

HARTLEY INDEPENDENT SCHOOL DISTRICT
DISTRICT IMPROVEMENT PLAN
2016-2017

District Goal 1: Improve Student Achievement

Performance Objective 1: Improve STAAR scores for all students. All students will achieve a passing score on state assessments.

Summative Evaluation: STARR, EOC results, benchmark testing results, student failure rates, and other assessments.

Funding Sources: General Funds, State Compensatory Education Allotment\$, Title I Title II

<i>Action(s) Implementations</i>	<i>Needs Assessments</i>	<i>Special Populations</i>	<i>Person(s) Responsible</i>	<i>Timeline Start-End</i>	<i>Resources Human/Material</i>	<i>Formative Evaluation</i>	<i>Documented</i>
Analyze 2015-2016 STARR/EOC	Staar Results Report; DMAC reports	GT;ESL;ELL; AR;SE;E;G;ED;OSP	Principal Teachers	Aug-May	DMAC Contract w/Reg.16	STAAR Results; benchmark tests; teacher observation	Prof. Dev. Participation; DMAC results
Inventory deficient STAAR skills of all students.	SR;RC	GT;ESL;ELL; AR;SE;E;G;ED;OSP	Teachers	Aug-May	DMAC Contract w/Reg.16	Student Formative Assessments	Teacher Lesson Plans and Grade Books; teacher assessments
Tutorial Periods	Tutorial results; SR;RC	GT;ESL;ELL; AR;SE;E;G;ED;OSP	Principal Teachers	Aug. -May	Benchmark tests/Teachers	At-Risk Rosters; Report Cards; Benchmarks	Teacher List. Student Schedules; Tutorial Sign-In Sheets, failure list
Reading Instruction Training And AR Emphasis	Report Card, STAAR	ELL, ESL, ED, SE	1-8 ELA Teachers	Aug. -May	Reading materials; Vocabulary. PTO help, Prizes	Reading levels	Completed training
Provide Instructional Support For ELL; GT; 504; At-Risk ELL Inclusion	RPTE; STAAR; OLPT; G/T Screening; AEIS-IT Reports	ESL/LEP; G/T/504; AT	Principal; ESL Coor.; G/T Committee; 504 Coor.; AR Coor.	Aug. - May	ESL Supplies; GT Supplies; 504 Ind. Acom. Plan; Accelerated Reading; Tutorials; Extended Day, New Spanish speaking aid	ESL Formative Assessment; Student Grades; Progress Reports and Report Cards	Teacher Lessons Plans and Appropriate Committee Minutes
Provide Instructional Support for Students Not Mastering STAAR Objectives and Not Passing the STAAR Test	DMAC; SR; RC; GR; Teacher Observation	GT;ESL;ELL; AR;SE;E;G;ED;OSP	K-12 Teachers	Aug. -May	Technology Resources; Teachers/Aides Tutorials; Extended Day,	Progress Reports and Report Cards; Benchmark testing	EDP Eval.; Attendance Registration; Lesson Plans, extended day

Needs Assessment: TAPR, AYP, TPRI, RTPE, OLPT, SDAA, SAT, ACT, PLAN, ITBS, TAKS, AT=Achievement Tests, SS=Student Survey, PS=Parent Survey, FS= Faculty Survey, DR=Discipline Report, SR= Student Reports, RC=Report Cards, GR=Grade Reports, O=Others (Specify)

Special Populations: GT= Gifted and Talented, ESL= English as a Second Language, ELL= English Language Learners, AR= At Risk, SE= Special Education, E=Ethnicity, G= Gender, ED= Economically Disadvantaged, OSP= Other Special Population (Specify)

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Improve Technology integration and access to support curriculum	Tech. Plan;	GT;ESL;ELL; AR;SE;E;G;ED;OSP	Principal; Tech. Committee Chair	Aug. -May	Tech Resources (See Tech Plan)	Tech. Inventories	Year-End Tech. Inventories
Acquire Additional Books and Materials to Support Curriculum and STARR tests, ELEM ELA and Writing Curriculum	PS; SS; FS; TPRI; RTPE	GT;ESL;ELL; AR;SE;E;G;ED;OSP	Library Aide Principal	Aug- May	Book Fair and Additional Books	Increase in Student Usage	P.P.'s for Books; Increased Library Inventory
Benchmark Testing/Data Analysis for STAAR	TAPR; DMAC RTPE; AIMS WEB Teacher	GT;ESL;ELL; AR;SE;E;G;ED;OSP	Principal Teachers	<u>Three Times a Year</u> ; Aug. Dec. and Feb.	Benchmark Tests; AEIS-IT; Program Scanner	Completed Benchmarks; Student Scores	Benchmark Scores
Accelerated Reading Program (K-12)/STARR Testing	FS; PS; SS;TAPR; DMAC	GT;ESL;ELL; AR;SE;E;G;ED;OSP	K-12 Teachers	Aug - May	Library Aide; AR Books; AR Tests	AR Reports; Student Grades	Library AR Circulation; STARR Test Completion
Provide Intensive Instructional Support For Homeless Students	ID. Homeless Students; Grant Administration	OSP – Homeless Students	Principal Teachers	Aug - May	Materials/Supplies	Student Grades; Student Assessments	Documentation for SHEP Grant
Provide Intensive Instructional Support For Migrant Students, ELL inclusion. Make plans for a full time ESL instructor.	ID. Migrant Students	OSP – Migrant	Migrant Coord.; Principal	Aug -May	Tutorials; Materials; Tech. Resources	Student Grades; Student Assessments	Migrant Doc. Reports For ESC 16
Credit Recovery Opportunities For Students to Regain Credit	TAPR; AYP; SC; RC; GR; Student Records	GT;ESL;ELL; AR;SE;E;G;ED;OSP	Principal Teachers	Aug -May	Tutorials; Materials; Tech. Resources; Special Assignment Lab	Student Grades; Student Credit Recovery	Graduation Rate; Advancement To Next Grade
Promote and teach Testing Vocab	SR;RC;	GT;ESL;ELL; AR;SE;E;G;ED;OSP	Principal Teachers	Aug -May	Vocab words used on STAAR Tests	Report cards, test results	Report cards, test results

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District Goal 1: Improve Student Achievement

Performance Objective 2: To implement school wide reform strategies to strengthen and enrich the educational environment.

