

Pearsall Independent School District

District Improvement Plan

2020-2021 Goals/Performance Objectives/Strategies



Mission Statement

In partnership with families and community, our purpose is to have a learning environment that is safe, nurturing, and student centered where everyone is accountable and all students are empowered to succeed.

En colaboración con las familias y la comunidad, nuestro propósito es tener un ambiente de aprendizaje seguro y educativo, centrado en el estudiante y donde todo el mundo es responsable y todos los estudiantes tienen el poder para tener éxito.

Vision

Leading the way, we will be recognized leaders in preparing students for life, college, and careers.

District Priorities and Core Values

District Priorities/Prioridades del Distrito

- Students will be proficient in both reading and math at every grade level. / Los estudiantes serán competentes en lectura y matemáticas en todos los grados.
- Teachers will successfully incorporate engaging activities which integrates technology, fine arts, & college and career readiness standards into the curriculum. / Los maestros incorporarán con éxito actividades interesantes que integra la tecnología, bellas artes, y la universidad y del grado de preparación de carrera en el plan de estudios.
 - Student, Parent, & Community Engagement Rate will increase. / Estudiantes, Padres, y Comunidad de compromiso tasa aumentará.
- District Personnel Retention Rate will increase. / Personal del Distrito tasa de retención se incrementará. • Ongoing support, to include professional development and training, for District personnel will be provided. / Apoyo constante, a fin de incluir el desarrollo y la formación profesional, para el Distrito serán proporcionados al personal.

Core Values

- A student is the most important person in any school.
- A student is not an interruption of our work- he or she is the purpose of our work.
- A student is not just a statistic. He or she is a flesh- and -blood human being with feelings and emotions like ourselves
- A student is one who comes to us with needs and/or wants. It is our job to fill them.

- A student is deserving of the most courteous and attentive treatment that we can provide.
- A student is the lifeblood of this and every other district. Without him or her, we would have to close our doors.

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Goal 3: By the end of the 2020-2021 school year, 100% of students will be informed of college and career opportunities and will have 70-75% of graduating seniors to be considered college and/or career ready (CCMR).	12
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Goals

Goal 1: By the end of the 2020-2021 school year student performance rates will increase for all students achieving STAAR passing and students achieving post secondary readiness standards from 61% approaches to 70%, and 35% meets and 25% masters.






Performance Objective 1: At the end of the 1st six weeks students will perform at 61% approaches and 30% meets, and 15% masters
 At the end of the 2nd six weeks students will perform at 63% approaches, 32% meets, and 16% masters
 At the end of the 3rd six weeks students will perform at 64% approaches, 33% meets, and 18% masters
 At the end of the 4th six weeks students will perform at 65% approaches, 33% meets, and 20% masters
 At the end of the 5th six weeks students will perform at 65% approaches, 34% meets, and 22% masters
 At the end of the 6th six weeks students will perform at 70% approaches, 35% meets, and 25% masters








Evaluation Data Sources: Curriculum

- Framework components,
- Walkthrough Data and form,
- Lesson Plans,
- Framework Components,
- unit assessment data
- TPRI data
- benchmark data
- BOY data

<p>Strategy 1: Monitor, Evaluate and Adjust the implementation of TEKS resource system to include the Pacing of Curriculum and Lesson Planning</p> <p>Strategy's Expected Result/Impact: Improve lesson planning and execution of lessons</p> <p>Staff Responsible for Monitoring: Instructional Leadership Teams</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - Results Driven Accountability</p> <p>Problem Statements: Student Achievement 1</p>	Reviews			
	Formative			Summative
	Oct	Jan	Mar	May

