2018-2019
VAN ALSTYNE ISD
DISTRICT IMPROVEMENT PLAN

DISTRICT IMPROVEMENT TEAM MEMBERS 2018-2019

Name	Campus	Role	Name	Campus	Role
Kristi Odom	Partin Elementary	Principal	Craig Dennis	VAHS	Principal
Ann Tyler (1)	Partin Elementary	Teacher	Debbie Fine	VAHS	Assistant Principal
Tori Decker (1)	Partin Elementary	Teacher	Laiken McMurl (1)	VAHS	Teacher
Julie Johnson (1)	Partin Elementary	Teacher	Mark Campbell (1)	VAHS	Teacher
Abbey Harpole (1)	Community	Parent	Karen Endicott (1)	VAHS	Teacher
Lisa Harrelson	Partin/ Sanford	Assistant Principal	Chris Weaver	VAHS	Counselor
Sherry Stillman	Sanford Elementary	Principal	Casey Storment (1)	Community	Parent
Lisa Morris (1)	Sanford Elementary	Teacher	Hoyt Mann (1)	Community	Community Member
Lydia Graham (1)	Sanford Elementary	Teacher	Vince Sawyers (3)	Community	Business Owner
Keri Morris (1)	Sanford Elementary	SPED Teacher	Dr. David Brown	VAISD	Superintendent
Mark Fletcher (1)	Community	Parent	Ryan Coleman	VAISD	Assistant Superintendent
Kelly Moore	VAMS	Principal	Renee Maples	VAISD	Chief Financial Officer
Glynn Smith	VAMS	Assistant Principal	Jamie Martinez	VAISD	Curriculum Director
Coleen Jones (3)	VAMS	Teacher	Rachel Sevarino	VAISD	Elem. Curriculum Coordinator
Keri Leinart (1)	VAMS	Teacher	Ted Beal	VAISD	Sec. Curriculum Coordinator
Debbie Meaders (1)	VAMS	Teacher	Kenneth Daniel	VAISD	Technology Director
Mandi Danielson (1)	Community	Parent	Lannie Barnes	VAISD	Maintenance/ Trans. Director

VAISD VISION

Van Alstyne ISD will become the premier district in the state of Texas

VAISD MISSION

Van Alstyne ISD will be a premier school district providing a well-rounded, safe school experience that prepares our graduates to discover and attain their life goals.

OVERVIEW OF 2018-2019
DISTRICT IMPROVEMENT PLAN GOALS

GOAL 1: ALL STUDENTS WILL EXPERIENCE HIGHLY ENGAGING AND RIGOROUS LESSONS AND INTERVENTIONS TO HELP THEM ATTAIN THEIR ACADEMIC POTENTIAL.

GOAL 2- VAISD WILL CREATE AN INNOVATIVE LEARNING ENVIRONMENT THAT HELPS OUR STUDENTS DEVELOP 21ST CENTURY SKILLS.

GOAL 3: VAISD WILL RECRUIT AND MAINTAIN HIGHLY MOTIVATED STAFF WHILE PROVIDING ONGOING AND RELEVANT PROFESSIONAL DEVELOPMENT THAT TRANSLATES TO STUDENT ENGAGEMENT AND SUCCESS.

GOAL 4: PARENT AND COMMUNITY MEMBERS WILL BE PARTNERS WITH THE VAISD STAFF IN MEETING THE NEEDS OF OUR STUDENTS.

GOAL 5- VAISD WILL PROVIDE ALL LEARNERS WITH A SAFE, SECURE, NURTURING, AND POSITIVE LEARNING ENVIRONMENT.

GOAL 6- VAISD WILL PROACTIVELY ADDRESS GROWTH WHILE OPTIMIZING STUDENT PERFORMANCE, COMMUNITY RELATIONSHIPS, AND CORE VALUES.
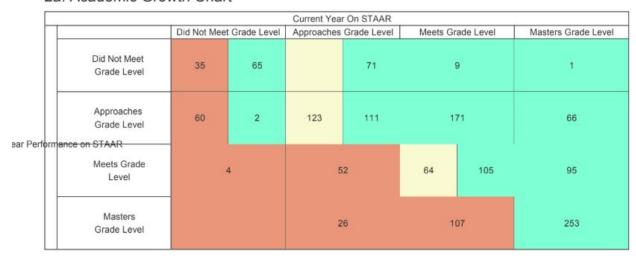
SUMMARY OF ASSESSMENT DATA

