

**Everman Independent School District**  
**District Improvement Plan**  
**2017-2018 Goals/Performance Objectives/Strategies**

# 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. ....	13
Goal 3: To maintain a safe and secure environment for all students and staff. ....	19
Goal 4: To continually focus on the improvement of student attendance and the decline of the dropout rate. ....	23
Goal 5: To provide and maintain facilities in a quality, cost-effective manner. ....	27
Goal 6: To recruit and retain outstanding faculty, staff and administrators. ....	29
System Safeguard Strategies .....	34

# Goals

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

**Performance Objective 1:** To increase the percentage of all student groups meeting or exceeding proficiency incrementally to reach 90% success on all State assessments by 2020.


**Evaluation Data Source(s) 1:** Incremental increase to reach 90% passing rates on all State assessments

**Summative Evaluation 1:**

**TEA Priorities:** 2. Build a foundation of reading and math.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>1) Provide training for new teachers, and continue support for returning teachers, in highly effective instructional strategies.</p>	1, 3, 4	<p>Leader: Chief of Elementary Education Chief of Secondary Education Others involved: Principals</p>	1) Evidence of implementation includes meeting SAMs and training documents.			
Funding Sources: Local - \$0.00, Title I-A - \$0.00, Title II-A - \$0.00						
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1</p> <p>2) Provide SIS staff for students in need of supplemental assistance including all student groups: ELL, A.A., special education, and at-risk students.</p>		<p>Chief of Elementary Education Chief of Secondary Education Others involved: Principals</p>	1) Evidence of implementation includes personnel allocation charts and employee distribution by fund.			
Funding Sources: SCE - \$0.00, Title I-A - \$0.00, Title III - \$0.00, IDEA - \$0.00, State Grants - \$0.00						
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 2 CSF 7</p> <p>3) Continue PLC meetings focusing on admin feedback from data walks, lesson planning and data analysis.</p>		<p>Leader: C&amp;I Department Others involved: Principals</p>	1) Dana Center walk-through reports.			
Funding Sources: Local - \$0.00, Title I-A - \$0.00, Title II-A - \$0.00						

<p align="center"><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>4) Train all new secondary teachers with sheltered instruction strategies, and continue training returning teachers.</p>		<p>Leader: Chief of Secondary Education Others involved: Director of BE/ESL &amp; Principals</p>	<p>1) Evidence of implementation includes training SAMs.</p>			
<p>Funding Sources: Local - \$0.00, Title III - \$0.00</p>						
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>5) Continue training elementary bilingual teachers on literacy centers and concept refinement.</p>		<p>Leader: Chief of Elementary Education Others involved: BE/ESL Director, Principals</p>	<p>1) Evidence of Implementation includes training SAMs.</p>			
<p>Funding Sources: Local - \$0.00, Title III - \$0.00</p>						
<p align="center"><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1</p> <p>6) Provide reading intervention support and materials for bilingual ESL, special education students, and EIS.</p>		<p>Leader: Chief of Elementary Education, Chief of Secondary Education Others involved: BE/ESL Director, Sp Ed Director &amp; HS Principal</p>	<p>1) Evidence of implementation includes time and effort schedules. 2) Purchase orders</p>			
<p>Funding Sources: Local - \$0.00, IDEA - \$0.00, Title I-A - \$0.00, Title III - \$0.00</p>						
<p align="center"><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>7) Provide training for new elementary teachers on cooperative learning groups.</p>		<p>Leader: Chief of Elementary Education Others involved: Principals</p>	<p>Evidence of training includes training sign-in sheets.</p>			
<p>Funding Sources: Title I-A - \$0.00</p>						
<p align="center"><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1</p> <p>8) Provide research-based intervention in writing (Lucy Calkins, Empowering Writers, writing across the curriculum, secondary vertical team, etc.).</p>		<p>Leader: Principals Others involved: Curriculum Dept.</p>	<p>1) Evidence of implementation includes training documents.</p>			
<p>Funding Sources: Local - \$0.00, Title I-A - \$0.00</p>						
<p align="center"><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1</p> <p>9) Provide research-based intervention programs in reading in all grade levels.</p>		<p>Leader: Principals</p>	<p>1) Master school schedules, Purchase orders for materials.</p>			
<p>Funding Sources: Title I-A - \$0.00</p>						

<b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1  10) Review district wide Social Studies curriculum/assessment plan in grades 5-12, create elementary vertical social studies plan.		Leader: Principals Others involved: Curriculum Dept.	1) Evidence of implementation includes meeting documentation.			
	Funding Sources: Local - \$0.00, Title I-A - \$0.00					
11) Continue utilizing TEKS resource guide for 5-12 all core subjects, K-4 math.		Leader: Principals Others involved: Curriculum Dept.	1) Evidence of implementation are training documents and usage reports.			
	Funding Sources: Local - \$0.00					
						