<p>Strategy 2: Monitor pacing of TEKS Resource System curriculum framework by conducting walkthrough visits of classrooms and checking data</p> <p>Strategy's Expected Result/Impact: Improve the implementation of the aligned, viable curriculum</p> <p>Staff Responsible for Monitoring: Instructional Leadership Teams</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 1</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
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<p>Strategy 3: Analyze Unit Tests, Performance Assessments, Benchmark results, as well as, state assessments to align/evaluate instruction</p> <p>Strategy's Expected Result/Impact: Improve classroom action steps taken by teachers to include interventions , differentiation, and reteach strategies</p> <p>Staff Responsible for Monitoring: Instructional Leadership Team</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 1</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
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<p>Strategy 4: Utilize Instructional Coaches to assist teachers with strategies and resources.</p> <p>Strategy's Expected Result/Impact: Improve classroom action steps taken by teachers to include interventions , differentiation, and reteach strategies through modeling and coaching support</p> <p>Staff Responsible for Monitoring: Instructional Leadership Team</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 1</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
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<p>Strategy 5: Introduce and execute an observation and feedback strategy using a coaching format to move towards every teacher observed weekly</p> <p>Strategy's Expected Result/Impact: Inform teaching practices based on observation and feedback</p> <p>Staff Responsible for Monitoring: Instructional Leadership Team</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 1</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
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<p>Strategy 6: Analyze reading/lexile proficiency levels for all students to provide appropriate instructional support.</p> <p>Strategy's Expected Result/Impact: Increase the number of students who meet expectations as a learner who is reading to learn</p> <p>Staff Responsible for Monitoring: Instructional Leadership Teams Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 1</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
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Strategy 7: Create Common Planning times and hold PD for teachers and Student data analysis meetings Strategy's Expected Result/Impact: Improve classroom action steps taken by teachers to include interventions , differentiation, and reteach strategies through the use of data Staff Responsible for Monitoring: Instructional Leadership Teams Teachers Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1	Reviews			
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Strategy 8: Provide ongoing staff training on Aware and data analysis tools needed by each campus. Strategy's Expected Result/Impact: Improve data conversations and data analysis meetings Staff Responsible for Monitoring: Instructional Leadership Teams Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
Strategy 9: Monitor and coach teachers on instruction, most importantly Engagement Strategy's Expected Result/Impact: Improve student outcomes Staff Responsible for Monitoring: Instructional Leadership Teams Teaches Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1	Reviews			
	Formative			Summative
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Strategy 10: Audit instructional resources and supplies Strategy's Expected Result/Impact: Improve alignment of written, taught, and assessed curriculum to improve student outcomes Staff Responsible for Monitoring: Instructional Leadership Team Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1	Reviews			
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Strategy 11: Coordinate and effectively implement PD for Pearsall ISD Staff and Tree Of Life Learning Academy, that enhances a deep understanding of the TEKS, classroom management strategies, EL strategies, TELPAS data, differentiation, strategies for GT students, basic foundational knowledge of reading skills and building relationships, phonics training, TEKS Resource System training, Leadership coaching training/support Strategy's Expected Result/Impact: Build capacity of all staff to improve student outcomes Staff Responsible for Monitoring: Director of Special Programs Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1	Reviews			
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Strategy 12: Monitor, adjust, & Evaluate interventions used for struggling students by analyzing teacher data and lesson plans Strategy's Expected Result/Impact: Improve student outcomes for all students by focusing on engagement Staff Responsible for Monitoring: Principals Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1	Reviews			
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Strategy 13: Evaluate and support the effectiveness of teachers utilizing T-TESS and Student Achievement Data Strategy's Expected Result/Impact: Improve the execution on written and assessed curriculum by teachers Staff Responsible for Monitoring: Principals Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1	Reviews			
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Strategy 14: Implementation of supplemental reading programs for students at all campuses Strategy's Expected Result/Impact: Increase the number of students reading on grade level and prepared to read for learning Staff Responsible for Monitoring: Director of Special Programs, Principals, Assistant Principals Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 1 Problem Statements:

Student Achievement
Problem Statement 1: As of the end of the 2018-2019 academic year, 61% of the students demonstrated approaches grade level in STAAR /EOC tested areas. Root Cause: PISD has faced challenges with developing a consistent and long-term plan for curriculum needs over the past 5-10 years to increase student performance.