Summative Evaluation: TAPR, DMAC, State and National Tests, Benchmark Tests, School Report Card, Student Grades, Student enrollment in courses, student schedules, and master schedule.

Funding Sources: : General Funds , State Compensatory Education Allotment\$, Title I , Title II

<i>Action(s) Implementations</i>	<i>Needs Assessments</i>	<i>Special Populations</i>	<i>Person(s) Responsible</i>	<i>Timeline Start-End</i>	<i>Resources Human/Material/ Fiscal</i>	<i>Formative Evaluation</i>	<i>Documented</i>
Adopt Textbooks Based on State of Texas Program	TAPR; SAT; ACT; PS; FS; SR; NCLB; AT; RC; GR; Other Testing	GT;ESL;ELL; AR;SE;E;G;ED;OSP (Migrant/Homeless)	Teachers; Principal	April	State Adoption and Conforming List; EMAT	TEKS Curriculum Guides; Graduation Requirements	Textbooks Are In The Athena Textbook Program
Curriculum Team Meetings	TAPR; SAT; ACT; PS; FS; SR; NCLB; AT; RC; GR; Other Testing	GT;ESL;ELL; AR;SE;E;G;ED;OSP (Migrant/Homeless)	Principal Teachers	Each six weeks	None	TEKS; Curriculum Alignment	Curriculum Alignment Meeting Agendas
Jr High behavior/grade incentive plan.	SR, DR, RC	All students)	Teachers; Principal	Aug - May	Principal, teachers, coach	Grade average above 80 and no office referrals	Grades office referrals
Increase The Amount And Quality Of Learning Time And Help Provide An Enriched And Accelerated Curriculum	TAPR; SAT; ACT; PS; FS; SR; NCLB; AT; RC; GR; Other Testing	GT;ESL;ELL; AR;SE;E;G;ED;OSP (Migrant/Homeless)	Teachers; Principal	Aug. -May	PDAS Eval. Instr.; Prof. Devil.; Teacher Mentoring	State Assessment Results	PDAS Eval. Instr.
Eliminate Gender Bias in Educational Program	TAPR; SAT; ACT; PS; FS; SR; NCLB; AT; RC; GR; Other Testing	All students	Principal Teachers	Aug.- May	Research Based Materials	K-12 Math/Science Scores; Graduation Rates	SAT; ACT; State Assessments; Graduation Rates
Plans and Programs to Support all special populations	TAPR; SAT; ACT; PS; FS; SR; NCLB; AT; RC; GR; Other Testing	GT;ESL;ELL; AR;SE;E;G;ED;OSP (Migrant/Homeless)	Principal Teachers	Aug. -May	Research Based Materials	IEP, GT, and At- Risk Evaluation/ Instructional Strat.	Student Grades/Progress Reports
Support two new CTE Endorsements.	TAPR; SAT; ACT; PS; FS; SR; NCLB; AT	All Students	Teacher, Principal Supt..		More computer and welding Equipment	Student interest success and buy in	Vocational/Technic al Programs in The HISD Curriculum,

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Evaluate Research-Based Innovative Instructional Strategies	TAPR; SAT; ACT; PS; FS; SR; NCLB; AT; RC; GR; Other Testing	GT;ESL;ELL; AR;SE;E;G;ED;OSP (Migrant/Homeless)	Principal Teachers	Aug. -May	Research Based Materials; Principal Conference; Teacher Conferences	Prof. Devl. Certs.; At-Risk Conference; Tech. Conference	Lesson Plans
Use a Continuous Improvement Data Analysis System to Determine Progress of All Students	TAPR; SAT; ACT; PS; FS; SR; NCLB; AT; RC; GR; Other Testing	GT;ESL;ELL; AR;SE;E;G;ED;OSP (Migrant/Homeless)	Principal Teachers	Aug.	DMAC	TAKS Results; CAT Meetings; CAT Agendas	DMAC Reports
Measures To Include Teachers In The Assessment Decisions To Improve Academic Achievement And Overall Instruc. Prog.	TAPR; SAT; ACT; PS; FS; SR; NCLB; AT; RC; GR; Other Testing	AR; SE; E; G; ED; OSP (Migrant/Homeless) GT; ESL; EII	Principal Teachers	Jan - Aug	DMAC	SBDM Com.; Campus Planning; Assessment Results	SBDM Com. Agendas; Assessment Results
Kindergarten Round-Up Program	Age and Residency	AR; SE; E; G; ED; OSP (Migrant/Homeless) GT; ESL; EII	Kindergarten Teacher and Principal	April	Information From Families; Round-Up Media Documents	Response to Kindergarten Roundup Letter	Sign-In Doc.; Enrollment in Program
6 Weeks Elementary Awards	Teacher input	AR; SE; E; G; ED; OSP (Migrant/Homeless) GT; ESL; EII	Principal, Teachers	Aug - May	Awards Organizing assemblies	Student, Parent , and Teacher Feedback	Awards Assemblies
PIEMS/TXIES Doc. Checks by All Program Coor. And Staff to Ensure Accuracy	Leaver Audit; AEIS	AR; SE; E; G; ED; OSP (Migrant/Homeless) GT; ESL; EII	PEIMS Coor.	Monthly	Information From Sp. Pop. Coor. And Teachers	Permanent Records	PEIMS Report
Maintain Continuum of Services For Sp. Pop.	TAPR;SAT;ACT; PS;FS;SR;NCLB; AT; RC;GR;AEIS-IT; Other Testing	AR; SE; E; G; ED; OSP (Migrant/Homeless) GT; ESL; EII	Sp. Ed Teacher SAA Director	Aug. -May	ARD Committee	Grades; Progress Reports; State Assessment	ARD Meetings Student Eval.
Offer tutorials for students at risk of failing	TAPR, AYP STAAR	All populations	Principal Teachers	Aug -May	C-Scope curriculum	Grades; Progress Reports; State Assessment	Printed scope and sequence
Academic UIL Prep days, tutorial period	RC,SR	All populations	Principal Teachers	Aug -May	Remediation Materials Teachers	Grades; Progress Reports; State Assessment	Failing list, tutorial list
PTO volunteer readers	TPRI, STARR, RC,SR	All populations	Principal Teachers	Aug -May	Teacher Volunteers Various resources	Reading level assessment	Various Assessments

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District Goal 1: Improve Student Achievement

Performance Objective 3: To improve norm referenced testing or other appropriate scores for post-secondary education of all students. Provide information to students and parents about college.

