

Wolfe City Independent School District

District Improvement Plan

2022-2023



Mission Statement

The mission of the Wolfe City Independent School District is to wholly develop each individual student - mentally, physically, spiritually and socially - to full capacity, so that all students may be able to develop thinking skills, to acquire and apply knowledge and to create within themselves, a sense of self-worth and self-discipline. This statement of mission is fostered by the belief that these skills and attributes are essential for students to become productive, responsible, participating members of our democratic society.

Vision

Making tracks for the future.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Wolfe City Independent School District is a rural 2A district located in North Texas in the northern most part of Hunt County, 60 miles northeast of Dallas-Fort Worth Metroplex. The district enrollment has an enrollment of 680. The district is comprised of three campus sites: an elementary campus serving students Pre-Kindergarten through 5th grades, a middle school serving students in 6th through 8th grades, and a high school serving students in the 9th through 12th grades. Demographically, the district is composed of 75.8% white, 18.3% Hispanic/Latino, 3.1% Black/African American, and 2.8% other. 62.2% of the students have been identified as economically disadvantaged and 27.4% at risk. Wolfe City Elementary School is a Title I school. Wolfe City Independent School District conducted a comprehensive needs assessment, reviewing and analyzing data in the following areas: demographics, student achievement, school culture and climate, staff quality, recruitment and retention, curriculum, instruction and assessment, family and community involvement, school context and organization, and technology. Effective Schools Correlates (Instructional Leadership, Instructional Focus, High Expectations, School Climate, and Parental Involvement) and the Critical Success Factors Wolfe City Independent School District

Demographics Strengths

Prior to the development of this plan, district staff conducted a thorough review of assessment data. This review included State Accountability, System Safeguards (Federal Requirements), Performance Based Monitoring System (PBMAS), Public Education Information Management System (PEIMS) data, Annual Measurable Achievement Objectives (AMAO), along with TAPR and discipline reports. Data was disaggregated for all sub-groups, including male and female, based on student performance on the STAAR/EOC assessments, attendance rates, dropout and completion rates, and data on college-readiness. District and campus improvement plans from the prior year were reviewed for achievement of goals and objectives. The district committee identified, analyzed, and discussed specific strengths and challenges to be addressed in the district improvement plan.

Problem Statements Identifying Demographics Needs

Problem Statement 1: The EL population is growing quicker than the district can train and/or hire teachers with ESL certification who have an understanding of instructional strategies to address the needs of the ESL learner. **Root Cause:** Increase in EL learners with many teachers having not been exposed to teaching ELs due to never teaching in EL populations, being alt certified, or career DOI certified. Additionally, : students who are served through special education and/or are identified as English Second Language are not receiving sheltered instruction.

Priority Problem Statements

Goals






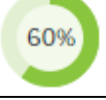
Goal 1: The District's cumulative "meets" grade level score on the STAAR test will increase from 48% to 54% by 2026.







Baseline: 2021 - 48%; Targets 2022 - 49%, 2023 - 50%, 2024 - 51%, 2025 - 52%, 2026-54%

Performance Objective 1: Develop and implement a Campus 5-year goal with strategies for each STAAR test using comparison groups and Region 10 standards, aligning with district goals.

High Priority

HB3 Goal

Strategy 1 Details	Reviews			
Strategy 1: T-TESS goals for student growth aligned with STAAR percentages for both campus and district improvement plans. Strategy's Expected Result/Impact: Campus Improvement Plans support strategy. All certified staff have approved student growth goals in STRIVE. Staff Responsible for Monitoring: Classroom Teachers, Campus Principal, Curriculum Director, Superintendent	Formative			Summative
	Jan	Mar	May	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide and implement a rigorous, viable curriculum at all grade levels Strategy's Expected Result/Impact: Teacher lessons plans will reflect the use of district adopted curriculum, show differentiation, include data on Scope and Sequence, and review essential skill for student to achieve. Staff Responsible for Monitoring: Classroom Teachers, Campus Principal, Curriculum Director, Superintendent	Formative			Summative
	Jan	Mar	May	June
				
Strategy 3 Details	Reviews			
Strategy 3: Implementation of intervention resources to target all students (ex: iReady). Strategy's Expected Result/Impact: Increase in STAAR growth measures. Staff Responsible for Monitoring: Classroom Teachers, Campus Principal, Curriculum Director, Superintendent	Formative			Summative
	Jan	Mar	May	June
				





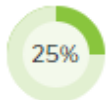







Strategy 4 Details		Reviews			
Strategy 4: Monitor progress throughout the year by analyzing standards based data provided through assessments. Strategy's Expected Result/Impact: Data collection of Unit Assessments, Team data meetings, lesson plans reflect reteaching, remediation Staff Responsible for Monitoring: Classroom Teachers, Campus Principal, Curriculum Director, Superintendent		Formative			Summative
		Jan	Mar	May	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: The District's cumulative "meets" grade level score on the STAAR test will increase from 48% to 54% by 2026.
Baseline: 2021 - 48%; Targets 2022 - 49%, 2023 - 50%, 2024 - 51%, 2025 - 52%, 2026-54%

Performance Objective 2: Identify and actively promote core values of the district.