Goal 2: By the end of the 2020-2021 school year student performance rates will increase for all students in Special Programs achieving STAAR passing and students achieving post secondary readiness standards from 45% approaches to 50% and 23% meets to 25% and 15% at masters.


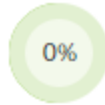
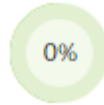

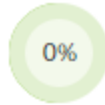
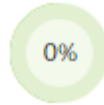

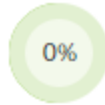
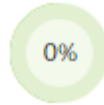
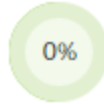
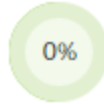
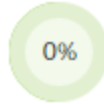









Performance Objective 1: At the end of the 1st six weeks students will perform at 25% approaches and 5% meets, and 5% masters
 At the end of the 2nd six weeks students will perform at 30% approaches, 5% meets, and 5% masters
 At the end of the 3rd six weeks students will perform at 35% approaches, 10% meets, and 5% masters
 At the end of the 4th six weeks students will perform at 40% approaches, 15% meets, and 10% masters
 At the end of the 5th six weeks students will perform at 45% approaches, 20% meets, and 10% masters
 At the end of the 6th six weeks students will perform at 50% approaches, 25% meets, and 15% masters









Evaluation Data Sources: Curriculum

- Framework components,
- Walkthrough Data and form,
- Lesson Plans,
- Framework Components,
- unit assessment data
- TPRI data
- benchmark data
- BOY data
- Professional Development
- Sign in sheets
- Agendas of training

