

**SNOOK ISD**  
**DISTRICT IMPROVEMENT PLAN**



**2018-2019**

**SNOOK ISD**  
**Vision Statement**

*Where each student is encouraged and empowered to excel.*

**SNOOK ISD**  
**Mission Statement**

*The mission of Snook Independent School District, in partnership with parents and community, is to serve all students by providing well-rounded educational experience to maximize each students individual potential.*

**Snook ISD**

**Board of Trustees**

Kristine Brisco ..... *President*  
Justin Hruska..... *Vice President*  
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Brenda Krchnak..... *Superintendent*

**Snook ISD**

**District Education Improvement Committee**

Rameka Barnes ..... *Community Member*  
Tiffany Barnett ..... *Secondary Teacher*  
Dr. Kenzie Bond ..... *Secondary Principal*  
Christi Everett ..... *Elementary Teacher*  
Karen Gaas..... *Community Member*  
Shari Hedstrom ..... *Elementary Principal*  
Chelsie Jaas ..... *Elementary Teacher*  
Erika Junek ..... *Parent*  
Alex Cockrell ..... *Secondary Teacher*  
Loree Lewis ..... *Business Member*  
Bill Orsak..... *Business Member*  
Doris Sebesta ..... *Community Member*  
Chase Seelke ..... *Secondary Teacher*  
Neshae Thomas ..... *Parent*  
Neff, Jerod ..... *District Administrator*  
York, Amy ..... *Elementary Teacher*

## **THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS**

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

### **THE STATE OF TEXAS PUBLIC EDUCATION GOALS**

- GOAL #1: The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
- GOAL #2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
- GOAL #3: The students in the public education system will demonstrate exemplary performance in the understanding of science.
- GOAL #4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

### **THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES**

- Objective #1: Parents will be full partners with educators in the education of their children.
- Objective #2: Students will be encouraged and challenged to meet their full educational potential.
- Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
- Objective #4: A well-balanced and appropriate curriculum will be provided to all students.
- Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.
- Objective #6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.
- Objective #7: School campuses will maintain a safe and disciplined environment conducive to student learning.
- Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.
- Objective #9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

## **Title I, Part A**

### **Schoolwide Components:**

1. A comprehensive needs assessment of the entire school(including taking into account the needs of migratory children as defined in section 1309(2)) that is based on information which includes the achievement of children in relation to the State academic content standards and the State student academic achievement standards described in section 1111(b)(1).
2. Schoolwide reform strategies that provide opportunities for all children to meet the State's proficient and advanced levels of student academic achievement, use effective methods and instructional strategies that are based on scientifically based research, and that include strategies to address the needs of all children in the school, but particularly the needs of low-achieving children and those at risk of not meeting the State student academic achievement standards who are members of the target population of any program that is included in the schoolwide program.
3. Instruction by highly qualified teachers.
4. In accordance with section 1119 and subsection (a)(4), high-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, pupil services personnel, parents, and other staff to enable all children in the school to meet the State's student academic achievement standards.
5. Strategies to attract high-quality teachers to high-need schools.
6. Strategies to increase parental involvement in accordance with section 1118, such as family literary services.
7. Plans for assisting preschool children in the transition from early childhood programs, such as Head Start, Even Start, Early Reading First, or a State-run preschool program, to local elementary school programs.
8. Measures to include teachers in the decisions regarding the use of academic assessments described in section 1111(b)(3) in order to provide information on, and to improve, the achievement of individual students and the overall instructional program.
9. Activities to ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement standards required by section 1111(b) (1) shall be provided with effective, timely additional assistance which shall include measures to ensure that student difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance.
10. Coordination and integration of Federal, State, and local services and programs, including programs supported under this Act, violence prevention programs, nutrition programs, housing programs, Head Start, adult education, vocational and technical education, and job training.

