and behavior plans

<b>Strategy 1:</b> Utilize special education staff to assist teachers with how to properly implement and track the effectiveness of the behavior intervention plan. <b>Strategy's Expected Result/Impact:</b> Improved student behavior <b>Staff Responsible for Monitoring:</b> Special Education Director, Special Education Instructional Specialists	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 2:</b> Provide training to the assessment staff and 504 campus coordinators responsible for conducting functional behavioral assessments in order to develop effective behavior intervention plans to address student behavioral needs. <b>Strategy's Expected Result/Impact:</b> Improved student behavior and appropriate and individualized behavior intervention plans <b>Staff Responsible for Monitoring:</b> Special Education Director and Coordinator	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<div>  0% No Progress            100% Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 8:** The district will provide all campuses with innovative technology equipment, support and training to facilitate success for all students.

**Performance Objective 1:** Provide technology equipment, support and training to district staff.

**Evaluation Data Sources:** Successful implementation of the use of technology.





<b>Strategy 1:</b> Implement and maintain centralized internal policies and procedures for the purchas of district hardware and software and ensure forums for appropriate discussions regarding the selection and evaluation of technology. <b>Strategy's Expected Result/Impact:</b> More effectively utilize district technology funding and improve the quality of technology available on campuses. <b>Staff Responsible for Monitoring:</b> Executive Director of Technology	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 2:</b> Develop and implement processes to evaluate the use and effectiveness of software programs. <b>Strategy's Expected Result/Impact:</b> Revised procedures <b>Staff Responsible for Monitoring:</b> Executive Director of Technology, Director of Curriculum and Accountability, Coordinator of Assessment and Instructional Resources	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 3:</b> Annually distribute laptops to all students grades K-12. <b>Strategy's Expected Result/Impact:</b> Report documenting distribution <b>Staff Responsible for Monitoring:</b> Executive Director of Technology	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 4:</b> Design and implement an infrastructure for each of the new campuses currently being built in TCISD. <b>Strategy's Expected Result/Impact:</b> Prepare new facilities for the implementation of stat of the art technology. <b>Staff Responsible for Monitoring:</b> Assistant Superintendent for Business and Operations, Executive Director of Technology	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 5:</b> Continue to update the district technology infrastructure and technology equipment in use to ensure at all components are current (within a 5 year lifecycle) and maintain an obsolescence plan to remove outdated technology. <b>Strategy's Expected Result/Impact:</b> Ensure that all equipment in use meets the needs of all campuses and facilities within the school district. <b>Staff Responsible for Monitoring:</b> Executive Director of Technology and Assistant Superintendent for Business and Operations	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 6:</b> Develop a transition plan to administer all state assessments electronically by the 2022-2023 school year. <b>Strategy's Expected Result/Impact:</b> Effective online assessments <b>Staff Responsible for Monitoring:</b> Executive Director of Technology, C & I Department	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<div>  0% No Progress            100% Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 9:** The District will attract and retain highly qualified, talented employees who demonstrate the willingness and ability to advance the academic achievement of all TCISD students and bring pride to the community.

**Performance Objective 1:** Develop highly qualified and effective staff through on-going professional development.

**Evaluation Data Sources:** Retention rate, improved instruction

<b>Strategy 1:</b> Require all new teachers to the profession to attend "TCISD's New Teacher Academy" where essential professional development will be provided in the following areas: -classroom management -effective instructional strategies -lesson plan implementation -assessments -working with students from poverty Solution Tree will be contracting with the district during the 2020-2021 school year to provide a virtual new teacher academy during the fall semester. <b>Strategy's Expected Result/Impact:</b> Increased teacher capacity <b>Staff Responsible for Monitoring:</b> C & I Department <b>Funding Sources:</b> - 255 - Title II	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 2:</b> Offer staff development in the areas of: -Industry certification -Data Analysis Guide, monitoring performance through data and using data to drive instruction -Differentiated Instruction -Classroom Management -Small group instruction -HMH ELAR Adoption K-8 -TEKS Analysis & Implementation of the new ELAR TEKS (K-8 - 2019-2020 & Grades 9-12 2020-2021 -T-TESS -Sheltered Instruction -Threat Assessment <b>Strategy's Expected Result/Impact:</b> Improved student performance and teacher capacity <b>Staff Responsible for Monitoring:</b> C&I Department & Campus Administrators <b>Funding Sources:</b> - 199 - General Fund	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 3:</b> Provide multiple avenues of delivering staff development including online course work, with peer-based and trainer led instruction for all district staff. <b>Strategy's Expected Result/Impact:</b> Information and proposal <b>Staff Responsible for Monitoring:</b> C&I Department, Campus Administrators & Counselors <b>Funding Sources:</b> - 199 - General Fund	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