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

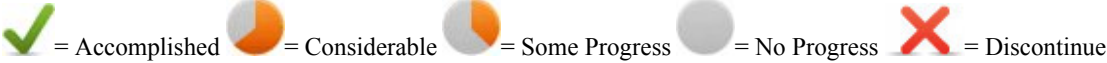
**Performance Objective 2:** To develop an assessment program that includes elements for student success in PK-12 and post secondary settings

**Evaluation Data Source(s) 2:** Incremental increase to reach 90% passing rates on all State assessments; District Postsecondary Readiness data from TAPR.

**Summative Evaluation 2:**

**TEA Priorities:** 2. Build a foundation of reading and math.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>System Safeguard Strategy</b>  <b>Critical Success Factors</b>            CSF 1 CSF 2</p> <p>1) Continue to monitor and update campus assessment kits used to determine special education eligibility.</p>		Leader: Dir. of SPED.	1) Evidence of implementation includes initial and three year reports.			
Funding Sources: Local: SpEd - \$0.00, IDEA - \$0.00						
<p><b>System Safeguard Strategy</b></p> <p>2) Continue providing training on STAAR and EOC assessments, readiness and supporting standards and accurate instructional level of student expectations.</p>		Leader: C&I Department Others involved: Principals	1) Evidence of implementation includes Meeting SAMs.			
Funding Sources: Local - \$0.00, Local: SpEd - \$0.00						
<p><b>System Safeguard Strategy</b>  <b>Critical Success Factors</b>            CSF 1 CSF 7</p> <p>3) Provide AP and Pre-AP, ACT, PSAT, SAT and TSI training and materials for teachers to enable students to meet the state testing standards.</p>		Leader: Chief of Secondary Education Others involved: Director of Accountability and Assessment	1) Evidence of implementation includes training SAMs and purchase orders.			
Funding Sources: Local - \$0.00						
<p><b>Critical Success Factors</b>            CSF 1</p> <p>4) Provide opportunities for Junior High and High school students to take the SAT test during the school day at no cost to the students.</p>		Leader: Chief of Secondary Education Jr. High and High School Principals	1) Test results reports			
Funding Sources: Local - \$0.00						
<p><b>Critical Success Factors</b>            CSF 1</p> <p>5) Monitor assessment curriculum materials in Spanish.</p>		Leader: BE/ESL Director	1) Evidence of implementation includes completed assessments, scope & sequence.			
Funding Sources: Local - \$0.00, Title III - \$0.00						

6) Provide interest inventories and college-career guidance to students in an integrated graduation planning process.		Leader: Chief of Secondary Education Others involved: Secondary Counselors, Principals	1) Evidence of implementation includes signed programs of study (graduation plans).			
Funding Sources: Local - \$0.00						
<p align="center"><b>Critical Success Factors</b> CSF 1</p> 7) Provide coherent sequences of CTE courses in multiple career clusters to support students' personal graduation plans.		Leader: Chief of Secondary Education  Others involved: Secondary Counselors, Secondary Principals	1) Evidence of implementation includes signed programs of study (graduation plans) and master schedule information.			
Funding Sources: Local - \$0.00, State Grants - \$0.00						
8) Provide dual credit and Early College High School opportunities in order to increase advance course completion rates.		Leader: Chief of Secondary Education Counselors & Dean of ECHS	1) Evidence of impact is improved post-secondary readiness data from TAPR including advanced course completion rates.			
Funding Sources: Local - \$0.00						
<p align="center"><b>Critical Success Factors</b> CSF 1</p> 9) Provide additional support to dual ECHS students through the Friday Path to College & Career course to increase student achievement in college coursework.		Leader: Chief of Secondary Education Others involved: Director of Secondary Instruction & CTE; High School Principal, Counselors, ECHS Dean	1) Evidence of impact is improved postsecondary readiness data from TAPR including advanced course completion rates.			
Funding Sources: Local - \$0.00						
						