Summative Evaluation: SAT, ACT, PSAT, ASVAB, and other college norm referenced testing

Funding Sources: : General Funds, State Compensatory Education Allotment\$, Title I \$, Title II

<i>Action(s) Implementations</i>	<i>Needs Assessments</i>	<i>Special Populations</i>	<i>Person(s) Responsible</i>	<i>Timeline Start-End</i>	<i>Resources Human/Material/ Fiscal</i>	<i>Formative Evaluation</i>	<i>Documented</i>
Support Opportunities For Articulation Agreement Between HS and FPC For Dual Credit. Promote Dual Credit classes	NCLB	AR; SE; E; G; ED; OSP (Migrant/Homeless) GT; ESL; EII	Principal	Aug. -May	FPC DL Dir. Course Catalog	Course Offerings Sign-up Sheets Enrollment Forms	Student Grades; Articulation Contracts
Provide Counseling Services to Students About College Entrance Requirements And Testing Requirements	TAPR; Report Cards; AT; PS; SS; FS	AR; SE; E; G; ED; OSP (Migrant/Homeless) GT; ESL; EII	Principal Counselor	Aug.-May	College Materials From Various Colleges and Universities	Senior College Days	College Enrollment; Dual Credit Enrollment
Use Creative Scheduling Possibilities to Address The Needs of All Students	PS; SS; FS; AEIS; RC; SR	AR; SE; E; G; ED; OSP (Migrant/Homeless) GT; ESL; EII	Superintend Principal Teachers	Aug. -May	Special Assignment Lab	Student Needs Based on IEP* and Indicator Codes	Student's Schedules; Teacher/Paraprofessional Schedules
Provide Parent Training on Dual Credit and College Entrance.	TAPR; Report Cards; AT; PS; SS; FS	AR; SE; E; G; ED; OSP (Migrant/Homeless) GT; ESL; EII	Principal Counselor	Sept.	WTAM/AC/FPC Advisors and Admission Clerks	Parent Meetings Student Interests	Enrollment
Provide Financial Aide Workshop For Higher ED.	TAPR; Report Cards; AT; PS;SS	AR; SE; E; G; ED; OSP H,M, ESL ELL	Principal Counselor	Feb.	Panhandle-Plains Student Loan Center	Parent Contact	Sign-In Documentation
Provide Career Counseling to 11 th and 12 th Graders	TAPR; Report Cards; AT; PS; SS; FS	AR; SE; E; G; ED; OSP, ESL GT (Migrant/Homeless)	Counselor	Aug. - May	Region 16 Support	Student Participation	Career Portfolio

Needs Assessment: TAPR, AYP, TPRI, RTPE, OLPT, SDAA, SAT, ACT, PLAN, ITBS, TAKS, AT=Achievement Tests, SS=Student Survey, PS=Parent Survey, FS= Faculty Survey, DR=Discipline Report, SR= Student Reports, RC=Report Cards, GR=Grade Reports, O=Others (Specify)

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Develop PGP For Students in 9-12 Grades	TAPR; Report Cards; AT; PS; SS; FS	AR; SE; E; G; ED; OSP (Migrant/Homeless) GT; ESL; EII	Principal	Aug. -May	Region 16 Support	NCLB; Parent Contact	Completed PGP
Make ACT prep classes available	Report Card; AT; PS; SS; FS	AR; SE; E; G; ED; OSP (Migrant/Homeless) GT; ESL; EII	Principal	Aug - May	Odyessyware and Off campus study sessions.	Log in sheets	Course completion
Career And Scholarship Hall Display And Info. Center	PS; SS; FS; RC; SR	AR; SE; E; G; ED; OSP (Migrant/Homeless) GT; ESL; EII	Principal	Aug. -May	Scholarship/Career Posters And Information	None	Bulletin Board; Scholarship Table; HISD Web Site
Continued Development of Vocational and Technical Course Offerings	Report Card; AT; PS; SS; FS	AR; SE; E; G; ED; OSP (Migrant/Homeless) GT; ESL; EII	Principal CATE Coord.	Aug - May	Research Based Materials	Master Schedule; Student Enrollment Form	Vocational/Technical Programs In The Master Schedule and Course Offerings
ESL Parent Conference	PS; ELL; ESL	ESL; ELL	ESL Coord.	Aug - May	Transportation	Parent Interest; Student Needs	Attendance Roster At The Conference
ESC contract – part time counselor	PS,FS,SS	Students Gr 10-12	Supt	Aug - May	Staff funding	College and fin aid meeting	Staff sign in sheets
College and Career fair, Job Shadowing	SS,FS,PS	Students Gr 10-12	Principal, counselor	Aug - May	Transportation	Student needs	Student sign in sheets

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District Goal 1: Improve Student Achievement

Performance Objective 4: To improve district attendance to 100% and eliminate dropouts.

Summative Evaluation: TAPR, Graduation Rate, and NCLB

Funding Sources: : General Funds , State Compensatory Education Allotment\$, Title I \$ Title II

<i>Action(s) Implementations</i>	<i>Needs Assessments</i>	<i>Special Populations</i>	<i>Person(s) Responsible</i>	<i>Timeline Start-End</i>	<i>Resources Human/Material/ Fiscal</i>	<i>Formative Evaluation</i>	<i>Documented</i>
Establish an Attendance Committee	Report Cards; AT; PS; SS; FS	AR; SE; E; G; ED; OSP (Migrant/Homeless) GT; ESL; EII	Principal; Teachers	Sept.	Absence Report	Attendance Reports, grades, Extra work	Functioning Committee
Provide Credit Recovery Options	TAPR; Report Cards; AT; PS; SS; FS	AR; SE; E; G; ED; OSP (Migrant/Homeless) GT; ESL; EII	Principal Teachers	Aug. -May	Tutorials; Teacher Material; Resources, Special Assignment Lab	Student Grades; Student Recovery Status	Graduation Rates; Students Making Progress Toward Graduation
Provide Intensive Remediation to Support All Students' Academic Progress	TAPR; Report Cards; AT; PS; SS; FS	AR; SE; E; G; ED; OSP (Migrant/Homeless) GT; ESL; EII	Principal Teachers	Aug.- May	Accelerated Reading; Tutorials; Extended Day; At-Risk Eval.;	Student Grades at 3 and 6 Weeks	Student Grades; Student Progress
Provide Counseling Opportunities For All Students	Report Cards; AT; PS; SS; FS	AR; SE; E; G; ED; OSP (Migrant/Homeless) GT; ESL; EII	Principal	Aug. -May	Counseling Materials	Discipline Referrals; College Ent. Doc.; Dual Credit Enrollment	Documentation of Counseling Services