## 2018-2019 SNOOK ISD District Needs Assessment

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### DEMOGRAPHICS

**Conclusions:** In that past three years, Snook ISD demographics are relatively flat. African American students represent a little more 25% of the student population, Hispanic students about the same, and White students a little more than 40%. More than 70% of students receive free- or reduced- lunch. Two demographic indicators show moderate movement. English language learners (ELLs) grown slightly in the last 3 years with a total of 27 identified in 2016-17. The percentage of students identified as At-Risk has grown slightly over the past 3 years to 57%. *Data for Snook ISD shows a stable demographic that with a significant number of lower socio-economic students. As a result, Snook ISD must employ a knowledgeable and experienced faculty and along with instructional support such as instructional coaches and classroom aides to provide a safe, well-rounded classroom focused on improving performance in reading and math and meeting the diverse needs of our students.*

**Data Points:** Demographic Information Sheet for Title Schools, TAPR Reports, Federal Report Card, PBMAS reports

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### STUDENT ACHIEVEMENT

**Conclusions:** Snook ISD has Met Standard for three consecutive years removing the need for oversight from TEA and contracted consultants. Progress in student achievement can be derived from (1) a rigorous and vertically aligned curriculum, (2) experienced teachers who impact student achievement, and (3) our instructional coaches in math and writing, who provide guidance for our new teachers as they work with our students. Snook ISD must continue to expect rigorous implementation of a vertically aligned curriculum. *Snook ISD must also leverage the knowledge and experience of our instructional coaches in high need areas to continue to build teacher capacity and achieve higher expectations. Instructional coaches are essential to achieving greater success at a faster pace particularly with teachers new to STAAR.*

**Data Points:** Accountability Reports, DMAC reports of Mock STAAR, PLC meeting minutes, TAPR Reports, Federal Report Card

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### SCHOOL CLIMATE & CULTURE

**Conclusions:** Snook ISD as it has turned the corner with state accountability is also redefining what it means to be a Snook Bluejay. Understanding the needs of the school and the community aspirations for our students has been vital in developing future plans for facilities that promote a well-rounded educational experience to maximize each student's individual potential. There are still concerns about students respecting others, class disruptions, and appropriate consequences among other things that Snook ISD intends to address in the upcoming school year. *Snook ISD must continue to take steps to develop its culture and climate to ensure that students embody the values of the community and take pride in the accomplishments of themselves and others. Snook ISD must continue to build a safe and secure learning environment that not only meets the needs of students but also sets high expectations for all students.*

**Data Points:** End of the Year Staff Survey, Federal Report Card, TAPR Report, Campus Improvement Meetings, Faculty Meeting and PLC meeting minutes

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### STAFF QUALITY, RECRUITMENT & RETENTION

**Conclusions:** Snook ISD actively searches for the best teachers to fill all positions. The Snook ISD Board recently increased teacher salary to be more competitive with other rural districts in the Bryan/College Station area. In addition, the administration attends teacher job fairs hosted by local universities to find highly qualified teachers. Snook ISD was recently awarded the Grow Your Own grant which enables instructional aides with an opportunity to earn a teacher certificate. Despite all these things, newly hired teachers are often inexperienced. The grant also provides funds to promote the Education & Training career pathway to encourage Snook students to consider a career in education. Instructional coaching and Professional Learning Communities (PLCs) are vital in developing teachers throughout the school year. *To continue to improve staff quality, recruitment, and retention, Snook ISD must ensure support for teachers through classroom instructional aides and instructional coaching, and continue to find opportunities to grow and entice highly effective teachers.*

**Data Points:** Federal Report Card, TAPR Report, Faculty Meeting Minutes, PLC meeting minutes, Board minutes, Grow Your Own grant.

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### CURRICULUM, INSTRUCTION & ASSESSMENT

**Conclusions:** Snook ISD teachers successfully constructed a district wide curriculum pacing guide that is reviewed annually. Much of the core subject curriculum emerges from TEKS Resource System which is vertically aligned and rigorous. Instruction is primarily supported through the use of instructional aides, instructional coaches, and a wide range of district-provided instructional materials. In addition, Snook ISD successfully implemented PLCs to address review student performance and identify appropriate instructional materials and strategies. DMAC has been utilized to provide immediate feedback to unit tests, benchmarking, and state assessment data. *Although curriculum, instruction, and assessment are improved across the district, the district administration with the help of instructional coaches need to develop greater depth of instructional monitoring to ensure a rigorous district wide curriculum alignment.*

**Data Points:** Faculty Meeting minutes, PLCs meeting minutes, DMAC Reports, TAPR Reports

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### FAMILY & COMMUNITY ENGAGEMENT

**Conclusions:** Snook ISD seeks to partner with family and community members. This includes informational meetings, parent-teacher conferences, student awards/recognitions, special events, field trips, campus improvement meetings, etc. All of which is done to develop a strong relationship for the benefit of Snook ISD students. Furthermore, the District Education Improvement Committee, reviewed the Parent's Involvement Policy and the School-Parent Compact. *Snook ISD will continue to develop family and community involvement. Snook ISD will ensure that parent and community involvement continuously attempts to build thriving partnerships to support the success of students.*