<b>Strategy 4:</b> During the summer of 2021, principals will attend the Solution Tree Leadership PLC's at Work conference in San Antonio. <b>Strategy's Expected Result/Impact:</b> Improved campus PLC process <b>Staff Responsible for Monitoring:</b> Campus Administration <b>Funding Sources:</b> - 255 - Title II	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 9:** The District will attract and retain highly qualified, talented employees who demonstrate the willingness and ability to advance the academic achievement of all TCISD students and bring pride to the community.

**Performance Objective 2:** Promote shared leadership at all levels of the organization.

**Evaluation Data Sources:** Variety of personnel involved in collaboration.

<b>Strategy 1:</b> Include teacher participation in the process of determining educational needs in the district requiring extra funding sources. <b>Strategy's Expected Result/Impact:</b> Increased participation in the External Grant Portfolio <b>Staff Responsible for Monitoring:</b> TCISD Foundation for the Future <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

**Goal 9:** The District will attract and retain highly qualified, talented employees who demonstrate the willingness and ability to advance the academic achievement of all TCISD students and bring pride to the community.

**Performance Objective 3:** Recruit and retain high quality and highly effective staff.

**Evaluation Data Sources:** Increased retention rate

<b>Strategy 1:</b> Monitor and remain in alignment with staffing guidelines. <b>Strategy's Expected Result/Impact:</b> Equity across campuses Balanced budget Efficient operation of district <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Human Resources, Assistant Superintendent of Business and Operations, Coordinator of HR <b>Funding Sources:</b> - 199 - General Fund	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 2:</b> Provide salary increase to bring district staff at or above the market for each position. <b>Strategy's Expected Result/Impact:</b> Attract high quality staff to TCISD Fill high need areas Retain staff to keep them in district/TCISD <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Human Resources, Assistant Superintendent of Business and Operations <b>Funding Sources:</b> - 199 - General Fund	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 3:</b> Participate in recruitment fair and job fairs with a focus on recruiting ESL certified teachers at all levels. <b>Strategy's Expected Result/Impact:</b> High quality new hires <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Human Resources, Coordinator of HR, Campus Administrators <b>Funding Sources:</b> - 255 - Title II, - 263 - Title III	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 4:</b> Reward staff with for their longtime service with an annual banquet that includes recognition and gifts <b>Strategy's Expected Result/Impact:</b> Retention of staff <b>Staff Responsible for Monitoring:</b> Director of Communications	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 5:</b> Honor staff for exceptional performance through the Annual Staff Stars recognition program. <b>Strategy's Expected Result/Impact:</b> Retention of Staff <b>Staff Responsible for Monitoring:</b> Director of Communications	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Goal 10:** Members of the District leadership team will maintain a positive image with all stakeholder groups throughout the community.