Needs Assessment: TAPR, AYP, TPRI, RTPE, OLPT, SDAA, SAT, ACT, PLAN, ITBS, TAKS, AT= Achievement Tests, SS= Student Survey, PS= Parent Survey, FS= Faculty Survey, DR= Discipline Report, SR= Student Reports, RC= Report Cards, GR= Grade Reports, O= Others (Specify)

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HARTLEY INDEPENDENT SCHOOL DISTRICT
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District Goal 2: Nurture and develop teachers and other employees

Performance Objective 1: All faculty and staff members meet the “Highly Qualified” definition.

Summative Evaluation: Highly Qualified Status Report, TAPR, and NCLB

Funding Sources: : General Funds, State Compensatory Education Allotment\$, Title I , Title II

<i>Action(s) Implementations</i>	<i>Needs Assessments</i>	<i>Special Populations</i>	<i>Person(s) Responsible</i>	<i>Timeline Start-End</i>	<i>Resources Human/Material/ Fiscal</i>	<i>Formative Evaluation</i>	<i>Documented</i>
All Teachers Highly Qualified	HQ Status Report; TAPR; Teacher Records	All Populations	Superintendent Principal	Aug. -May	ESC 16; Professional Del.	None	Teacher Certification Records; HQ Report
Retain Highly Qualified Staff Members at HISD	HQ Status Report; TAPR; Teacher Records	All Populations	Superintendent Principal	Aug. -May	ESC 16; Professional Del District housing.	HQ Report	Teacher Certification Records; HQ Report
Recruit HQ Staff Members	HQ Status Report; TAPR; Teacher Records	All Populations	Superintendent Principal	Aug. -May	ESC 16; Professional Del. District housing	Interview Process	Teacher Certification Records; HQ Report
Online Recruiting and Employment System	HQ Status Report; TAPR; Teacher Records	All Populations	Principal Teachers	Aug. - May	Internet; Technology; Web Designer	Number of Applications	Web Site Completion and Usage
HISD Employee Handbook For All Staff	HQ Status Report; TAPR Teacher Records	None	Superintendent Principal	Aug.	Employee Handbook	None	Signed Doc. From Emp. Handbook
TTES System	PDAS; PS; FS; ;SS	All Populations	Principal	Sept. - April	PDAS Evaluation Forms and Documentation	Previous PDAS Evaluations	Current PDAS Evaluation
Use Local Colleges and Universities to Recruit HQ Staff Members	HQ Status Report; TAPR; Teacher Records	None	Superintendent Principal	Aug. July	Telephones; Mail; Fax and Job Fairs	None	Resumes and Contact Logs With Local Colleges and Un.
Acknowledge teacher accomplishments	Student success	Teachers	Principal	Aug - May	Walkthrough and the appraisal process		Verbal or written praise
Collaboration meetings	CNA	Teachers	Teachers, Principal	Aug- May	TEKS and other teaching materials	Meeting times and schedule	Meeting times and schedule

Needs Assessment: TAPR, AYP, TPRI, RTPE, OLPT, SDAA, SAT, ACT, PLAN, ITBS, TAKS, AT= Achievement Tests, SS= Student Survey, PS= Parent Survey, FS= Faculty Survey, DR= Discipline Report, SR= Student Reports, RC= Report Cards, GR= Grade Reports, O= Others (Specify)

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District Goal 2: Nurture and develop teachers and other employees

Performance Objective 2: All faculty and staff members will have focused and research-based professional development..

Summative Evaluation: Highly Qualified Status Report, and NCLB

Funding Sources: : General Funds, State Compensatory Education Allotment\$, Title I \$, Title II

<i>Action(s) Implementations</i>	<i>Needs Assessments</i>	<i>Special Populations</i>	<i>Person(s) Responsible</i>	<i>Timeline Start-End</i>	<i>Resources Human/Material/ Fiscal</i>	<i>Formative Evaluation</i>	<i>Documented</i>
High Quality Professional Development For All Staff Members In All Areas	NCLB: AYP; PS; FS; SS; GR; PDAS Eval.	GT; ESL; ELL; AR; SE; ED; E; G; ED; OSP	Principal Teachers	Aug. - May	Contracts With Region 16	Student improvement	Professional Development Certificates
Provide PDAS Update Training For Experienced Teachers	NCLB: AYP; PS; FS; SS; GR; PDAS Eval.	GT; ESL; ELL; AR; SE; ED; E; G; ED; OSP	Principal	Aug	PDAS Development Materials; Region 16	Prior Evaluation; State Law	Prof. Dev. Certificates
Provide PDAS and Targeted Professional Development For New Teachers	NCLB: AYP; PS; FS; SS; GR; PDAS Eval.	GT; ESL; ELL; AR; SE; ED; E; G; ED; OSP	Principal	Aug. - May	PDAS Development Materials; Region 16	Prior Evaluation; State Law	Prof. Dev. Certificates
Provide Professional Development to Impact Sp. Population Students	NCLB: AYP; ; PS; FS; SS; GR; PDAS Eval.	GT; ESL; ELL; AR; SE; ED; E; G; ED; OSP	Principal; SSA; Teachers	Aug. - May	Region 16; SSA	Student improvement	Prof. Dev. Certificates
Provide Training to Staff As To Student Confidentially	NCLB: AYP; PS; FS; SS; GR; PDAS Eval.	GT; ESL; ELL; AR; SE; ED; E; G; ED; OSP	Principal; SSA	Aug.	SSA; Prof development	Observations of what is being said.	Prof. Dev. Certificates and agenda
Establish Professional Development Goals Based on Need and Self Evaluation	NCLB: AYP; PS; FS; SS; GR; PDAS Eval.	GT; ESL; ELL; AR; SE; ED; E; G; ED; OSP	Principals Teachers	Sept.	Needs Assessment; DIP	Student improvement	Professional Dev. Goals are established
Ensure That All Prof. Dev. Is Aligned With DIP and Prof. Dev. Goals	NCLB: AYP; ; PS; FS; SS; GR; PDAS Eval.	GT; ESL; ELL; AR; SE; ED; E; G; ED; OSP	Principal;	Sept.	Needs Assessment; DIP	Student improvement	Prof. Dev. Reports
Administrators Will Attend High Quality Prof. Dev.	NCLB: AYP; ; PS; FS; SS; GR; P	GT; ESL; ELL; AR; SE; ED; E; G; ED;	Superintendent Principal	Aug. - July	DIP; Staff Dev. Plan	Student improvement	Professional Dev. Certificates

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District Goal 3: Improve facilities and maintain a safe and secure environment

Performance Objective 1: The district will ensure a safe and secure environment 100% of the time and keeping all stakeholders in the educational environment informed of the dangers of drug abuse, bullying, harassment, and other unsafe behaviors.