**Data Points:** Title 1 Parents Involvement Survey, Faculty Meeting minutes, DEIC Agenda  
Snook ISD Improvement Plan

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## SCHOOL ORGANIZATION

**Conclusions:** Snook ISD serves her students through a traditional organizational structure. Each position plays a vital role in providing what is needed for Snook ISD students. Each role ensures that students have access to the necessary resources to be able to be successful. This includes safe transportation to and from school; warm and healthy meals, clean and well-maintained facilities, pull-out and inclusion programs for special needs, and instructional support beyond what the classroom teacher is able to provide. *Snook ISD shall continue to review the effectiveness and efficiency the district's organization in order to maximize student success.*

**Data Points:** Title 1 Parent Involvement Survey, Teacher End of the Year Survey, Campus Walkthroughs, PBMAS Reports, TxEIS Discipline Reports, Students BIPs

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## TECHNOLOGY

**Conclusions:** Snook ISD has access to multiple technology resources. Snook ISD recently secured broadband internet allowing the district to operate more efficiently. Snook ISD has 3 classroom computer labs available to classrooms throughout the day and 1 computer lab for technology skills. Snook ISD also has 4 mini labs used for reading intervention, special education supplemental instruction, and agriculture instruction. This Snook Elementary received iPads and Chromebooks to be used to supplement instruction throughout the school year. As technology becomes more abundant in our classrooms and our students' lives, it is important that tech-based instruction not only be content driven, but must also address technology use safety. *Snook ISD must grow digital citizens that appropriately use technology as a tool. Snook ISD must also create awareness of the dangers of the digital community. With greater access to tools and internet, Snook ISD now must leverage technology to improve student success through effective research-based practices.*

**Data Points:** Title 1 Parent Involvement Survey, Teacher End of the Year Survey, Campus Walkthroughs, Read 180 Reports, Think Through Math Reports

**Goal 1:**

Create a student-centered district that is data-driven and supports the evolution of a student-centered classroom generating improved student achievement.

**Objective 1A:**

Implement an instructional delivery system that enables teachers to address the TEKS and utilize progress monitoring to ensure improved student learning.

<b>Strategies/Activities</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timelines</b>	<b>Evidence of Implementation</b>	<b>Formative/ Summative</b>
Implementation of curriculum utilizing TEKS Resource System (TEKS RS) and other curriculum documents which are aligned with the TEKS along with the English Language Proficiency Standards (ELPS) and College and Career Readiness Standards (CCRS)	Superintendent Principals Faculty/Staff Counselors Teachers	Local	August-May	Curriculum Pacing Guides Walkthroughs Lesson Plans	Academic Growth TTESS Appraisal
Professional development for teachers on DMAC to ensure the effective use of data to drive instructional decisions	Principal Instructional Coach Curriculum Director Teachers	Local Title I/II	August-September	User Logs Student Progress Walkthroughs Coaching Feedback	DMAC Reports Student Progress
Professional development for teachers on TEKS RS and other available resources	Principal Instructional Coach Curriculum Director Teachers	Local Title I/II	August-September	Walkthroughs Coaching Feedback	Lesson Plans Curriculum Pacing Guides
Professional Development for teachers on PlanBookEdu to support the lesson planning process	Principals Instructional Coach Teachers	Local	August-September	Walkthroughs	Lesson Plans TTESS Appraisal
Provide instructional coaching for teachers on better implement research-based instructional strategies	Principal Instructional Coach	Local Title I/II	September-May	Walkthroughs Department Meeting Agendas Lesson Plans	Academic Growth TTESS Appraisal
Consistently monitor teacher classroom management and instructional practices	Principal Instructional Coach	Local Title I/II	September-May	Walkthroughs TTESS	Lesson Plans

**Goal 1:**

Create a student-centered district that is data-driven and supports the evolution of a student-centered classroom generating improved student achievement.

**Objective 1A (continued):**

Implement an instructional delivery system that enables teachers to address the TEKS and utilize progress monitoring to ensure improved student learning.