High Priority

HB3 Goal

Strategy 1 Details	Reviews			
Strategy 1: Create and promote profile of an educator Strategy's Expected Result/Impact: Staff focus on core business of teaching with communication, collaboration, professionalism in order to ensure students grow one year+ Staff Responsible for Monitoring: Classroom Teachers, Campus Principal, Curriculum Director, Superintendent	Formative			Summative
	Jan	Mar	May	June
				
Strategy 2 Details	Reviews			
Strategy 2: Develop and implement a comprehensive safety and security plan dealing with issues such as mental health for students and staff. Plans to include TxSCC requirements for audit, SCC Committee meetings to collaborate with law enforcement, Parent University, Children Telehealth, etc. Strategy's Expected Result/Impact: Updated state required documentation re: school safety and mental health. Staff Responsible for Monitoring: Campus Principal, Curriculum Director, Superintendent	Formative			Summative
	Jan	Mar	May	June
				
Strategy 3 Details	Reviews			
Strategy 3: Develop and promote the profile of a learner Strategy's Expected Result/Impact: Students who are not from WCISD will quickly integrate into WCISD programs and culture. Reduced discipline records and higher student achievement from new students. Staff Responsible for Monitoring: Campus Principals, Counselors, Nurse	Formative			Summative
	Jan	Mar	May	June
				
Strategy 4 Details	Reviews			
Strategy 4: Ensure that all extra curricular and co-curricular programs are of the highest quality and meet the interests of all students by student interest surveys, celebrations, activities, and programs. Strategy's Expected Result/Impact: Increase in student participation and increase in attendance rates Staff Responsible for Monitoring: Campus Principals, Counselors	Formative			Summative
	Jan	Mar	May	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				



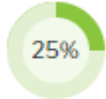
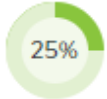






Goal 1: The District's cumulative "meets" grade level score on the STAAR test will increase from 48% to 54% by 2026.

Baseline: 2021 - 48%; Targets 2022 - 49%, 2023 - 50%, 2024 - 51%, 2025 - 52%, 2026-54%

Performance Objective 3: Targeted and specific professional development plan aligned to individual T-TESS/T-PESS goals

High Priority

HB3 Goal









Strategy 1 Details	Reviews			
Strategy 1: Professional development aligned with teachers individual T-TESS professional growth goals. Strategy's Expected Result/Impact: Professional growth goal reflected within lesson plans and instruction. Goals and artifacts tracked within STRIVE. Staff Responsible for Monitoring: Classroom teachers, Administration, Curriculum Director, Superintendent	Formative			Summative
	Jan	Mar	May	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement book studies at the staff and administrator level in order to better support students. Strategy's Expected Result/Impact: Campus aligned initiative's. T-PESS goals aligned Staff Responsible for Monitoring: Administrators, Curriculum Director, Superintendent	Formative			Summative
	Jan	Mar	May	June
				
Strategy 3 Details	Reviews			
Strategy 3: Ensure staff are properly trained in the skills needed to fully utilize all technologies and resources available to them. Strategy's Expected Result/Impact: Teacher Academy Schedule. Onboarding schedule. Clear form of communication for help needed Staff Responsible for Monitoring: Administrators, Curriculum Director, Superintendent	Formative			Summative
	Jan	Mar	May	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: The year to year Turnover Rate for Teachers, according to the annual TAPR report, will decrease on the average from 18% to 12.0% by 2026.
Baseline: 2013-2021 Avg - 18%; Targets 2022 - 16.0%, 2023 - 15.0%, 2024 - 14.0%, 2025 - 13.0%, 2026 - 12%

Performance Objective 1: Develop district processes that ensure the recruitment and retention of the highest quality employee

High Priority

HB3 Goal









Strategy 1 Details	Reviews			
Strategy 1: We will develop a diverse committee to serve on the Teacher Recruitment and Development Committee, meeting quarterly to create tangible activities to support goals. Strategy's Expected Result/Impact: Gather information and potential strategy adjustment Staff Responsible for Monitoring: Superintendent and Campus Principals, Teacher Retention and Recruitment Committee.	Formative			Summative
	Jan	Mar	May	June
				