Summative Evaluation: , Discipline Records, and Truancy Records, completed building projects

Funding Sources:

General Funds, State Compensatory Education Allotment\$, Title I \$ Title II \$

<i>Action(s) Implementations</i>	<i>Needs Assessments</i>	<i>Special Populations</i>	<i>Person(s) Responsible</i>	<i>Timeline Start-End</i>	<i>Resources Human/Material/ Fiscal</i>	<i>Formative Evaluation</i>	<i>Documented</i>
Distribute the Student Handbook and Code of Conduct to Students and Parents	NCLB; AYP; ; PS; FS; SS; GR; DR; Fed. And State Law; Charter Program	GT; ESL; ELL; AR; SE; ED; E; G; OSP	Principal Teachers Admin. Assist.	Aug.	Professionally Printed Handbook and Code of Conduct	State/Fed. Law Parent Contact	Student and Parent Signature on Appropriate Pages of Handbook and Code of Conduct
Distribute Electronic Acceptable Use Policy	NCLB; AYP; ; PS; FS; SS; GR; DR; Fed. And State Law; Charter Program	GT; ESL; ELL; AR; SE; ED; E; G; OSP	Principal Teachers Admin. Assist.	Aug.	Printed Material	State/Fed. Law Parent Contact	Student and Parent Signature on Appropriate Pages of Acceptable Use Policy
Continue Red Ribbon Week For Drug and Alcohol Awareness	NCLB; AYP; TAPR; PS; FS; SS; GR; DR	GT; ESL; ELL; AR; SE; ED; E; G; OSP	Principal Teachers Admin. Assist.	Nov	Red Ribbon Week Materials; Region 16 Support	Previous Year R.R. Week Activities	R.R. Week Documentation
Implement Bullying & Harassment Program	NCLB; AYP; ; PS; FS; SS; GR; DR; Fed. And State Law; Charter Program	GT; ESL; ELL; AR; SE; ED; E; G; OSP	Principal Teachers Admin. Assist.	Aug. May	Assemblies; Other Instructional Resources	Federal/State Law	Curriculum implemented; Participation
Classroom Teachers Will Post Expected Behavior	NCLB; AYP; ; PS; FS; SS; GR; DR	GT; ESL; ELL; AR; SE; ED; E; G; OSP	Principal Teachers	Aug. - May	Classroom Rules Posted	Past Experience	Posters in Each Classroom
Use Interquest Canine Detection (Drug Dog)	NCLB; AYP; ; PS; FS; SS; GR; D	GT; ESL; ELL; AR; SE; ED; E; G; OSP	Superintendent Board of Trustees	Aug. May	Contract Approved and Signed by Board	Previous Year Usage and Reports	Signed Contracts and Records of Visits

Needs Assessment: TAPR, AYP, TPRI, RTPE, OLPT, SDAA, SAT, ACT, PLAN, ITBS, TAKS, AT= Achievement Tests, SS= Student Survey, PS= Parent Survey, FS= Faculty Survey, DR= Discipline Report, SR= Student Reports, RC= Report Cards, GR= Grade Reports, O= Others (Specify)

Special Populations: GT= Gifted and Talented, ESL= English as a Second Language, ELL= English Language Learners, AR= At Risk, SE= Special Education, E= Ethnicity, G= Gender, ED= Economically Disadvantaged, OSP= Other Special Population (Specify)

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Continued Character Education	NCLB; AYP; ; PS; FS; SS; GR; DR; Fed. And State Law; Charter Program	GT; ESL; ELL; AR; SE; ED; E; G; OSP	Principal Teachers	Aug. - May	Character Counts Posters and Instructional Materials	Student Need and Discipline Referrals	Lesson Plans; Community Service Projects; Lower Discipline Referrals
Dating Violence Education and harassment	PS; FS; SS; GR; DR; Fed. And State Law; Charter Program	All Populations	Principal teachers	Aug. - May	Classroom Curriculum Health and Government	State Law	Lesson Plans
Fire Safety and Fire Prevention Program	PS; SS; FS	GT; ESL; ELL; AR; SE; ED; E; G; OSP	Principal Teachers	Dec.	Hartley V.F.D. and EMS	Doc. From V.F.D.	Program Presented By V.F.D.
Freedom Week	State Law	GT; ESL; ELL; AR; SE; ED; E; G; OSP	History Teacher	Oct.	Classroom Resources	State Law	Activities Filed
New Facilities		All Students	Supt School Board Contractors	Aug-Aug	Building Material	Inspections	Completed Projects
Have Exit Signs Posted At Doors	PS; FS; SS; ESL	OSP – General Public	Superintendent Principal Maint. Dept.	Aug. - May	Sign Company Safe Schools	Requested by Staff	Signs At Doors

Needs Assessment: TAPR, AYP, TPRI, RTPE, OLPT, SDAA, SAT, ACT, PLAN, ITBS, TAKS, AT= Achievement Tests, SS= Student Survey, PS= Parent Survey, FS= Faculty Survey, DR= Discipline Report, SR= Student Reports, RC= Report Cards, GR= Grade Reports, O= Others (Specify)

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HARTLEY INDEPENDENT SCHOOL DISTRICT
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District Goal 4: Maintain Active Community and Parent Participation in School Events

Performance Objective 1: All Parents and Community Members Will Be Informed Of Activities and Encouraged to Participate or Attend in All School-Sponsored Events

Summative Evaluation: AEIS, PS, SS, FS, and DR

Funding Sources: : General Funds , State Compensatory Education Allotment\$ Title I \$ Title II \$