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

**Performance Objective 3:** To create a clearly articulated curriculum that is aligned with TEKS






**Evaluation Data Source(s) 3:** Incremental increase to reach 90% passing rates on all State assessments

**Summative Evaluation 3:**

**TEA Priorities:** 2. Build a foundation of reading and math.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>1) Continue training and modeling/coaching differentiated instruction strategies and inclusion and co-teaching strategies.</p>		<p>Leader: Chief of Secondary Education Chief of Elementary Education Others involved: SpEd. Director, BE/ESL Director &amp; Principals</p>	1) Evidence if implementation includes meeting SAMs & training documents.			
Funding Sources: Local - \$0.00, Title I-A - \$0.00, Title III - \$0.00, IDEA - \$0.00						
<p><b>Critical Success Factors</b> CSF 1</p> <p>2) Provide school with Tier III SIS staff (263 For Bilingual ESL; 224 for sp ed reading).</p>		<p>Leader: Chief of Elementary Education, Chief of Secondary Education Others involved: SpEd Director &amp; BE/ESL Director</p>	1) Evidence of implementation includes personnel allocation charts & employee distribution fund report.			
Funding Sources: SCE - \$0.00, Title III - \$0.00, IDEA - \$0.00						
<p>3) Provide research based SIS materials and trainings for math, science and ELAR, SL AR, SS.</p>		<p>Leader: Chief of Elementary Education, Chief of Secondary Education Others involved: Principals</p>	<p>1) Evidence of implementation includes Purchase orders. 2) Classroom walk-throughs</p>			
Funding Sources: SCE - \$0.00, Title I-A - \$0.00, Title III - \$0.00, IDEA - \$0.00, State Grants - \$0.00						
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1</p> <p>4) Provide resources to support dyslexic students.</p>		<p>Leader: Chief of Elementary Education, Chief of Secondary Education</p>	1) Evidence of implementation includes personnel allocation charts & purchase orders.			
Funding Sources: Local - \$0.00, SCE - \$0.00						

5) Provide resources to support homeless students.		Leader: Student Services Homeless Liaison.	Time and effort schedule, purchase orders.			
Funding Sources: Local - \$0.00, SCE - \$0.00, Title I-A - \$0.00, Title III - \$0.00, IDEA - \$0.00						
<b>System Safeguard Strategy</b> 6) Identify and serve migrant students through Region 11.		Leader: BE/ESL Director	(1) Evidence of impact is that migrant students will score commensurate as other students on EOY assessments.			
Funding Sources: Local - \$0.00, SCE - \$0.00, Title I-A - \$0.00, Title III - \$0.00						
<b>Critical Success Factors</b> CSF 6 7) Provide instructional and behavioral services to students in DAEP and ST./STARS.		Leader: Asst. Supt for Student Services & Dir. Special Ed.	(1) Evidence of implementation includes personnel allocation charts. (2) Training documentation.			
Funding Sources: Local - \$0.00, SCE - \$0.00						
<b>System Safeguard Strategy</b> 8) Provide instructional and behavioral training to staff to understand needs of special education students. (ex. visual cues, check sheets, etc.)		Leader: Director of Special Ed. Others involved: Principals, Teachers	1) Training documentation			
<b>System Safeguard Strategy</b> 9) Provide reading intervention support materials for bilingual ESL and special education students.		Leader: Chief of Elementary Education & Chief of Secondary Education. Others involved: BE/ESL Director	(1) Evidence of implantation includes purchase orders.			
Funding Sources: IDEA - \$0.00, Title I-A - \$0.00, Title III - \$0.00						
<b>System Safeguard Strategy</b> 10) Provide after-school and/or Saturday tutorials to at-risk students in need of additional assistance.		Leader: Chief of Elementary Education & Chief of Secondary Education. Others involved: Principals, Teachers	(1) Evidence of implementation includes tutorial plans and sign-in sheets.			
Funding Sources: SCE - \$0.00, Title I-A - \$0.00						
<b>System Safeguard Strategy</b> 11) Monitor and support ELL graduation requirements (review PGPs, Newcomer plans).		Leader: Principals Others involved: BE/ESL Director	1) Evidence of implementation includes graduation rates, agendas, CBA data, EOC data.			
Funding Sources: Local - \$0.00, Title III - \$0.00						
<b>System Safeguard Strategy</b> 12) Purchase and utilize Renaissance BOY, MOY, and EOY testing in Reading and Math to gauge student growth and progress.		Leader: Principals Others involved: Teachers, Principals	(1) Reports will be created after every testing administration and discussed at PLC's. 2) Purchase orders			
Funding Sources: Title I-A - \$44,291.00						


13) Provide resources to support special education students.		Leader: Director of Special Education Others involved: Teachers, Principals	(1) Classroom walk-throughs to monitor usage. 2) Purchase orders			
Funding Sources: IDEA - \$0.00						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