Strategy 2 Details	Reviews			
Strategy 2: WCISD will attend college recruitment fairs, universities, online universities, and career programs. Review and develop homegrown teaching program and activity recruit student teachers. Strategy's Expected Result/Impact: Increase the pool of applicants. Staff Responsible for Monitoring: Campus Principals, HR, Superintendent, Counselors, and Athletic Director	Formative			Summative
	Jan	Mar	May	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: The year to year Turnover Rate for Teachers, according to the annual TAPR report, will decrease on the average from 18% to 12.0% by 2026.
Baseline: 2013-2021 Avg - 18%; Targets 2022 - 16.0%, 2023 - 15.0%, 2024 - 14.0%, 2025 - 13.0%, 2026 - 12%

Performance Objective 2: Growth mindset of educators, targeting initial training, continued training, and collaboration methods.

High Priority

HB3 Goal

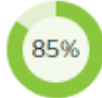












Strategy 1 Details	Reviews			
Strategy 1: Given that the new STAAR will require cross curricular test questioned, ensure all departments work in cross-curricular groups to support student success and enhance the teaching and learning experience. Strategy's Expected Result/Impact: Increase STAAR results. Staff Responsible for Monitoring: All staff, principals, counselors, exec team	Formative			Summative
	Jan	Mar	May	June
				
Strategy 2 Details	Reviews			
Strategy 2: Develop and promote a district wide onboarding teacher program. Strategy's Expected Result/Impact: Support and grow new WCISD teachers Staff Responsible for Monitoring: Exec team, mentor teachers, principals	Formative			Summative
	Jan	Mar	May	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: The year to year Turnover Rate for Teachers, according to the annual TAPR report, will decrease on the average from 18% to 12.0% by 2026.
Baseline: 2013-2021 Avg - 18%; Targets 2022 - 16.0%, 2023 - 15.0%, 2024 - 14.0%, 2025 - 13.0%, 2026 - 12%

Performance Objective 3: Recognize and celebrate staff in various ways

High Priority

HB3 Goal








Strategy 1 Details	Reviews			
Strategy 1: Implement and promote a Teacher of the Month spotlight for each campus with School Board recognition monthly. Include collaborating with businesses, Chamber, and PTO. Strategy's Expected Result/Impact: Increased teacher attendance and retention Staff Responsible for Monitoring: Exec Team, Campus Principals	Formative			Summative
	Jan	Mar	May	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement and promote an elementary and secondary Teacher of the Year spotlight with stipend and a School Board recognition .	Formative			Summative
	Jan	Mar	May	June
				
Strategy 3 Details	Reviews			
Strategy 3: Ensure birthday celebrations occur on all campuses. Strategy's Expected Result/Impact: Increased teacher attendance and retention Staff Responsible for Monitoring: Campus Principals, Board of Trustees, Superintendent.	Formative			Summative
	Jan	Mar	May	June
				
Strategy 4 Details	Reviews			
Strategy 4: Promote opportunities for communal time outside of work. To include competitions, social gatherings, etc. Strategy's Expected Result/Impact: Increased teacher attendance and retention Staff Responsible for Monitoring: Campus Principals, Board of Trustees, Superintendent.	Formative			Summative
	Jan	Mar	May	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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Baseline: 2013-2021 Avg - 18%; Targets 2022 - 16.0%, 2023 - 15.0%, 2024 - 14.0%, 2025 - 13.0%, 2026 - 12%

Performance Objective 4: Promote and expand teacher compensation and incentive programs.

High Priority

HB3 Goal

Strategy 1 Details	Reviews			
Strategy 1: Maintain and expand masters stipend and staff growth opportunities.	Formative			Summative
	Jan	Mar	May	June
				
Strategy 2 Details	Reviews			
Strategy 2: Remain competitive with teacher salary scale with districts who are similar in size and location.	Formative			Summative
	Jan	Mar	May	June
				
Strategy 3 Details	Reviews			
Strategy 3: Remain competitive with teacher stipends and/or bonuses. To include bus drivers and coaches.	Formative			Summative
	Jan	Mar	May	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Wolfe City ISD will receive a three star rating from the Texas Comptroller's Transparency Star Program by 2026.