<p>Strategy 1: Monitor, Evaluate and adjust interventions used for students who receive services in special programs and struggling students by analyzing assessment data, observation data, and lesson plans</p> <p>Strategy's Expected Result/Impact: Provide appropriate interventions in the classroom provided to students in Special Programs to improve their academic outcomes.</p> <p>Staff Responsible for Monitoring: Instructional Leadership Team Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 2</p>	Reviews			
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<p>Strategy 2: Monitor Effective Student Progress through Data tracking progress sheets specifically for students who receive services in Special Programs</p> <p>Strategy's Expected Result/Impact: improve data analysis to ensure appropriate interventions for special program students</p> <p>Staff Responsible for Monitoring: Instructional Leadership Team Teachers Interventionists</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 2</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
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<p>Strategy 3: Evaluate Special Education, Migrant, Bilingual, and ESL services for students by analyzing data, and instruction .</p> <p>Strategy's Expected Result/Impact: Build teacher capacity in providing appropriate interventions for students in special programs</p> <p>Staff Responsible for Monitoring: Instructional Leadership Team Special Programs Director Special Education Director</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 2</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
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<p>Strategy 4: Ensure Classroom/behavior Management programs are being utilized at campuses for Positive Reinforcement.</p> <p>Strategy's Expected Result/Impact: Decrease classroom disruptions that affect student academic outcomes</p> <p>Staff Responsible for Monitoring: Principals</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 2</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
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<p>Strategy 5: Attend training & conferences, Identify and provide services for McKinney Vento, Foster Care, and Migrant students</p> <p>Strategy's Expected Result/Impact: District will provide appropriate interventions to students in need to support success in school</p> <p>Staff Responsible for Monitoring: Special Programs Director Instructional Leadership Teams</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Funding Sources: - 211 Title I, Part A - 212</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
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<p>Strategy 6: Apply for Bilingual Exception and ESL Waiver</p> <p>Strategy's Expected Result/Impact: District will be in compliance with certification requirements of Bilingual/ESL programs</p> <p>Staff Responsible for Monitoring: Special Programs Director</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 2</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
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<p>Strategy 7: Evaluate Special Programs services for students who have failed state assessments and are assigned to Special Education, 504, Dyslexia, ESL/Bilingual by analyzing teacher data, instruction to meet students' needs.</p> <p>Strategy's Expected Result/Impact: Improve student outcomes for students who in special programs. This will increase the outcomes for students in Closing the Gaps</p> <p>Staff Responsible for Monitoring: Director of Special Programs</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 2</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
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<p>Strategy 8: Analyze progress of Special Programs students receiving additional instructional support from Paraprofessionals and provide professional development opportunities for them based on analysis</p> <p>Strategy's Expected Result/Impact: Build capacity of paraprofessionals, and increase the quality of interventions for students who receive support from the special programs department</p> <p>Staff Responsible for Monitoring: Director of Special Programs</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p> <p>Problem Statements: Student Achievement 2</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
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<p>Strategy 9: Build capacity of all educators on effective reading and mathematics intervention strategies including planning, execution and evaluation</p> <p>Strategy's Expected Result/Impact: Improve student outcomes for students identified as at-risk and struggling</p> <p>Staff Responsible for Monitoring: Director of Special Programs, Principals</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 2</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
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<p>Strategy 10: Build capacity of all educators on data analysis to inform instruction and capitalize on Eduphoria</p> <p>Strategy's Expected Result/Impact: Improve student outcomes by building the capacity of teachers in data driven instruction</p> <p>Staff Responsible for Monitoring: Director of Special Programs, Principals</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 2</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
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Strategy 11: Ensure Optional Flexible School Day and alternative DAEP Program to meet the needs of District Expectations for at-risk students Strategy's Expected Result/Impact: Decrease DAEP placements, and increase opportunities for students who need an alternative mode of accessing credits for graduation Staff Responsible for Monitoring: Director of Special Programs, Principal of Alternative School Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 2	Reviews			
	Formative			Summative
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Strategy 12: Effectively implement an RTI program that meets the needs of identified students. Strategy's Expected Result/Impact: Create a system to appropriately identify students who are in need of intervention in academics Staff Responsible for Monitoring: Director of Special Programs Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 2	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
Strategy 13: Bilingual Program training, campus support Strategy's Expected Result/Impact: Increase the outcomes of students in Bilingual Programs Staff Responsible for Monitoring: Director of Special Programs, Principals, Bilingual Programs Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 2	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
Strategy 14: Instructional Support for Secondary ESL Teachers Strategy's Expected Result/Impact: Increase the students outcomes for students in the ESL program Staff Responsible for Monitoring: Director of Special Programs, Principals, and ESL teachers Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 2	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 1 Problem Statements:

Student Achievement
Problem Statement 2: At the end of the academic 2018-2019 45% of students in special programs are demonstrating "approaches" in STAAR/EOC. Root Cause: The District lacked consistency in program (curriculum & instruction) delivery among the campuses.

Goal 3: By the end of the 2020-2021 school year, 100% of students will be informed of college and career opportunities and will have 70-75% of graduating seniors to be considered college and/or career ready (CCMR).

Performance Objective 1: By the end of the 2020-2021 school year, 100% of students will be informed of college and career opportunities and will have 70-75% of graduating seniors to be considered college and/or career ready (CCMR).

Strategy 1: Continue the implementation of a CCR curriculum Strategy's Expected Result/Impact: Increase opportunities for students to obtain certifications in career readiness Staff Responsible for Monitoring: High School Principal, CTE teachers Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: District Culture and Climate 1 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan 	Mar 	May
Strategy 2: Establish and convene an advisory committee for CTE Program and monitoring for JH and HS. Strategy's Expected Result/Impact: Increase the effectiveness of the CTE program through collaboration, and execution of a district plan Staff Responsible for Monitoring: Director of Special Programs Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: District Culture and Climate 1 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan 	Mar 	May
Strategy 3: Execute the implementation of College and Career Days Strategy's Expected Result/Impact: Increase the exposure of students to college and career opportunities Staff Responsible for Monitoring: Principals and Counselors Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: District Culture and Climate 1	Reviews			
	Formative			Summative
	Oct 	Jan 	Mar 	May
Strategy 4: Continue College Day Monday's Strategy's Expected Result/Impact: Increase student exposure to a variety of colleges and universities Staff Responsible for Monitoring: Principals and School Counselors Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: District Culture and Climate 1	Reviews			
	Formative			Summative
	Oct 	Jan 	Mar 	May