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

**Performance Objective 4:** To implement instructional technology to support student learning

**Evaluation Data Source(s) 4:** Incremental increase to reach 90% passing rates on all State assessments

**Summative Evaluation 4:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Increase student technology device access to 1:1 in classrooms for 5th-12th grade.		Leader: Director of Technology	(1) Evidence if implementation includes purchase orders.			
Increase student technology device access to an average of 2:1 in classrooms for elementary schools.	Funding Sources: Local - \$0.00, State Grants - \$0.00					
2) Purchase technology devices to special education support staff.		Leader: Executive Director of Special Education Others involved: Campus Principals	1) Evidence of implementation includes purchase orders.			
	Funding Sources: Local: SpEd - \$0.00					
3) Continue to provide instructional technology professional development.		Leader: Chief of Elementary Education & Chief of Secondary Education. Others involved: Director of Technology, Instructional Technologies	(1) Eduphoria registration reports and surveys			
	Funding Sources: Local - \$0.00, Title I-A - \$0.00, State Grants - \$0.00					
						


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

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

**Evaluation Data Source(s) 1:** 10% of student body parents respond to annual survey.

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<b>System Safeguard Strategy</b> 1) Have a Spanish interpreter present at district meetings.		Leader: Assistant Superintendent for Student Services Others involved: Director of Special Education, & Principals	(1) Evidence of implementation includes SAMs.			
	Funding Sources: Title I-A - \$0.00, IDEA - \$0.00					
2) Skyward family access to student grade, progress reports, and report cards.		Leader: Assistant Superintendent for Student Services Others involved: Principals	(1) Evidence of impact is Skyward usage report.			
	Funding Sources: Local - \$0.00					
3) Direct schools to use call-out system twice monthly and update numbers monthly.		Leader: Assistant Superintendent for Student Services Others involved: Principals	(1) Evidence of implementation campus phone logs.			
	Funding Sources: Local - \$0.00					
4) Update district and school web sites monthly.		Leader: Assistant Superintendent for Student Services Others involved: Principals	(1) Evidence of implementation includes updated web sites.			
	Funding Sources: Local - \$0.00					
5) Continue usage of multiple methods of communicating with parents and the community through: Twitter, Facebook, YouTube, Flickr, Constant Contact, Website, Tumblr, Mobile App, Peachjar, Billboard and Peachjar		Leader: Director of Public Relations Others involved: Principals	1) Number of parents/community members accessing communication channels.			
	Funding Sources: Local - \$0.00					


6) Update parent surveys.	Primary: Chief of Elementary Education & Chief of Secondary Education. Others involved: Principals	1) Number of parents participating increases to a minimum of 250.			
Funding Sources: Local - \$0.00					
					

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

**Performance Objective 2:** To offer training/ learning opportunities to all EISD families and community members.

**Evaluation Data Source(s) 2:** 30 training /learning opportunities per year in the district

**Summative Evaluation 2:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Schools will host a minimum of four parent events annually.		Leader: Chief of Elementary Education & Chief of Secondary Education. Others involved: Principals, Director of Federal Programs	(1) Evidence if implementation includes SAMs.			
	Funding Sources: Local - \$0.00, Title I-A - \$0.00					
2) Conduct 2T/3T meetings 4 times a year.		Leader: Director of Special Education Others involved: Principals	(1) Evidence if implementation includes flyers & sign in sheets			
	Funding Sources: Local - \$0.00, IDEA - \$0.00					
3) Provide parent cafes for parents (in English and Spanish) as a way to train parents in academic and social skills, home literacy activities.		Leader: Director of Bilingual Education, Chief of Elementary Education & Chief of Secondary Education. Others involved: Campus Principals	1) Meeting SAM's			
	Funding Sources: Title I-A - \$0.00, Title III - \$0.00					
						

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


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

**Evaluation Data Source(s) 3:** At least one individual parent/school meeting per year for each EISD student.

**Summative Evaluation 3:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Provide transition services for 4-5th grade, 5th-6th, 6th-7th, 8th-9th,		Leader: Chief of Elementary Education & Chief of Secondary Education. Others involved: Principals	(1) Evidence of implementation includes parent meeting SAMs.			
	Funding Sources: Local - \$0.00					
2) Provide parent/ teacher conference opportunities to schools.		Leader: Assistant Superintendent for Student Services Others involved: K-6 Principals	(1) Evidence of implementation includes Parent teacher conference log.			
	Funding Sources: Local - \$0.00, Title I-A - \$0.00					
3) Offer IGP/PGP meetings.		Leader: Assistant Superintendent for Student Services Others involved: HS and JH Principals	(1) Evidence of implementation includes IGP records.			
	Funding Sources: Local - \$0.00					
4) Transition classes provided for functional academic and CCTP students. <b>System Safeguard Strategy</b>		Leader: Dir. Of Special Ed. Others involved: HS Principals	(1) Evidence of implementation includes sign in sheets and student rosters.			
	Funding Sources: Local - \$0.00, IDEA - \$0.00					
5) Use PeachJar to communicate volunteer opportunities and district/school events to parents.		Leader: Assistant Superintendent for Student Services Others involved: Principals	(1) Evidence of implementation includes Parent teacher conference log.			
	Funding Sources: Local - \$0.00, Title I-A - \$0.00					