Baseline: 2021 - 0; Targets 2022 - 1, 2023 - 2, 2024 - 2, 2025 - 3

Performance Objective 1: Maintain FIRST report rating of 96+ each school year

High Priority

HB3 Goal

Evaluation Data Sources: Annual FIRST report, annual audit,

Strategy 1 Details	Reviews			
Strategy 1: Propose I&S and M&O tax rate to Board annually that is sufficient to meet the required debt services and annual expenditures Strategy's Expected Result/Impact: balance budget, maintain fund balance of 4.0 months Staff Responsible for Monitoring: Business mngr, Accounts payable, superintendent	Formative			Summative
	Jan	Mar	May	June
				
Strategy 2 Details	Reviews			
Strategy 2: Prepare a budget for board approval where administrative cost ratio is less than the following threshold: Strategy's Expected Result/Impact: Threshold met on FIRST report Staff Responsible for Monitoring: Business mngr, Accounts payable, superintendent	Formative			Summative
	Jan	Mar	May	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Wolfe City ISD will receive a three star rating from the Texas Comptroller's Transparency Star Program by 2026.








Baseline: 2021 - 0; Targets 2022 - 1, 2023 - 2, 2024 - 2, 2025 - 3

Performance Objective 2: Achieve 1st star in Traditional Finances by January 2022

High Priority

HB3 Goal


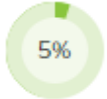




Evaluation Data Sources: Achievement of star as seen on <https://comptroller.texas.gov/transparency/local/stars>

Strategy 1 Details	Reviews			
Strategy 1: Transparency Stars WebinarExternal Link Traditional Finances Checklist (PDF) Traditional Finances Summary Form (PDF) Property Tax Rate Per \$100 Valuation Template (XLS) Revenue and Expenditures Per Capita Template (XLS) Strategy's Expected Result/Impact: Organize information needed to accomplish star rating Staff Responsible for Monitoring: Business mngr, Accounts payable, superintendent	Formative			Summative
	Jan	Mar	May	June
	 100%	 100%	 100%	
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Wolfe City ISD will receive a three star rating from the Texas Comptroller's Transparency Star Program by 2026.
Baseline: 2021 - 0; Targets 2022 - 1, 2023 - 2, 2024 - 2, 2025 - 3

Performance Objective 3: Achieve 2nd star in Debt Obligation by January 2024

High Priority
HB3 Goal

Strategy 1 Details		Reviews			
Strategy 1: Transparency Stars: Debt Obligations Webinar External Link Debt Obligations Checklist (PDF) Debt Obligations Summary Form (PDF) Tax and Revenue Supported Debt Template (XLS) Tax Supported Debt Per Capital Template (XLS) Strategy's Expected Result/Impact: Organize information needed to accomplish star rating Staff Responsible for Monitoring: Business mngr, Accounts payable, superintendent		Formative			Summative
		Jan	Mar	May	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

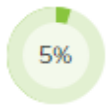
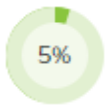




Goal 3: Wolfe City ISD will receive a three star rating from the Texas Comptroller's Transparency Star Program by 2026.
Baseline: 2021 - 0; Targets 2022 - 1, 2023 - 2, 2024 - 2, 2025 - 3

Performance Objective 4: Achieve 3rd star in Contract Procurement by January 2025

High Priority

HB3 Goal

Evaluation Data Sources: Achievement of star as seen on <https://comptroller.texas.gov/transparency/local/stars>





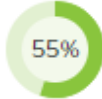




Strategy 1 Details	Reviews			
Strategy 1: Contracts and Procurement Checklist (PDF) Contracts and Procurement Summary Form (PDF) Authorizations v Actual Template (XLS) Contracts by Sector Template (XLS) Strategy's Expected Result/Impact: Organize information needed to accomplish star rating Staff Responsible for Monitoring: Business mngr, Accounts payable, superintendent	Formative			Summative
	Jan	Mar	May	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 4: Promote good moral character of students

Performance Objective 1: Address and Communicate that dating violence will not be tolerated in any form, including: physical emotional, and/or sexual.

High Priority

HB3 Goal









Strategy 1 Details	Reviews			
Strategy 1: All parents and students should be able to use the anonymous alerts system on our website/phone app.	Formative			Summative
	Jan	Mar	May	June
				
Strategy 2 Details	Reviews			
Strategy 2: All parents and students should be encouraged to reach out to trusted adults like parents, teachers, school counselors, youth advisors, or health care providers. They can also seek confidential counsel and advice from professionally trained adults and peers. Strategy's Expected Result/Impact: The National Domestic Violence Hotline 1.800.799.SAFE (7233) or 1-800-787-3224 (TTY) The National Centers for Victims of Crime (NCVC) 1-800-FYI-CALL The National Dating Abuse Helpline 1-866-331-9474 Break the Cycle: https://breakthecycle.org/ Love is Respect: https://www.loveisrespect.org/	Formative			Summative
	Jan	Mar	May	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Promote good moral character of students

Performance Objective 2: Establish and communicate guidelines for students who are victims.