<i>Action(s) Implementations</i>	<i>Needs Assessments</i>	<i>Special Populations</i>	<i>Person(s) Responsible</i>	<i>Timeline Start-End</i>	<i>Resources Human/Material/ Fiscal</i>	<i>Formative Evaluation</i>	<i>Documented</i>
Staff Development On The Value of Parent Involvement	TAPR; PS; SS; FS; AT; GR; SR; DR	All Populations	Supt. Principal Teachers	Aug. - May	Staff Development Activities	Parent Contacts	Staff Development Documentation and Certificates
College and Career Resources	TAPR; PS; SS; FS; AT; GR; SR; DR	All Populations	Principal Teachers Admin. Assistants	Aug. - May	Student /Parent Resources	Parent Contacts	Resource Table
School Open House/ Title I Review and Training Meeting	PS; SS; FS; AT; GR; SR; DR	All Populations	Superintendent Principal Teachers Admin. Assistants	Sept.	Title I Material/ESL Material (State Law)	Parent Participation	Sign-In Documentation; Parent Contacts
Parent Conferences	TAPR; PS; SS; FS; AT; GR; SR; DR	All Populations	Principal Teachers Admin. Assistants	Aug. - May	Report Cards; Progress Reports; Preparation Material	Parent Contacts	Parent Contact Log
Web Site postings, schedules, etc Website and New Marque	AEIS; PS; SS; FS; AT; GR; SR; DR	All Populations	Superintendent Principal Teachers Admin. Assistants	Aug. - July	Web Site New Marque	Parent Contacts	Web Site Usage Log
Provide Training to LPAC Parent Representative	TAPR; PS; SS; FS; AT; GR; SR; DR	ESL; ELL	ESL Coor.	Sept.	None	Parent Contacts	Sign-In documentation From Training
In-Home Training and Visits For LEP Parents and Migrant Children	TAPR; PS; SS; FS; AT; GR; SR; DR	ESL; ELL; Migrant	Migrant Coor.	Aug. May	Bridges Curriculum; Training for Migrant Paraprofessional	Parent Contacts	In-Home Training Workshop Dates

Needs Assessment: TAPR, AYP, TPRI, RTPE, OLPT, SDAA, SAT, ACT, PLAN, ITBS, TAKS, AT=Achievement Tests, SS=Student Survey, PS=Parent Survey, FS= Faculty Survey, DR=Discipline Report, SR= Student Reports, RC=Report Cards, GR=Grade Reports, O=Others (Specify)

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English/Spanish Parent Liaison	TAPR; PS; SS; FS; AT; GR; SR; DR	ESL; ELL	Principal Bi-Lingual Aides	Aug. - May	Maintain Employment of These Positions	Parent Contacts	Currently Employed Liaisons
News Print of Activities and Successes In HISD	PS; SS; FS; AT; GR; SR; DR	All Populations	Principal Supt Coaches	Aug. - May	None	Parent Contacts	Copy of Filed News and Archived News
Community Service Projects	PS; SS; FS; AT; GR; SR; DR	All Populations	Principal Sponsors Coaches	Aug. - May	List of Possible Community Projects	Parent Contacts	Completed Projects
Band and Music Concerts	PS; SS; FS; AT; GR; SR; DR	All Populations	Music Teacher	Dec. - May	Music Materials	Previous Years Music Concerts	Concert Programs
Participation In Extracurricular Activities and improved school spirit	PS; SS; FS; AT; GR; SR; DR	All Populations	Coaches; Sponsors, Cheerleaders	Dec. - May	Extracurricular Activities Info. To Students and Parents	Participation 6-12	Participation Numbers
Progress reports for all students every 3 weeks	PS,FS	All Populations	Principal Teachers	Aug - May	Progress reports	Needs Assessment	Report Cards
Record comments on report cards as needed	PS, FS	All Populations	Principal Teachers	Aug - May	Progress Reports	Needs Assessment	Report Cards
Written communication with parents in Eng and Spanish	PS, FS	All Populations	Principal Teachers	Aug - May	English to Spanish translators	Needs Assessment	Spanish and English versions
Increase communication concerning school activities/ school closings. Instant Alert system	PS, FS,	All Populations	Superintendent Principal Teachers	Aug - May	Billboard, announcements, instant alert system	Needs Assessment	Updated bill board, instant alert messages
Improve internal communication through morning announcements, monthly calendar and communication screens	PS, FS,	All Populations	Superintendent Principal Teachers	Aug - May	Announcements calendars screens	Needs Assessment	Morning announcements, calendars, screens
Monthly calendars, menus, schedules posted on the website. Inform parents of grade – Parent Portal	PS, FS,	All Populations	Principal Technology Director	Aug - May	Parent portal, phone calls,	Needs Assessment	Web Postings and parent contacts
Improve ethnic diversity of volunteers	PS, FS	ESL, ELL, Migrant	Principal Teachers, Aids	Aug - May	Bi-lingual volunteers	Needs Assessment	Ethnic make up of volunteers

Needs Assessment: TAPR, AYP, TPRI, RTPE, OLPT, SDAA, SAT, ACT, PLAN, ITBS, TAKS, AT= Achievement Tests, SS= Student Survey, PS= Parent Survey, FS= Faculty Survey, DR= Discipline Report, SR= Student Reports, RC= Report Cards, GR= Grade Reports, O= Others (Specify)

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HARTLEY INDEPENDENT SCHOOL DISTRICT
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District Goal 5 To ensure proper implementation and use of all special programs.

Performance Objective 1 Hartley ISD will coordinate all special programs to increase academic progress.