 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue

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

**Performance Objective 4:** To develop programs and services to ensure true partnerships with parents, families, businesses, and the community that support student success as well as parent involvement and participation

**Evaluation Data Source(s) 4:** 15% increase in parental involvement and participation in events

**Summative Evaluation 4:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Education Foundation will hold quarterly meetings.		Leader: Superintendent Others involved: Admin staff	1) Evidence of implementation includes SAMs.			
Funding Sources: Local - \$0.00						
2) Hold the SHAC Fun Run		Leader: Student Services Director	(1) Evidence of impact is 50 families attend. (2) Evidence of implementation includes flyers.			
Funding Sources: Local - \$0.00						
<b>System Safeguard Strategy</b> 3) Provide training services to parents and students (2T, 3T, Autism, Dyslexia, etc.).		Leader: Special Ed Director Others involved: Director of Student Services & Teachers	(1) Evidence of implementation includes meeting SAM's.			
Funding Sources: Local - \$0.00, IDEA - \$0.00						
4) Hold Back-to-School Bash in August.		Leader: Director of Public Relations	1) Registration and attendance logs.			
Funding Sources: Local - \$0.00						
5) Recruit and retain business and industry partners for a variety of CTE functions (CTE advisory council, field trips, guest speakers and student internships, etc.)		Leader: Director of Secondary Instruction and CTE	1) Increase number of partnerships and council participation.			
6) Contract with Region XI to create and administer Staff, Parent and Student surveys.	1, 8	Director of Federal Programs, Chief of Elementary Education, Chief of Secondary Education.	Analyze survey results to receive anonymous feedback from parents, staff and students in order to better serve our stakeholders.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						






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

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

**Evaluation Data Source(s) 1:** 10% decrease in incidences as reported on PEIMS 425

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Continue and expand PBIS		Leader: Assistant Superintendent for Student Services Others involved: Principals	1) Campus implementation plan			
	Funding Sources: Local - \$0.00					
2) Assign behavior interventionists to all campuses.		Leader: Chief of Elementary Education & Chief of Secondary Education. Others involved: Assistant Superintendent for Student Services	1) Evidence of implementation includes personnel rosters.			
	Funding Sources: Local: SpEd - \$0.00, SCE - \$0.00					
3) Provide training at beginning of year on Bulldogs Take a Stand anti-bullying program.		Leader: APs and Counselors	1) Evidence of implementation includes a written plan.			
	Funding Sources: Local - \$0.00					
4) Continue training for bus personnel on discipline and safety		Leader: Transportation Supervisor Others involved: Asst Supt of Student Services	1) Evidence of implementation includes training sign in sheets.			
	Funding Sources: Local - \$0.00					
5) Utilize Canvas ESC11 safety/compliance training		Leader: Assistant Superintendent of Student Services	1) Evidence of implementation includes employee certificates of completion.			
	Funding Sources: Local - \$0.00					


6) 7. Provide child-abuse prevention training to students and teachers through Safe Haven.		Leader: Executive Director of Student Services.	Campus visit schedules.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

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

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

**Evaluation Data Source(s) 2:** 10% decrease in incidences as reported on PEIMS 425

**Summative Evaluation 2:**


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Continue character education program & PBIS.		Leader: Assistant Superintendent for Student Services Others involved: Principals	1) Evidence of implementation includes written campus implementation plan.			
	Funding Sources: Local - \$0.00					
2) Continue social skills program for special education students.		Leader: Director of Special Education	1) Evidence of implementation includes written plan from the Special Ed. department.			
	Funding Sources: Local - \$0.00					
						

**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 Source(s) 3:** All schools will report 100% compliance with these educational programs

**Summative Evaluation 3:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) 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.		Leader: Assistant Superintendent for Student Services Others involved: Principals	1) Meeting SAMs			
	Funding Sources: Local - \$0.00					
2) Direct schools to provide anti-bullying programs in English and Spanish (annual).		Leader: Assistant Superintendent for Student Services Others involved: Principals	1) Parent meeting SAMs			
	Funding Sources: Local - \$0.00					
3) Hold monthly SHAC meetings, which are open to the community.		Leader: Assistant Superintendent for Student Services Others involved: Bus supervisor	1) Evidence of implementation are meeting SAM's.			
	Funding Sources: Local - \$0.00					
						


**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 Source(s) 1:** Attain a 1% or less dropout rate on TAPR report for all populations.