High Priority

HB3 Goal










Strategy 1 Details	Reviews			
Strategy 1: Allow persons affected by harassment to report the harassment in more than one location to protect confidentiality and ensure impartiality. A good practice is for every building to have at least one person who has expertise in harassment issues to handle complaints of harassment. Encourage individuals of diverse backgrounds and both sexes to serve as complaint managers. Provide a simple form to minimize the need for lengthy written complaints, to focus attention on the critical elements, and to simplify periodic compilation of harassment incident reports.	Formative			Summative
	Jan	Mar	May	June
				
Strategy 2 Details	Reviews			
Strategy 2: Encourage students and parents to notify the district when harassment occurs, Provide knowledgeable staff responses to reports of harassment, and Require employees to report harassment and to intervene to stop it Strategy's Expected Result/Impact: https://www2.ed.gov/offices/OCR/archives/Harassment/incidents1.html	Formative			Summative
	Jan	Mar	May	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Promote good moral character of students

Performance Objective 3: WCISD will ensure that campuses make available to students age-appropriate educational materials on the dangers of dating violence and resources for students seeking help

High Priority

HB3 Goal










Strategy 1 Details	Reviews			
Strategy 1: Campuses will provide educational materials that address Risk Factors for Teen Dating Violence Victimization and Risk Factors for Teen Dating Violence Perpetration Strategy's Expected Result/Impact: Findings suggest that the frequency and severity of teen dating violence increases with age. There are also risk factors that contribute to the likelihood of a teen becoming a perpetrator of dating violence. Many of these are developmentally normal in youth, such as little to no relationship experience, vulnerability to peer pressure, and unsophisticated communication skills.	Formative			Summative
	Jan	Mar	May	June
				
Strategy 2 Details	Reviews			
Strategy 2: Campuses will work with programs who challenge dating violence. Examples of Teen Dating Violence Prevention Programs: The Safe Dates Project, Break the Cycle's Ending Violence Curriculum, The 4th R, The Youth Relationships Project, and/or Shifting Boundaries.	Formative			Summative
	Jan	Mar	May	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Promote good moral character of students

Performance Objective 4: WCISD will provide a safe learning environment for all students, including, but not limited to bullying, cyberbullying, hazing, verbal harassments and/or physical harassments.

High Priority

Evaluation Data Sources: School will purchase and install ALERTUS safety features. Features include web app for See it, Say it, overall emergency alert, panic buttons, all desktop alerts, weather alerts specific to Wolfe City, Texas area, and hallway alert systems to provide auditory alerts for students to hear during drills when in hallway.

Strategy 1 Details	Reviews			
Strategy 1: WCISD will provide student conduct/character development sessions from the Counselor, including those listed on Parent University sessions.	Formative			Summative
	Jan	Mar	May	June
				
Strategy 2 Details	Reviews			
Strategy 2: Title IV funds will be used to support well rounded education opportunities, safe and healthy students, and effective use of technology in regards to overall school safety.	Formative			Summative
	Jan	Mar	May	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Addendums

Wolfe City

Wolfe City ISD	GT	CTE	Special Ed	Comp Ed	ESL	Early Child	Dyslexia	CCMR	Title I	Title II	Title IV
2022-23	PIC 21	PIC 22	PIC 23	PIC 24,28	PIC 25	Pic 36	PIC 37	PIC 38			
Teachers	0.03	5.00	6.02	6.06	0.32	0.90	0.90	5.90	0.00	0.00	0.00
Teacher Aides	0.00	0.00	11.53	0.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Counselor	0.00	0.00	0.09	0.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL FTE	0.03	5.00	17.64	7.35	0.32	0.90	0.90	5.90	0.00	0.00	0.00
6100 (999)	\$0.00	\$0.00	\$128,413.00	\$0.00	\$1,860.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
6200 (999)	\$0.00	\$0.00	\$15,600.00	\$12,003.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
6300 (999)	\$0.00	\$54,004.00	\$17,500.00	\$500.00	\$4,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
6400 (999)	\$0.00	\$0.00	\$6,350.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$0.00	\$54,004.00	\$167,863.00	\$12,503.00	\$5,860.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Campus Totals	\$3,619.00	\$438,494.00	\$580,808.00	\$378,397.00	\$23,133.00	\$0.00	\$71,123.00	\$500.00	\$111,049.00	\$19,377.00	\$10,000.00
Total	\$3,619.00	\$492,498.00	\$748,671.00	\$390,900.00	\$28,993.00	\$0.00	\$71,123.00	\$500.00	\$111,049.00	\$19,377.00	\$10,000.00