Strategy 5: Provide more opportunities for CTE personnel (teachers, counselors, and administrators) to attend statewide conferences. Strategy's Expected Result/Impact: Increase the professional capacity of teachers, counselors, and administrators in the provision of effective strategies in the delivery of CTE Staff Responsible for Monitoring: High School Principal and Counselors Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1 - District Culture and Climate 1 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan 	Mar 	May
Strategy 6: Purchase supplies and equipment to create educational environment conducive to learning & connecting the CTE academic content to real life applications. Strategy's Expected Result/Impact: Increase the effectiveness of the CTE program Staff Responsible for Monitoring: High School Principal Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: District Culture and Climate 1 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan 	Mar 	May
Strategy 7: Provide Dual Credit opportunities for students when entering 9th grade Strategy's Expected Result/Impact: Increase the opportunities for students to earn college credit while in High School Staff Responsible for Monitoring: High School Principal and School Counselors Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: District Culture and Climate 1 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan 	Mar 	May
Strategy 8: Provide students information about Higher Education Admissions and Financial Aid opportunities. Strategy's Expected Result/Impact: Parents, and students will be appropriately informed of the college application process, and financial aid process Staff Responsible for Monitoring: High School Counselors Title I Schoolwide Elements: 3.1, 3.2 Problem Statements: District Culture and Climate 1 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan 	Mar 	May
No Progress Accomplished Continue/Modify Discontinue				

Performance Objective 1 Problem Statements:

Student Achievement
Problem Statement 1: As of the end of the 2018-2019 academic year, 61% of the students demonstrated approaches grade level in STAAR /EOC tested areas. Root Cause: PISD has faced challenges with developing a consistent and long-term plan for curriculum needs over the past 5-10 years to increase student performance.
District Culture and Climate
Problem Statement 1: At the end of the 2019-2020 school year students were being informed of college and career, however there are inconsistent practices to inform students.

Root Cause: Students are not adequately prepared for college tests, dual credit, and/or CTE certifications and military readiness.




District Context and Organization
















Problem Statement 1: PISD has had changes within Administrative and support levels in addition to, the phasing out of ineffective curriculum and procedures. **Root Cause:** The District lacked clear processes, procedures, and monitoring of programs.


Goal 4: By the end of 2020-2021 school year, 85% of Campus & District Staff will see that the Campus & District's programs and processes are effective for students academically






Performance Objective 1: 1st six weeks =50% , 2nd six weeks =55% , 3rd six weeks =60% , 4th six weeks = 65%, 5th six weeks=70%, 6th six weeks=85%






Evaluation Data Sources: Incident reports
 discipline reports
 attendance reports
 graduation rate
 dropout rate
 surveys
 agendas
 training agendas
 training certificates

Strategy 1: Support Positive Behavior Intervention Support on campuses Strategy's Expected Result/Impact: Decrease discipline referrals, cut down ISS and OSS placements and increase student outcomes Staff Responsible for Monitoring: Director of Special Programs Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1, 2 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
Strategy 2: Utilize Police Department Personnel by providing a safe environment and assisting in recovering (absent, truant) students. Strategy's Expected Result/Impact: Maintain safe and orderly environment which will help to increase all student outcomes Staff Responsible for Monitoring: Assistant Superintendent, Truancy officer, Chief of Police Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1, 2 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
Strategy 3: Implementation of student drug testing and Drug Dog Vet costs and supplies Strategy's Expected Result/Impact: Maintain safe and orderly environment which will help to increase all student outcomes Staff Responsible for Monitoring: Athletic Director Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1, 2 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May