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Offer credit recovery courses to high school students.		Leader: Chief of Elementary Education & Chief of Secondary Education. Others involved: HS Principals	1) Evidence of impact is 4 year completion rate of 89%. 2) Evidence of implementation includes schedule.			
2) Provide drop-out recovery monitoring and programs to recover drop-outs.		Leader: Assistant Superintendent for Student Services Others involved: Director of Student Services, and HS Principals.	1) Evidence of impact is 10% 4 year completion rate of 89%.			
3) Continue AVID courses in junior high and high school.		Leader: Assistant Superintendent for Student Services Others involved: Director of Student Services, and Principals	1) Evidence of implementation includes course schedules.			
4) Provide SIS instruction to at-risk students .		Leader: Chief of Elementary Education & Chief of Secondary Education. Others involved: Dir. Of Federal Programs, and Principals	1) Evidence of implementation includes personnel allocation charts.			

5) Provide Community in Schools for secondary at-risk students.		Leader: Assistant Superintendent of C&I Others involved: Principals	1) Evidence of impact is 90% of Students who see CIS staff will score commensurate with other students at mid-year assessments. 2) Evidence of implementation includes service logs.			
Funding Sources: SCE - \$0.00						
						




**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 Source(s) 2:** Attain a 96% or higher attendance rate on TAPR report for all student populations.

**Summative Evaluation 2:**


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Continue a comprehensive attendance and truancy plan that ensures uniform district-wide procedures.		Leader: Assistant Superintendent for Student Services Others involved: Principals, Director of Student Services	1) Evidence of impact is average 96% attendance on all campuses. 2) Evidence of implementation includes a written attendance plan.			
	Funding Sources: Local - \$0.00, SCE - \$0.00					
2) Campus Attendance Committees will meet regularly to review attendance rate.		Leader: Assistant Superintendent for Student Services Others involved: Director of Student Services , and Principals	1) 96% average attendance on all campuses. 2) Meeting SAM's			
	Funding Sources: Local - \$0.00					
						

**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 Source(s) 3:** Attain a 1% or less dropout rate on TAPR report for all populations.

**Summative Evaluation 3:**

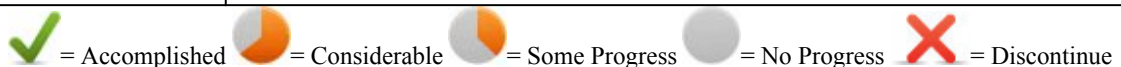
Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<b>System Safeguard Strategy</b> 1) Monitoring of at-risk populations and programs.		Leader: Assistant Superintendent for Student Services Others involved: Director of Student Services, Principals, and Director of Bil/ESL Education	1) Evidence of implementation includes PLC and meeting SAMs.			
	Funding Sources: Local - \$0.00, Title III - \$0.00					
2) Coordinate with local day cares and pre-schools to facilitate transition from those programs to EISD classrooms.		Leader: Chief of Elementary Education.	1) Meeting schedules and SAM's.			
	Funding Sources: Local - \$0.00					
<b>System Safeguard Strategy</b> 3) Provide technical assistance to Focus and TAIS campuses.		Leader: Superintendent and Chief of Elementary Education & Chief of Secondary Education. Others involved: Hommel, Townley, and Johnson Principals	1. Standards met in all Index 1-4 on STAAR Assessments. 2) Evidence of implementation includes meetings SAMs.			
	Funding Sources: SCE - \$0.00					
						

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

**Performance Objective 1:** To pursue discretionary funding through avenues such as grant writing, business/community partnerships and corporate underwriting employee.

**Evaluation Data Source(s) 1:** Apply for three discretionary grant funding sources.

**Summative Evaluation 1:**


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Apply for one or more grants to support safe and secure schools.		Leader: Assistant of Students Services Others involved: Director of Truancy and Safety Compliance	1) Evidence of impact include additional funds to provide safe and secure schools. 2) Evidence of implementation includes submitted application.			
		Funding Sources: Local - \$0.00				
2) Apply for one or more grants to support technology integration .		Leader: Assistant Superintendent of C&I Others involved: Technology and Instructional Media Director	1) Evidence of impact includes additional funds to provide technology. 2) Evidence of implementation includes submitted application.			
		Funding Sources: Local - \$0.00				
3) Apply for at least one grant to support energy conservation.		Leader: Assistant Superintendent of Student Services and Director of Maintenance/Construction Manager	1) Evidence of impact includes additional funds to support energy. 2) Evidence of implementation includes submitted application.			
		Funding Sources: Local - \$0.00				
						

