

**THREE RIVERS ISD
DISTRICT IMPROVEMENT PLAN
SCHOOL YEAR, 2020-2021**



Goals

Goal 1: Three Rivers ISD will recruit and retain highly-qualified and certified teachers.						
Performance Objective 1: TR ISD will attend job fairs and work to certify present faculty members.						
Strategy	Person Responsible	Funding Source	Reviews			
			Formative			Summative
			November	January	March	June
Attend job fairs at TAMUCC, TAMUK, & Texas State to attract new candidates.	Sup't, Principals	Local				
Increase number of ESL certifications across the school district.	Sup't , Principals	Local				
Place advertisements in The Progress, Express-News, and Caller Times to recruit special education teachers	Sup't	Local				
TR ISD will continue to attract teachers to our school district by offering both signing bonuses & teaching stipends for secondary math & science as well as special education.	Sup't, Business Director	Local				
Every faculty member will possess a teaching certificate for the specific area that the individual is teaching.	Sup't, Principals, Human Resources	Local				
TR ISD will follow HB 3 guidelines and issue state-mandated pay increase including retention bonus.	Sup't, Board, & Business Director	Local				
Continue to utilize school housing as a tool to recruit teachers.	Sup't, Business Office	Local				
Pursue HB 3's Teacher Incentive Allotment for 2020-2021, Cohort D	Sup't, Teacher Leaders	Local, TEA Reimbursment				
Maintain 6 GT training hours for all certified faculty.	Principals	Local				
Complete online reading academics for grades (K-3)	Elementary Principal	Local				

Goals

Goal 2: Three Rivers ISD will strive to become an A-rated school district within the State's accountability system.						
Performance Objective 2: Increase academic rigor, learning opportunities, and focus on CTE/CCMR.						
Strategy	Person Responsible	Funding Source	Reviews			
			Formative			Summative
			November	January	March	June
Three Rivers ISD will increase its ACT/SAT scores with the implementation of an ACT/SAT "Boot camp" session.	Principal/Ass't Principal	Local				
Increase number of CTE or industry-based certifications such as veterenarian technician, floral design, Microsoft Office	Principal/Ag Teacher/Business Teacher	Local				
Conduct a deep, data dive for CTE/CCMR (Geoffrey Rickenhauser)	Ass't. Principal/Counselor	Local (\$900)				
Partner with George West ISD on Process Technology IBC as well as Summer Career & Technology Grant (Year II)	Sup't, Counselor, Business Office	Local				
Assistance with the administration of Title I, Part A program	Sup't, Business Office, Principals	Title I, A Funds				
TR ISD will send its students to a college and career fair in the Fall semester to Coastal Bend College.	Principal	Local				
The agriculture department will evaluate adding a Level 1 welding certification.	Sup't, Principal, Ag Teacher	Local				
TR Elementary School will increase its STAAR performance in the specific, targeted areas of 3rd grade reading, 5th grade reading & math, as well as 6th grade reading.	Sup't, Elementary Principal, Teachers	Local				

Goals

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Goals

[illegible]

Goals

Goal 5:	Three Rivers ISD will increase its technology resources as well as student learning opportunities.						
Performance Objective 1: Increase number of Chrome books							
Strategy	Person Responsible	Funding Source	Reviews				
			Formative			Summative	
			November	January	March	June	
Repair electronic marquee (i.e., Spectrum) at the secondary campus to keep information flowing to our public.	Technology Director	Local					
Repair flat screen TV's across the school district so that we are communicating with our students and visitors.	Technology Director	Local					
Evaluate the possibility of upgrading our district server through E-rate funds (Increase bandwidth & server switches)	Technology Director	E-Rate funds, ESSER Funds, Cares Act Money from LOC					
Begin transition from Smart Board to Promethean boards at a rate of two boards for year two.	Technology Director	Local					
Phase in teacher desktops at the secondary campus.	Technology Director	Local					
Phase in 160 Chromebooks at the secondary campus to reach 1:1 technology ratio.	Business Director/Sup't/High School Principal	Local					