<p>Strategy 4: Monitor ISS & OSS placements and ensure students receive/complete school assignments.</p> <p>Strategy's Expected Result/Impact: Decrease the amount of ISS and OSS placements which will increase learning time and improve student outcomes</p> <p>Staff Responsible for Monitoring: Director of Special Programs</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
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Oct	Jan	Mar	May														
																	
<p>Strategy 5: Develop, implement, and monitor Drop out Recovery Plan while utilizing the truancy officer.</p> <p>Strategy's Expected Result/Impact: Decrease Dropout rate, and increase graduation rate</p> <p>Staff Responsible for Monitoring: Principals Truant Officer</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 1, 2 - District Culture and Climate 1 - District Context and Organization 1</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
Reviews																	
Formative			Summative														
Oct	Jan	Mar	May														
																	
<p>Strategy 6: Conduct an annual survey on all programs/ departments & Culture and Climate (campus and district)</p> <p>Strategy's Expected Result/Impact: Positive impact on culture and climate, increase student achievement and promote collaboration amongst all stakeholders</p> <p>Staff Responsible for Monitoring: Directors of Specific Programs</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: District Context and Organization 1</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
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Formative			Summative														
Oct	Jan	Mar	May														
																	
<p>Strategy 7: Provide various incentives for teachers within their campuses (ex: blue jean passes, teacher celebrations, etc...)</p> <p>Strategy's Expected Result/Impact: Promote positive culture and climate for teachers, build on retention of staff</p> <p>Staff Responsible for Monitoring: Principals</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: District Context and Organization 1</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
Reviews																	
Formative			Summative														
Oct	Jan	Mar	May														
																	
<p>Strategy 8: Evaluate BE/ESL program all aspects (report to School Board)</p> <p>Strategy's Expected Result/Impact: Improve support for bilingual and ESL teachers to build capacity and improve student outcomes</p> <p>Staff Responsible for Monitoring: Director of Special Programs</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: District Context and Organization 1</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>May</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	May				
Reviews																	
Formative			Summative														
Oct	Jan	Mar	May														
																	

Strategy 9: Monitor and evaluate the Mentor Program for teachers. Strategy's Expected Result/Impact: Increase retention of educators, consistency leads to improved student outcomes Staff Responsible for Monitoring: Assistant Superintendent Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1, 2 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
Strategy 10: Hold Monthly meetings for Principals, and teachers of special programs Strategy's Expected Result/Impact: Build capacity of all educators Staff Responsible for Monitoring: Director of Special Programs Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
Strategy 11: Develop and implement local Administrator procedures regarding district curriculum updates and revisions. Strategy's Expected Result/Impact: Procedures will ensure that all written, taught, and assessed curriculum is aligned to state standards and promotes college, career, and military readiness Staff Responsible for Monitoring: Director of Special Programs Principals Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1, 2 - District Culture and Climate 1 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
Strategy 12: Maintain staff Retention Plan including teacher certification testing. Strategy's Expected Result/Impact: Retain and build capacity of current district employees to promote consistency and increase student achievement Staff Responsible for Monitoring: Assistant Superintendent Director of Special Programs Principals Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1, 2 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
Strategy 13: Provide nurses with up to date training and supplies Strategy's Expected Result/Impact: Ensure that the health and well being of students, parents and staff is a priority during the Covid 19 pandemic Staff Responsible for Monitoring: Assistant Superintendent Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May