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

**Performance Objective 2:** To effectively utilize the districts resources including budget and facilities.

**Evaluation Data Source(s) 2:** Maintain a superior FIRST rating from TEA.

**Summative Evaluation 2:**


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Utilize campus allocation plan to equitably and economically staff campuses.		Leader: Superintendent Others involved: HR Director, and Principals	1) Evidence of impact includes consistent instructional cost per student across campuses. 2) Evidence of implementation includes Personnel charts.			
	Funding Sources: Local - \$0.00					
2) Manage federal and state grants.		Leader: Director of Federal and State Programs	1) Evidence of impact includes Awarded NOGAs. 2) Evidence of implementation includes No PBMAS findings.			
	Funding Sources: Local - \$0.00, Title I-A - \$0.00, Title II-A - \$0.00, Title III - \$0.00					
3) Continue implementation of managed printing for all school sites.		Leader: Assistant Superintendent of C&I Others involved: Technology Coordinator	1) Evidence of impact includes meeting budget projections for printing/copy services. 2) Evidence of implementation includes contract.			
	Funding Sources: Local - \$0.00					
						

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

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

**Evaluation Data Source(s) 1:** Maintain 100% HQ instructional staff.

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Hire bilingual teachers to meet bilingual exception plan.		Leader: HR Director Others involved: BE/ESL Director	1) Evidence of impact is meet bilingual exception plan of action.			
Funding Sources: Local - \$0.00						
2) Direct campus mentor program based on district guidelines. For 1st year teachers and experienced 1st year new-to district teacher.		Leader: Director of HR	1) Evidence of impact is decrease of turnover to 12%.			
Funding Sources: Title I-A - \$0.00						
3) Update teacher surveys.		Director of Federal Programs.	1) Increase participation in teacher completing surveys.			
4) Purchase Swivl's so teachers can video their lessons and receive feedback from their peers through PLC meetings.	1, 3, 4	Chief of Elementary Chief of Secondary	Improved classroom instruction as measured by Dana Center walk-throughs and other observations.			
						


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

**Performance Objective 2:** To provide the opportunity for job embedded research-based professional development for every district employee.

**Evaluation Data Source(s) 2:** All employees receive 40 hours of training annually.

**Summative Evaluation 2:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Provide new teachers with training prior to the start of school (EDIT).		Leader: Chief of Elementary Education & Chief of Secondary Education. Others involved: HR Director	1) Evidence of implementation includes SAMs and EDIT week schedule.			
	Funding Sources: Local - \$0.00					
2) Purchase and implement Edivate, a web-based, comprehensive, on-demand professional development system.		Leader: Chief of Elementary Education & Chief of Secondary Education. Others involved: C&I Directors	1) Edivate usage reports, campus walk-through and observation reports showing improvement.			
	Funding Sources: Title II-A - \$45,000.00					
3) Provide dual language professional development to dual-language staff.		Leader: Chief of Elementary Education. Others involved: Director of Bilingual/ESL	1) Evidence of implementation includes SAMs and training materials.			
	Funding Sources: Local - \$0.00, Title III - \$0.00					
4) Provide professional development to all staff in teaching and learning strategies, reading across the curriculum, emphasizing reading and math techniques to assist special education students.		Leader: Chief of Elementary Education & Chief of Secondary Education. Others involved: SpEd Director, PD Director, Principals, and TEA Service Centers	1) Evidence of implementation includes training SAMs.			
	Funding Sources: Local - \$0.00, Title II-A - \$0.00					


5) Continue teacher/administrator training in technology.		Leader: Principals Others involved: Director of Technology	1) Evidence of implementation are Eduphoria registration report and surveys.			
	Funding Sources: Title I-A - \$0.00, Local - \$0.00					
6) Provide professional development for administrators to increase leadership skills and curriculum and instruction skills.		Leader: District Administration	1) Evidence of implementation includes Eduphoria registrations.			
	Funding Sources: Title I-A - \$0.00, Title II-A - \$0.00					
7) Pilot a micro-credentialing program at Everman Joe C. Bean High School.		Leader: Chief of Secondary Education. Other: High School principal.				
						

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

**Performance Objective 3:** To develop a plan to increase employee performance.

**Evaluation Data Source(s) 3:** Professional development or action plan to address lowest evaluation domain for each employee classification.

**Summative Evaluation 3:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 7 1) Provide Dana Center Walk-Through training to all Principals, Assistant Principals, and Instructional Coaches.		Chief of Elementary Education Chief of Secondary Education	1) Walk-through reports.			
		Leader: Principals	1. Evidence of implementation includes Data Walk summaries, SAMs and Action Plans.			
2) Follow-up on observations evaluations with grade level or campus conferences.	Funding Sources: Local - \$0.00					
3) PBIS training.		Leader: Assistant Superintendent of Student Services Others involved: Campus Administrators	1) Evidence of implementation includes Training SAMs.			
	Funding Sources: Local - \$0.00					
4) Track results of Dana Center walk-throughs from year-to-year.		Leader: Director of PD	1) Reports created to track improvement in data-walk results.			
	Funding Sources: Title I-A - \$0.00, Title II-A - \$0.00					
5) Purchase Edivate, including training for administrators and new teachers.		Leaders: Chief of Elementary Education & Chief of Secondary Education.	1) Edivate usage reports.			
	Funding Sources: Title II-A - \$0.00					
6) Principals will use an Edivate video to facilitate discussion during PLC's on high yield instructional strategies.		Leader: Director of Professional Development, Campus Principals	1) Usage reports.			
	Funding Sources: Title I-A - \$0.00, Title II-A - \$0.00					
						