Strategies/Activities	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Formative/ Summative
Provide Response to Intervention (RtI) services for students not achieving grade level performance in reading and math (including students identified with Dyslexia, English Language Learners, and Migrant students)	Principal Interventionists	Local Title I/II SCE	Each 6 weeks	RtI Schedules	Student Grade Reports Universal Screener Results Academic Growth
Provide credit recovery through an Alternative Learning Campus (ALC) for students at-risk of dropping out	Principal Campus Dean ALC Teacher	Local SCE	August-June	Report Cards Graduation Plans Transcripts	Graduation Rates
Provide information on college and career readiness for students and parents	Principal Campus Dean CTE Director	Local	September-May	Parent Information Night sign-ins College Night Career Fairs CTE participation CTSO participation	Graduation Rates, College, Career and Military Readiness (CCMR)
Provide professional development for campus and district leaders to stay up-to-date and address federal, state and local requirements	Superintendent Principal Curriculum Director	Local	August-July	PD Certificates	Compliant to Federal, State & Local Requirements

**Goal 2:** Provide technology infrastructure and tools to meet the administrative requirements of the District and to maximize learning for students and educators.

**Objective 2A:** Support the integration of technology in all facets of the educational system.

Strategies/Activities	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Formative/Summative
Provide professional development of school productivity tools for administration and teachers to make more informed decisions on student achievement	Principal Instructional Coach Curriculum Director Teachers	Title I/II Local	August-September	Walkthroughs Lesson Plans Aligned Unit Tests Teacher PD Administrative PD	Student Achievement Academic Growth TTESS Appraisal
Provide opportunities in the classroom and the computer labs for students to engage curriculum through technology	Principal Teachers Instructional Coach	Title I/II Local	September-May	Walkthroughs Lab Use Teacher Productivity Tools	Student Products TTESS Appraisal
Use various forms of media (including school website, school messenger, social media apps) to communicate, interact, and collaborate with all education stakeholders	Superintendent Principal Teachers Technology Director	Local	August-July	School Website School Facebook	Event/Meeting Attendance Parent-Teacher Conferences/Logs Student Grade Reports
Maintain and upgrade network infrastructure for wired and wireless access	Principal Technology Director	Local	June-August	Technology Needs Assessment Wired/Wireless Access Points Purchase Orders	Usage Reports Tech Work Orders
Budget and purchase technology tools critical for teacher productivity and student engagement	Superintendent Principal Technology Director Curriculum Director	Local IMA	May-August	Technology Needs Assessment Purchase Orders Lesson Plans Walkthroughs Student Products	Usage Reports Tech Work Orders

**Goal 3:** Actively recruit, train and retain highly-qualified staff and increase educator effectiveness to improve student performance

**Objective 3A:** Support teacher effectiveness through professional development based on identified needs

Strategies/Activities	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Formative/ Summative
Provide professional development for teachers and staff on instructional strategies to address the needs of students receiving special education services	Principal SPED Teachers SPED Co-op Interventionists Teachers	ESC	May-August	PD Sign-in Lesson Plans SPED Accommodations Walkthroughs	IEP Goals Met TTESS Appraisal
Provide professional development for teachers on intervention strategies to address the needs of students not meeting grade level student expectations (including students identified with Dyslexia, English Language Learners, and Migrant students)	Principal Interventionists Instructional Coach Teachers	ESC	May-August	PD Sign-in Lesson Plans Intervention Schedule 504 Accommodations Walkthroughs	LPAC Annual Review 504 Annual Review TTESS Appraisal
Provide professional development for teachers on English Language Arts and Mathematics practices across the curriculum (including for students receiving special education services)	Principals Instructional Coach SPED Teachers Teachers	TCES Local Title I/II ESC – Reading & Writing Across the Curriculum	August-May	PD Sign-in Lesson Plans SPED Accommodations Walkthroughs	Student Achievement Academic Growth
Provide professional development for teachers on instructional differentiation training to address various needs of academically accelerated students, students receiving special education services, students with dyslexia, English language learners, and migrant students	Principal Instructional Coach SPED Teachers SPED co-op Counselors Academic Dean Teachers	Local	August-September	PD Sign-in Lesson Plans Walkthroughs	Student Achievement Academic Growth TTESS Appraisal
Provide professional development for teachers to address the needs of academically advanced students	Principal GT Coordinator Teachers	ESC	August-September	PD Sign-in/Certificate Lesson Plans Walkthroughs Extracurricular Participation Dual-Credit Enrollment	Student Achievement Academic Growth TTESS Appraisal Dual-Credit Earned

**Goal 3:** Actively recruit, train and retain highly-qualified staff and increase educator effectiveness to improve student performance.