Strategy 14: Convene SHAC meetings Strategy's Expected Result/Impact: The School Health Advisory Committee will assess and review the Wellness Policy and Regulations to make recommendations to the School Board and serve as a vehicle for engaging the public. Staff Responsible for Monitoring: Wellness Coordinator Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.2 Problem Statements: Parent and Community Engagement 1 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
Strategy 15: Utilize a truant officer across the District to monitor and improve attendance Strategy's Expected Result/Impact: Increase student attendance, reduce drop-out rate, and increase student outcomes for student's at-risk Staff Responsible for Monitoring: Campus Principals Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1, 2 - Parent and Community Engagement 1 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
Strategy 16: Monitor and Evaluate District Dress Code Policy Strategy's Expected Result/Impact: The district's dress code teaches grooming and hygiene, prevents disruption, and minimizes safety hazards. Staff Responsible for Monitoring: Campus Principals Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
Strategy 17: Attend Federal Program meetings to ensure compliance with Federal Guidelines. Strategy's Expected Result/Impact: The district in compliance ensures that resources, time, and focus remain on improving student outcomes. Staff Responsible for Monitoring: Director of Special Programs Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
Strategy 18: Implement Retention incentive pay for employees at the middle of year that returned to the district. Strategy's Expected Result/Impact: Improve retention which creates consistency in staff with then leads to improved student outcomes Staff Responsible for Monitoring: Assistant Superintendent Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1, 2 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May

Strategy 19: Provide Counseling services within every campus by the school counselors. Strategy's Expected Result/Impact: The school counselor is available to assist students with a wide range of personal, social, and family concerns, including emotional or mental health issues and substance abuse Staff Responsible for Monitoring: Counselors Principals Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1, 2 - District Culture and Climate 1 - Parent and Community Engagement 1 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct	Jan	Mar	May
				
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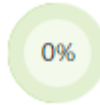






Performance Objective 1 Problem Statements:










Student Achievement
Problem Statement 1: As of the end of the 2018-2019 academic year, 61% of the students demonstrated approaches grade level in STAAR /EOC tested areas. Root Cause: PISD has faced challenges with developing a consistent and long-term plan for curriculum needs over the past 5-10 years to increase student performance.
Problem Statement 2: At the end of the academic 2018-2019 45% of students in special programs are demonstrating "approaches" in STAAR/EOC. Root Cause: The District lacked consistency in program (curriculum & instruction) delivery among the campuses.
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Problem Statement 1: At the end of the 2019-2020 school year students were being informed of college and career, however there are inconsistent practices to inform students. Root Cause: Students are not adequately prepared for college tests, dual credit, and/or CTE certifications and military readiness.
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Problem Statement 1: During the 2018-2019 school year, we had 12,396 parents at 131 events across the district which averaged 95 parents per event. Root Cause: The District struggles with engaging parents in their children's education.
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Problem Statement 1: PISD has had changes within Administrative and support levels in addition to, the phasing out of ineffective curriculum and procedures. Root Cause: The District lacked clear processes, procedures, and monitoring of programs.









Goal 5: During the 2020-2021 school year, we will have 100 virtual events across the district.

Performance Objective 1: During the 2020-2021 school year, we will have 100 virtual events across the district.

- Evaluation Data Sources:** portal sign ins
 data tracking of messages
 audit of websites
 sign in sheets
 meeting agendas
 audit of communications sent home
 audit of teacher created websites
 DIP
 CIPs

<p>Strategy 1: Continue and increase access for parents, students, employees, community members to District App, social media, and parent portal</p> <p>Strategy's Expected Result/Impact: Increase communication to community on campus and district activities</p> <p>Staff Responsible for Monitoring: Assistant Superintendent Principals Director of Special Programs Director of Technology</p> <p>Title I Schoolwide Elements: 2.4, 3.1, 3.2</p> <p>Problem Statements: Parent and Community Engagement 1 - District Context and Organization 1</p>	Reviews			
	Formative			Summative
	Oct 	Jan 	Mar 	May
<p>Strategy 2: Ensure that administrators effectively utilize School Messenger</p> <p>Strategy's Expected Result/Impact: Increase effective communication to parents on school activities and reminders</p> <p>Staff Responsible for Monitoring: Assistant Superintendent Principals Director of Special Programs Director of Technology</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2</p> <p>Problem Statements: Parent and Community Engagement 1 - District Context and Organization 1</p>	Reviews			
	Formative			Summative
	Oct 	Jan 	Mar 	May
<p>Strategy 3: Ensure campuses and departments update websites in a timely manner</p> <p>Strategy's Expected Result/Impact: Increase communication to community on campus and district activities</p> <p>Staff Responsible for Monitoring: Assistant Superintendent Principals Director of Special Programs Director of Technology</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p> <p>Problem Statements: Parent and Community Engagement 1 - District Context and Organization 1</p>	Reviews			
	Formative			Summative
	Oct 	Jan 	Mar 	May