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

**Performance Objective 4:** To develop a plan to increase employee retention rates.

**Evaluation Data Source(s) 4:** Turn-over rate for teachers of less than state average of 12.6%.

**Summative Evaluation 4:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Offer competitive salaries.		Leader: Board of Trustees	1) Evidence of impact is 12% or less turn-over rate. 2) Evidence of implementation includes Salary schedule.			
	Funding Sources: Local - \$0.00					
2) Hold EISD Career Fair.		Leader: Director of HR	1) Evidence of impact is 12% or less turn-over rate. 2) Evidence of implementation includes Career Fair Attendance.			
	Funding Sources: Local - \$0.00					
3) Continue Mentoring Program.		Leader: Director of Professional and Community Development	1) Evidence of impact is 12% or less turn-over rate. 2) Evidence of implementation includes Visitations/ Workshops.			
	Funding Sources: Local - \$0.00					
4) Continue EDIT Training.		Leader: Director of HR/Dir.	1) Evidence of impact is 12% or less turn-over rate. 2) Evidence of implementation includes Issue Survival Guide for Teachers.			
	Funding Sources: Local - \$0.00					
5) Other teacher trainings and new teacher trainings.	1, 4	Leader: Professional and Community Development Director	1) Evidence of impact is 12% or less turn-over rate. 2) Evidence of implementation meeting state assessment targets.			
	Funding Sources: Local - \$0.00, Title I-A - \$0.00, Title II-A - \$0.00					
6) Expand Bilingual Teacher Assistant Program.		Leader: BE/ESL Director	1) Evidence of implementation includes hiring assistants who have completed the program as Bilingual teachers.			
	Funding Sources: Local - \$0.00					
						

## System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Provide training for new teachers, and continue support for returning teachers, in highly effective instructional strategies.
1	1	2	Provide SIS staff for students in need of supplemental assistance including all student groups: ELL, A.A., special education, and at-risk students.
1	1	3	Continue PLC meetings focusing on admin feedback from data walks, lesson planning and data analysis.
1	1	4	Train all new secondary teachers with sheltered instruction strategies, and continue training returning teachers.
1	1	6	Provide reading intervention support and materials for bilingual ESL, special education students, and EIS.
1	1	7	Provide training for new elementary teachers on cooperative learning groups.
1	1	8	Provide research-based intervention in writing (Lucy Calkins, Empowering Writers, writing across the curriculum, secondary vertical team, etc.).
1	1	9	Provide research-based intervention programs in reading in all grade levels.
1	1	10	Review district wide Social Studies curriculum/assessment plan in grades 5-12, create elementary vertical social studies plan.
1	2	1	Continue to monitor and update campus assessment kits used to determine special education eligibility.
1	2	2	Continue providing training on STAAR and EOC assessments, readiness and supporting standards and accurate instructional level of student expectations.
1	2	3	Provide AP and Pre-AP, ACT, PSAT, SAT and TSI training and materials for teachers to enable students to meet the state testing standards.
1	3	1	Continue training and modeling/coaching differentiated instruction strategies and inclusion and co-teaching strategies.
1	3	4	Provide resources to support dyslexic students.
1	3	6	Identify and serve migrant students through Region 11.
1	3	8	Provide instructional and behavioral training to staff to understand needs of special education students. (ex. visual cues, check sheets, etc.)
1	3	9	Provide reading intervention support materials for bilingual ESL and special education students.
1	3	10	Provide after-school and/or Saturday tutorials to at-risk students in need of additional assistance.
1	3	11	Monitor and support ELL graduation requirements (review PGPs, Newcomer plans).
1	3	12	Purchase and utilize Renaissance BOY, MOY, and EOY testing in Reading and Math to gauge student growth and progress.
2	1	1	Have a Spanish interpreter present at district meetings.

<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Description</b>
2	3	4	Transition classes provided for functional academic and CCTP students.
2	4	3	Provide training services to parents and students (2T, 3T, Autism, Dyslexia, etc.).
4	3	1	Monitoring of at-risk populations and programs.
4	3	3	Provide technical assistance to Focus and TAIS campuses.