Title 1 Part C

Summative Evaluation: AEIS, PS, SS, FS, and DR

Funding Sources: State Compensatory Education Allotment\$ Title I \$ Title II

<i>Action(s) Implementations</i>	<i>Needs Assessments</i>	<i>Special Populations</i>	<i>Person(s) Responsible</i>	<i>Timeline Start- End</i>	<i>Resources Human/Material/ Fiscal</i>	<i>Formative Evaluation</i>	<i>Documented</i>
Identify and recruit eligible migrant children ages 3-21 through home visits, visibility in community, churches, grocery store, etc	Log in sheets	Migrant	Migrant Staff	On going	MEP Funds, Local	Logs/Schedules	Number recruited
Remain current on NGS and TMSTPS ages 3-21 and attend training	Prof. Development	Migrant	Migrant Staff	Fall, Spring, Summer	MEP Funds	Report dates, training scheduled	Daily/Weekly Schedule
Provide MSC ages 3-21 to coordinate school programs and provide	Log in sheets	Migrant	Migrant Staff	Daily	MEP Funds Local	Daily Schedule	Records of services provided

Needs Assessment: TAPR, AYP, TPRI, RTPE, OLPT, SDAA, SAT, ACT, PLAN, ITBS, TAKS, AT= Achievement Tests, SS= Student Survey, PS= Parent Survey, FS= Faculty Survey, DR= Discipline Report, SR= Student Reports, RC= Report Cards, GR= Grade Reports, O= Others (Specify)

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**HARTLEY INDEPENDENT SCHOOL DISTRICT
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services for migrant families							
Provide either a home-based or school based early childhood education program ages 3 – Grade 2	Log in sheets	Migrant	Supt Migrant Staff	Weekly or Daily	Title I, Part A, SCE, Local, MEP	Checklists, Progress reports, report cards, TPRI	Annual Evaluation Report
Ensure graduation enhancement grades 7-12 by compiling data, monitoring progress, and providing educational opportunities to meet student needs	SR,RC,GR,TAKS	Migrant	Migrant staff Counselor	Each semester	Local MEP Funds	NGS Records	Graduation rate of migrant students
Provide secondary credit exchange and accrual grades 9-12 that cross references NGS educational data with official transcript to verify course credit for appropriate placement	SR,RC,GR,TAKS	Migrant	Counselor Migrant staff	As needed	MEP Funds Local	NGS Records, transcripts	Credits attained
Conduct a comprehensive needs assessment of migrant student areas of strengths and weaknesses, including preschool students	SRRC,GR,TAKS	Migrant	Administrator Migrant staff	April – August	MEP Funds, Title I, Part A, Local	Migrant student data disaggregated	Areas of strengths and weaknesses identified
Provide services that are migrant specific i.e. tutorials, remediation, computer-assisted instruction, support services, etc., based on migrant student performance data	SR,RC,GR,TAKS	Migrant	Administrator Migrant staff	Daily	MEP Funds, Title I, Part A, BE/ESL, Special Education, Local	List of students who have greatest need (Priority of Services Students)	TAAS/TAKS/RPTE/TPRI, Checklist scores
Provide researched based staff development opportunities for professionals as well as paraprofessionals with input from migrant staff	SR,RC,GR,TAKS	Migrant	ESC Principal	Fall, Spring	Title I, Part A Title II, Part A Local, MEP	Staff development calendar/registration/ Staff development forms, minutes of meetings, etc.	Attendance certificates

Needs Assessment: TAPR, AYP, TPRI, RTPE, OLPT, SDAA, SAT, ACT, PLAN, ITBS, TAKS, AT= Achievement Tests, SS= Student Survey, PS= Parent Survey, FS= Faculty Survey, DR= Discipline Report, SR= Student Reports, RC= Report Cards, GR= Grade Reports, O= Others (Specify)

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**HARTLEY INDEPENDENT SCHOOL DISTRICT
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Ensure teachers/ paraprofessionals have proper certification/endorsements	Certifications, Endorsements	Migrant	Supt	Spring, Summer	Local	Job description	Teacher/Para- Professional Certificates
Provide a list of the migrant students who have needs of the highest priority and services being provided to students	SR,RC,GR,TAKS,TPRI	Migrant	Migrant Staff	August – September	MEP Funds	MSC Schedule	List of students
Work with PEIMS staff to ensure accuracy of MEP student data	SR,RC,GR,TAKS,TPRI	Migrant	MSC/Principal	Monthly	MEP/Local	PEIMS errors	PEIMS reports
Document federal, state, and local programs that serve Priority for Services students	SR,RC,GR,TAKS,TPRI	Migrant	Supt	Annually	Local, federal/state program planning meetings	Data, minutes, etc.	Increased migrant students performance
Provide priority placement to Priority for Services students	SR,RC,GR,TAKS,TPRI	Migrant	MSC/Administrators	As needed	Local	Student schedules	Increased migrant students performance
Track the academic progress of students identified as Priority for Services	SR,RC,GR,TAKS,TPRI	Migrant	MSC	Each 6 weeks	MEP Funds	MSC contact reports	Increased migrant students performance
Make periodic visits to update parents on academic progress	SR,RC,GR,TAKS,TPRI	Migrant	MSC	Fall/Spring	MEP Funds	MSC log	Increased migrant students performance
Ensure Priority for Services students receive priority access to social w	Prof. Devel, Observation, SS agencies	Migrant	MSC	As needed	MEP Funds	<i>Professional contacts</i>	Services provided

Needs Assessment: TAPR, AYP, TPRI, RTPE, OLPT, SDAA, SAT, ACT, PLAN, ITBS, TAKS, AT= Achievement Tests, SS= Student Survey, PS= Parent Survey, FS= Faculty Survey, DR= Discipline Report, SR= Student Reports, RC= Report Cards, GR= Grade Reports, O= Others (Specify)

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HARTLEY INDEPENDENT SCHOOL DISTRICT
DISTRICT IMPROVEMENT PLAN
2016-2017

District Goal 5 To ensure proper implementation and use of all special programs.

Performance Objective 2 - Hartley ISD will coordinate all special programs to increase academic progress.

Title 1 Part A

Summative Evaluation: AEIS, PS, SS, FS, and DR

Funding Sources: : State Compensatory Education Allotment\$231,437, Title I \$19,393, Title II \$6,514

<i>Action(s) Implementations</i>	<i>Needs Assessments</i>	<i>Special Populations</i>	<i>Person(s) Responsible</i>	<i>Timeline Start-End</i>	<i>Resources Human/Material/ Fiscal</i>	<i>Formative Evaluation</i>	<i>Documented</i>
Conduct a comprehensive needs assessment of the entire school which may include but is not limited to: TAAS/TAKS, TPRI, RPTE, SDAA, PAS/DAS, AEIS indicators, AYP, staff development, SDFSC annual report, etc. (District Snapshot)	TAPR, TAKS.AYP TPRI, FS,PS,SS	ALL Students	Administrators Counselor Region 16	August – September	Title I, Part A, D MAC	Disaggregated data	Areas of strengths and weaknesses identified
Ensure schoolwide reform strategies that address areas of weaknesses as identified in the comprehensive needs	TAPR, TAKS.AYP TPRI, FS,PS,SS	ALL Students	Administrators Teachers	Daily	Title I, Part A Title II, Part A Title II, Part D Title IV, Title V, MEP, ESL, SCE, Local, Title III	Daily class schedules	Increased student scores TAAS/TAKS