**Objective 3B:** Support leadership effectiveness to increase student achievement.

Strategies/Activities	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Formative/ Summative
Provide professional development for campus administrators to address updates on curriculum, instruction, assessment, and accountability	Principal Curriculum Director	TEA TCDSS ESC Lead4Ward	May-August	PD Certificates Conference Materials	TPESS Appraisal Teacher Growth Academic Growth
Provide professional development for teachers in data analysis of student assessment, high impact instructional strategies to meet the needs of students	Principal Instructional Coach Department Heads Curriculum Director Teachers	TCDSS ESC Lead4Ward	August-May	PD Sign-ins Department Meeting Agendas Lesson Plans	Student Achievement Academic Growth
Recertify campus administrators in TTESS process (including data-based action plans using walkthroughs and teacher goals)	Principal	TEA ESC	May-August	TTESS certification Action Plans	TPESS Appraisal TTESS Teacher Goals Student Achievement Academic Growth
Design master schedule and PD schedules allowing for department meetings and curriculum planning days	Principals	Master Schedule	August-May	Master Schedule PD Agendas Secondary Calendar	Teacher Collaboration
Provide targeted assistance for teachers based on identified needs from walkthrough data and student performance on assessments	Principals Instructional Coach Department Heads	Local	August-May	Walkthroughs DMAC Reports	Student Achievement Academic Growth
Provide professional development for new teachers on classroom fundamentals and provide access to teacher productivity tools	Principal New Teachers Curriculum Director Technology Director Business Director HR Director Superintendent	Local ESC	August-September	PD Sign-in/Certificate Account Creation	Teacher Access

**Goal 4:** Increase family and community involvement to foster academic achievement and school improvement.

**Objective 4A:** Enhance opportunities for involvement, ownership, and pride in student success for all stakeholders in educational activities and events.

<b>Strategies/Activities</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timelines</b>	<b>Evidence of Implementation</b>	<b>Formative/ Summative</b>
Review community and family engagement with surveys and stakeholder meetings (including DEIC, CIP, SHAC, CTE Advisory)	Principal Faculty	ESC	October-June	Survey Results Meeting Agendas Meeting Minutes	Improvement Plans Family Engagement Policy School-Parent Compact
Growth community and family engagement by using various forms of media (including school website, school messenger, social media apps) to communicate, interact, and collaborate with all education stakeholders	Principal Faculty	Local	August-July	School Website School Messenger News Articles Mail Outs Social Media Event Participation Meeting Sign-in	Improvement Plan Event Participation Student Achievement Academic Growth
Encourage all family and community members (including African American, Hispanic and economically disadvantaged) to attend, support, and participate in school activities	Principal Campus Dean Assistant Principal Teachers	Newspaper School Website Flyers home Lions Club Local churches Consultant	August-June	News Articles Newsletters Meeting Agendas Invitations	Event Participation
Provide professional development for all staff on importance of community and family engagement	Principal Counselor All Staff	Consultant Counselor	August-June	PD Sign-in Training Material	Parent-Teacher Conferences/Logs Event Participation
Provide in the student handbook parent information on practical information including rules, procedures, and specific ways parents can be engaged in the school	Principal Assistant Principal Teachers	Campus Leadership Team Campus Improvement Committee	August-June	Student Handbook	Event Participation
Provide flexibility with the time of day and location of meetings and activities to allow more parent participation	Principal Teachers	Lions Club Ministerial Alliance Campus Leadership Team	August-July	Newsletters Invitations School Website Social Media	Parent-Teacher Conferences/Logs Event Participation

**Goal 4:** Increase family and community involvement to foster academic achievement and school improvement

**Objective 4A (Continued):** Enhance opportunities for involvement, ownership, and pride in student success for all stakeholders in educational activities and events.