**Performance Objective 1:** Improve communication and collaboration throughout the school community.

**Evaluation Data Sources:** Number of parents involved in PTO, campus events, and community representation on QuEST

<b>Strategy 1:</b> Expand parent trainings, communication, and involvement focusing on improving student performance. <b>Strategy's Expected Result/Impact:</b> Improved student performance <b>Staff Responsible for Monitoring:</b> C&I Department, Campus Administrators, Counselors, and Teachers <b>Title I Schoolwide Elements:</b> 3.1, 3.2 <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Provide community resources that can assist teachers to engage and motivate students. <b>Strategy's Expected Result/Impact:</b> Increase in student engagement <b>Staff Responsible for Monitoring:</b> Directors of Community Relations and Communications <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Recognize student success in a more timely manner monthly at School Board meetings instead of 3 times a year at designated School Board Recognition ceremonies. <b>Strategy's Expected Result/Impact:</b> Increased participation from the students being honored in monthly recognition in front of added community members. <b>Staff Responsible for Monitoring:</b> Director of Communications <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Continue and expand community partnerships and collaboration on district committees and boards. <b>Strategy's Expected Result/Impact:</b> Continued partnership <b>Staff Responsible for Monitoring:</b> Directors of Community Relations and Communications, Assistant Superintendent of Support Services. <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 5:</b> Promote Texas Public Schools Week <b>Strategy's Expected Result/Impact:</b> Parent participation <b>Staff Responsible for Monitoring:</b> Director of Communication, Campus Administrators <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 6:</b> Utilize the communication tools we have, investigate new tools and continue to monitor for effectiveness of all communication tools <b>Strategy's Expected Result/Impact:</b> Increase in the use of communication tools <b>Staff Responsible for Monitoring:</b> Director of Communication <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>



<b>Strategy 7:</b> Increase positive news stories in the local newspaper <b>Strategy's Expected Result/Impact:</b> Increase in number of positive stories in the paper <b>Staff Responsible for Monitoring:</b> Director of Communication <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 8:</b> Utilize social media to improve district communications with all stakeholders. <b>Strategy's Expected Result/Impact:</b> Increased use of social media <b>Staff Responsible for Monitoring:</b> Director of Communication <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 9:</b> Investigate ways to promote positive PR in the district including a # campaign or/and Instagram. <b>Strategy's Expected Result/Impact:</b> Participation <b>Staff Responsible for Monitoring:</b> Director of Communication, <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 10:</b> Improve district app for improved communication and inclusivity of new schools. <b>Strategy's Expected Result/Impact:</b> Increased use of district app by parents, students, and staff <b>Staff Responsible for Monitoring:</b> Director of Communication, Director of Technology, campus administration <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 11:</b> Increase communication with parents of special education and 504 students through the use of a parent newsletter, parent workshops including a dyslexia parent night, district transition fair, and school district web page. <b>Strategy's Expected Result/Impact:</b> Increase in parent feedback and participation in attendance at workshops and on committee <b>Staff Responsible for Monitoring:</b> Special Education Director <b>Title I Schoolwide Elements:</b> 3.1, 3.2 <b>Funding Sources:</b> - 199 - General Fund, - 224 - IDEA Special Ed	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 12:</b> Utilize the HERO program to track both positive and negative behaviors and communicate with parents on an ongoing basis. <b>Strategy's Expected Result/Impact:</b> Increase in communication with parents <b>Staff Responsible for Monitoring:</b> Deputy Superintendent and C & I Directors, Campus Administration and Classroom Teachers <b>Funding Sources:</b> - 211 - Title I	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 13:</b> Coordinate opportunities in the community that recognize student achievement. <b>Strategy's Expected Result/Impact:</b> Improved community awareness <b>Staff Responsible for Monitoring:</b> Director of Communications, Director of Community Relations	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<b>Strategy 14:</b> Promote positive stories on social media with the use of video programming and feature stories. Implement the Together We Can and Home Grown Talent series. <b>Strategy's Expected Result/Impact:</b> Increased views and engagement on social media <b>Staff Responsible for Monitoring:</b> Director of Communications	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 15:</b> Work with campus social media managers to train them as key communicators on their campus to increase positive publicity. <b>Strategy's Expected Result/Impact:</b> Increased positive publicity <b>Staff Responsible for Monitoring:</b> Director of Communications	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 16:</b> Work on updating the TCISD logo and new vision logo which includes seeking board approval and developing a branding guide to roll out district wide with an updated logo. <b>Strategy's Expected Result/Impact:</b> Updated original seal logo plus addition of a secondary logo with new vision <b>Staff Responsible for Monitoring:</b> Director of Communications	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 17:</b> Update the District website so that it can be translated into multiple languages in our community. <b>Strategy's Expected Result/Impact:</b> Non-English speakers will be able to read, understand and navigate the District website. <b>Staff Responsible for Monitoring:</b> Director of Communications	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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