Needs Assessment: TAPR, AYP, TPRI, RPTE, OLPT, SDAA, SAT, ACT, PLAN, ITBS, TAKS, AT=Achievement Tests, SS=Student Survey, PS=Parent Survey, FS= Faculty Survey, DR=Discipline Report, SR= Student Reports, RC=Report Cards, GR=Grade Reports, O=Others (Specify)

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assessment such as: (Accelerated Reader,, Saxon Math, Content Mastery Lab, Computer Assisted Instruction, etc.)							
Provide parent involvement activities that are planned by parents in order to increase parent involvement	PS, FS		Administrators Parent representatives	April/ May	Title I, Part A MEP, Local	Parent involvement activities scheduled on school calendar	Sign-in sheets at activities to determine increase/decrease
Conduct a survey of teachers to decide the use of alternative assessments	FS	ALL Students	Administrator,	Fall	Local	Agenda item and/or survey	List of assessments to be used
Coordinate federal, state, and local services and programs and integration with the schoolwide program		ALL Students	Administrator ESC	Fall	Title I, Part A, ESL, CATE, Dyslexia, Title II, Part A, Title II, Part D, Title III, Title IV, Title V, Title I, Part C, G/T, OEY, SCE, Local, Special Education	Agenda, minutes of meetings	List of programs by campus/district
Evaluate parent involvement program and include parents in the process	PS		Principals	Spring	Evaluation document	Results of evaluation	Adjustments made to program
Revise annually the School-Parent Compact and provide in English and Spanish	ESL, ELL Parents		Administrator	Time	Spring	Agenda, minutes, draft of compact	Written compact
Provide information/ communications in a format and in a language that parents can understand	ESL, ELL Parents	<i>All Parents</i>	Teachers	August – May	Title I, Part A, MEP, ESL	List of interpreters/translators	Copies of information/ communications
Provide parents information on the level of achievement of parent’s child on TAAS/TAKS and timely	TAKS, SR	<i>All Students All Parents</i>	Administrator	Four Weeks	Title I, Part A	List of students and teachers not certified	Copy of notice sent to parents

Needs Assessment: TAPR, AYP, TPRI, RTPE, OLPT, SDAA, SAT, ACT, PLAN, ITBS, TAKS, AT=Achievement Tests, SS=Student Survey, PS=Parent Survey, FS= Faculty Survey, DR=Discipline Report, SR= Student Reports, RC=Report Cards, GR=Grade Reports, O=Others (Specify)

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notice that the parent's child has been assigned to, or has been taught for four or more consecutive weeks by a teacher who is not certified							
Continue to monitor student progress and participation through AYP	AYP, TAKS	<i>All Students</i>	Administrators, counselors, teachers	Spring	Local	AYP report disaggregation	AYP annual report results

Needs Assessment: TAPR, AYP, TPRI, RTPE, OLPT, SDAA, SAT, ACT, PLAN, ITBS, TAKS, AT= Achievement Tests, SS= Student Survey, PS= Parent Survey, FS= Faculty Survey, DR= Discipline Report, SR= Student Reports, RC= Report Cards, GR= Grade Reports, O= Others (Specify)

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District Goal 5 To ensure proper implementation and use of all special programs.

**Performance Objective 3 - Hartley ISD will coordinate all special programs to increase academic progress.
SCE**

Summative Evaluation: AEIS, PS, SS, FS, and DR

Funding Sources: : State Compensatory Education Allotment\$231,437, Title I \$19,393, Title II \$6,514

<i>Action(s) Implementations</i>	<i>Needs Assessments</i>	<i>Special Populations</i>	<i>Person(s) Responsible</i>	<i>Timeline Start-End</i>	<i>Resources Human/Material/ Fiscal</i>	<i>Formative Evaluation</i>	<i>Documented</i>
Develop a policy for identifying, entering, and exiting students from the SCE program	SR,RC,GR,TAKS	AR	Superintendent/ Principal	August	SCE, Local	Meeting to develop policy	Local policy
Identify students at risk of dropping out of school using state criteria	SR,RC,GR,TAKS	AR	Administrator Counselor, Teachers	End of 1 st six weeks and through-out the school year as needed	Local	At-risk criteria distributed	List of at-risk students identified
Provide teachers with the confidential list of At-Risk students and supporting criteria used for identification	SR,RC,GR,TAKS	AR	Principal	Beginning of school	SCE, Local	List developed	All teachers with list and supporting documentation
Conduct a comprehensive needs assessment which includes but is not limited	SR,RC,GR,TAKS, RPTE	AR	Counselors Teachers Site base teams	May or August	Local, Title I, Part A, SCE	Data disaggregated for at-risk students	Results of comprehensive needs assessment

Needs Assessment: TAPR, AYP, TPRI, RTPE, OLPT, SDAA, SAT, ACT, PLAN, ITBS, TAKS, AT= Achievement Tests, SS= Student Survey, PS= Parent Survey, FS= Faculty Survey, DR= Discipline Report, SR= Student Reports, RC= Report Cards, GR= Grade Reports, O= Others (Specify)

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to TAAS/TAKS, dropout rate, RPTE, to identify areas to accelerate							
Serve PK-3 students who failed readiness test with accelerated, intensive program for early literacy	TAKS	AR	Elementary Principal	Fall – May	SCE, Title Local	Identified students failing readiness test placed in program	TPRI results
Serve pregnant students and parents through parenting programs		AR	Counselor	August - May	SCE	Program outline and students placed in programs	High school completion rates
Provide program for students in AEP, expelled, on parole, probation and previous drop-outs	GR,RC,GR	AR	Principals	August – May	SCE, Local	Disciplinary records Report card grades	TAKS Completion rate GED

Needs Assessment: TAPR, AYP, TPRI, RTPE, OLPT, SDAA, SAT, ACT, PLAN, ITBS, TAKS, AT= Achievement Tests, SS= Student Survey, PS= Parent Survey, FS= Faculty Survey, DR= Discipline Report, SR= Student Reports, RC= Report Cards, GR= Grade Reports, O= Others (Specify)

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