<p>Strategy 4: Increase Parental Involvement at District and Campus levels such as: Meet the Teacher and Open House events, Homecoming activities, Academic Celebrations</p> <p>Strategy's Expected Result/Impact: Increase communication to community on campus and district activities</p> <p>Staff Responsible for Monitoring: Assistant Superintendent Principals Director of Special Programs Director of Technology</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p> <p>Problem Statements: District Culture and Climate 1 - Parent and Community Engagement 1 - District Context and Organization 1</p>	Reviews			
	Formative			Summative
	Oct 	Jan 	Mar 	May
<p>Strategy 5: Send communication home to parents in both English and Spanish and other languages as appropriate</p> <p>Strategy's Expected Result/Impact: Increase communication and participation of all community on campus and district activities</p> <p>Staff Responsible for Monitoring: Assistant Superintendent Principals Director of Special Programs Director of Technology</p> <p>Title I Schoolwide Elements: 2.5, 2.6, 3.1, 3.2</p> <p>Problem Statements: Student Achievement 1 - District Culture and Climate 1 - Parent and Community Engagement 1 - District Context and Organization 1</p>	Reviews			
	Formative			Summative
	Oct 	Jan 	Mar 	May
<p>Strategy 6: Teachers create web-pages to communicate information for their classes to community and parents</p> <p>Strategy's Expected Result/Impact: Increase parent communication from teachers to inform on classroom, subject area, and campus activities</p> <p>Staff Responsible for Monitoring: Assistant Superintendent Principals Director of Special Programs Director of Technology</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2</p> <p>Problem Statements: Student Achievement 1, 2 - District Culture and Climate 1 - Parent and Community Engagement 1 - District Context and Organization 1</p>	Reviews			
	Formative			Summative
	Oct 	Jan 	Mar 	May

Strategy 7: Community sessions to address educational needs of students(technical and academic) Strategy's Expected Result/Impact: Increase communication to community on campus and district activities by helping to build the capacity of the community in educational processes and initiatives. Staff Responsible for Monitoring: Director of Special Programs Director of Technology Principals Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 Problem Statements: Student Achievement 1, 2 - District Culture and Climate 1 - Parent and Community Engagement 1 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
Strategy 8: Involve stakeholders in CEIC & DEIC meetings Strategy's Expected Result/Impact: Increase communication and collaboration of all stakeholders in making recommendations for district initiatives Staff Responsible for Monitoring: Assistant Superintendent Principals Director of Special Programs Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 Problem Statements: Student Achievement 1, 2 - District Culture and Climate 1 - Parent and Community Engagement 1 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
Strategy 9: Involve parents in building, reviewing, and evaluating District/Campus Parent Policies. Strategy's Expected Result/Impact: Increase communication and collaboration of all stakeholders in making recommendations for district initiatives Staff Responsible for Monitoring: None Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 Problem Statements: Student Achievement 1, 2 - District Culture and Climate 1 - Parent and Community Engagement 1 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
Strategy 10: Utilize local newspaper to promote Pearsall ISD Strategy's Expected Result/Impact: Promote district initiatives, programs, processes, and accomplishments of students, parents and staff Staff Responsible for Monitoring: Director of Special Programs Principals DEIC and CEIC Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 Problem Statements: Student Achievement 1, 2 - District Culture and Climate 1 - Parent and Community Engagement 1 - District Context and Organization 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	May
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