Strategies/Activities	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Formative/ Summative
Provide written correspondence in the students' home language when needed to ensure effective communication to all students (including migrant students)	Superintendent Principal	Local	August-June	Correspondence	Parent-Teacher Conferences/Logs Event Participation
Ensure yearly meetings are held to inform parents and guardians of financial aid opportunities, TEXAS grant program, Teach for Texas, higher education admission, and the importance of curriculum choices to prepare for success beyond high school	Principals Campus Dean	Local Consultant	August-May	Meeting Agendas Meeting Sign-In Handouts Social Media	Student FAFSA submitted College Enrollment Transcripts
Encourage and support District-level parent advisory councils to enhance communication and collaboration (PTO/PTA, District-Level Planning and Decision-Making Committee, Special Education, District Parental Involvement Meeting for Title I, District Safety Committee, and School Health Advisory Council)	Superintendent Principals Faculty	Local	August-May	Meeting Agendas Meeting Minutes Meeting Sign-in Handouts Reports	Family & Community Participation
Provide appropriate services for migrant students and their families	Migrant Coordinator Principals Teachers	Title I, C	August-May	Migrant Priority for Service Plan	Migrant Family Engagement
Implement an effective prekindergarten program to ensure a successful transition to local elementary school program	Principal Counselor Pre-K & K Teachers	Local	August-May	Pre-K Curriculum Universal Screeners	Transition to Kindergarten
Ensure communication opportunity of pre-kindergarten to all stakeholders and identify eligible students through pre-kindergarten enrollment process	Principal Counselor Campus Staff	Local	April-May	News Article/Segment Pre-K & K Round Up Sign-in Flyers	Pre-K Enrollment Enrollment Meeting Sign-in

**Goal 5:** Create a culture that is conducive to building relationships and increasing learning outcomes.

**Objective 5A:** Develop opportunities for students, teachers, administrators and staff to grow as a learning community.

<b>Strategies/Activities</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timelines</b>	<b>Evidence of Implementation</b>	<b>Formative/ Summative</b>
Provide and review a climate survey to gather feedback from campus stakeholders	Principal Counselor	Local	Fall Semester	Climate Survey Survey Responses	Campus Improvement Plan
Develop and implement campus-wide behavioral systems to recognize/celebrate desired classroom behaviors and correct disruptive behaviors	Teachers Counselor Assistant Principal Principal	Local	June-May	Assemblies Discipline Referrals ISS Usage Student Recognitions Student Celebrations	On-task Behaviors TTESS Appraisal
Coordinate leadership team meetings with department leadership to assess student learning and expected outcomes	Principal Department Heads	Local	June-August	Meeting Agendas Teacher Feedback	Campus Decisions PD Decisions
Coordinate leadership team meetings with teacher Professional Learning Community (PLC) to assess student learning and expected outcomes	Principals Teacher Leaders	Local	May-August	Meeting Agenda Meeting Minutes	Grade Level & Content Area Decisions PD Decisions
Identify and provide support for students who are in need	Counselor Nurse Teachers Academic Dean Principals	Local	August-May	Parent Conferences/ Logs	On-task Behaviors Engage Learning
Provide professional development for all instructional staff on emotional poverty	Superintendent Curriculum Director Instructional Staff	Local	August-September	PD Sign-in Purchase Books	Learning Environment TTESS Appraisal

**Goal 6:** Provide a safe and supportive environment for all students and teachers.

**Objective 6A:** Create a safe and secure environment that meets the physical and emotional needs of all students.

<b>Strategies/Activities</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timelines</b>	<b>Evidence of Implementation</b>	<b>Formative/ Summative</b>
Review and update student and faculty handbooks.	Superintendent Principal Campus Improvement Team	TASB Model Local Funds	August	Completed Handbooks	Student/Parent Acknowledgement Forms
Provide fair and equitable resolution for student behaviors	Principal Counselor Assistant Principal Teachers	Local Funds	August-May	PD Sign-in Walkthroughs Parent Communication	Discipline Referrals SWIS Reports
Grow meaningful student-teacher relationships and students-student relationships	Principal Counselor Assistant Principal	Local Funds	August-May	PD Sign-in Walkthroughs Parent Communication	Discipline Referrals GRIT Nominations
Ensure the safety of all students (including the use of electronic surveillance on school building and student transportation as well as anti-bullying strategies )	Principal Technology Director Operations Director Student Resource Officer (SRO)	Local Funds Title IV	August-June	Camera System PD on Bullying Assemblies	Discipline Referrals
Conduct facility needs assessment related to the safety of the learning environment	Superintendent Operations Director SRO	Facility Safety Checklist	December	Facilities Safety Checklist & Recommendations	Completed Maintenance Work Orders
Review and update transportation department buses, operations, and route services	Superintendent Transportation Director	Local Funds	August-May	Trip Tickets & Logs Maintenance Requests Route Descriptions	Route Services Report Operations Report
Review and update dating violence policy, other policies addressing sexual abuse, the maltreatment of children, and suicide prevention programs	Superintendent Principal Counselors	Board Policies	August-May	Board Policies PD Sign-in/Certificate	Update Policies
Provide professional development for all staff on best practices in managing emergency situations	Superintendent	CRASE Training	August-September	PD Sign-in/Certificate	Emergency Preparedness