	Eco Dis 2018			All Students 2018			Eco Dis 2017			All Students 2017		
	Approaches	*Meets*	*Masters*	*Approaches*	*Meets*	*Masters*	*Approaches*	*Meets*	*Masters*	*Approaches*	*Meets*	*Masters*
3rd Reading	60.00%	20.00%	7.00%	81.00%	48.00%	25.00%	64.00%	39.00%	18.00%	81.00%	51.00%	29.00%
3rd Math	67.00%	27.00%	13.00%	84.00%	53.00%	29.00%	70.00%	39.00%	21.00%	85.00%	54.00%	31.00%
4th Reading	78.00%	40.00%	20.00%	82.00%	50.00%	31.00%	60.00%	38.00%	19.00%	80.00%	61.00%	34.00%
4th Math	80.00%	38.00%	25.00%	82.00%	58.00%	41.00%	81.00%	43.00%	22.00%	89.00%	60.00%	38.00%
4th Writing	53.00%	28.00%	3.00%	66.00%	42.00%	11.00%	57.00%	20.00%	9.00%	77.00%	38.00%	14.00%
5th Science	59.00%	27.00%	22.00%	81.00%	45.00%	21.00%	75.00%	45.00%	11.00%	86.00%	52.00%	21.00%
6th Reading	67.00%	33.00%	14.00%	80.00%	47.00%	26.00%	68.00%	23.00%	13.00%	84.00%	50.00%	24.00%
6th Math	84.00%	41.00%	14.00%	91%	55.00%	22.00%	72.00%	21.00%	4.00%	86%	41.00%	16.00%
7th Reading	60.00%	29.00%	13.00%	79.00%	57.00%	32.00%	74.00%	48.00%	23.00%	84.00%	52.00%	27.00%
7th Math	77.00%	42.00%	12.00%	88.00%	62.00%	30.00%	77.00%	55.00%	16.00%	89.00%	69.00%	30.00%
7th Writing	62.00%	29.00%	4.00%	79.00%	54.00%	12.00%	77.00%	26.00%	3.00%	86.00%	43.00%	14.00%
8th S.S.	79.00%	52.00%	27.00%	82.00%	55.00%	36.00%	52.00%	30.00%	30.00%	83.00%	56.00%	45.00%
8th Science	91%	73.00%	48.00%	97.00%	83.00%	62.00%	91%	52.00%	26.00%	98.00%	74.00%	44.00%
5th Reading	68.00%	34.15%	9.76%	87.00%	60.33%	26.45%	83.00%	38.00%	19.00%	92.00%	54.00%	29.00%
5th Math	76.00%	34.15%	0.00%	89.00%	46.28%	11.57%	87.00%	43.00%	13.00%	93.00%	55.00%	24.00%
8th Reading	91.00%	52.94%	23.53%	93.00%	63.03%	36.97%	97.00%	52.00%	21.00%	96.00%	68.00%	34.00%
8th Math	93.00%	68.97%	31.03%	97.00%	76.63%	31.87%	96.00%	74.00%	19.00%	96.00%	81.00%	27.00%
Algebra I	91.00%	65.00%	26.00%	98.00%	81.00%	46.00%	97.00%	66.00%	29.00%	99.00%	77.00%	45.00%
English I	64.00%	44.00%	8.00%	82.00%	67.00%	15.00%	77.00%	49.00%	6.00%	88.00%	73.00%	12.00%
English II	85.00%	70.00%	7.00%	94.00%	87.00%	17.00%	90.00%	62.00%	7.00%	95.00%	76.00%	14.00%
US History	97.00%	62.00%	11.00%	99.00%	85.00%	52.00%	93.00%	50.00%	23.00%	97.00%	72.00%	32.00%
Biology	100.00%	77.00%	36.00%	100.00%	93.00%	60.00%	100.00%	74.00%	31.00%	100.00%	86.00%	48.00%

This chart compares our 2018 STAAR scores to our 2017 STAAR scores. The scores in orange improved from the previous year, and the scores in yellow decreased from the previous year.

Increased >2 pts from last year/same test

Decreased >2 pts from last year/same test

2a: Academic Growth Chart

	Current Year On STAAR			
	Did Not Meet Grade Level	Approaches Grade Level	Meets Grade Level	Masters Grade Level
Did Not Meet Grade Level	35	65 / 71	9	1
Approaches Grade Level	60	2 / 123	111 / 171	66
Meets Grade Level	4	52	64 / 105	95
Masters Grade Level		26	107	253

This chart shows student growth on the reading and math STAAR tests from 2017 to 2018. The students in red did not meet the growth standard, green met or exceeded the growth standard, and the tan students showed growth, but not enough to qualify for the top standard.

ESSA Comprehensive Needs Assessment

Data Resources: STAAR and TELPAS Assessment Results, TAPR (Texas Academic Performance Report), Parent Survey, Axiom Report, Eduphoria Teacher Proficiency Reports

Demographics	Student Achievement
Demographics and Staff Quality	
- Be proactive in preparing for rapid student growth - Be proactive in preparing for staffing growth - Be prepared to deal with the increasing diversity of our student population - Explore ways to lower class sizes at the secondary level - Provide professional development to help teachers better serve our students' needs- particularly in the area of lesson design, and writing. - Continue to plan for future growth by assessing current building needs and financial projections. - Explore plans for the building of a new high school as growth starts to push us towards capacity.	- Improve the STAAR Meets and Masters level rate in all subject areas and grade levels. - Target grade specific subjects based on STAAR results. - Improve writing k-12 - Implement strategies that support the success of students classified as SPED, economically disadvantaged, ESL, and at-risk to ensure they are performing at rates comparable to their peers. - Improve targeted tutoring services offered to all students, including economically disadvantaged and at-risk students - Focus efforts on using differentiated instruction and formative assessments with students - Increase participation rates as well as overall achievement on the SAT and ACT - Increase the percentages of students meeting the growth target on the STAAR Progress/ Growth Measure in reading and math. - Implement data meetings between principals and all core teachers to ensure strategic intervention and student success.
Processes and Programs	**Perceptions**
Curriculum, Instruction, and Assessment; Staff Recruitment and Retention; School Organization; Technology	Family and Community Engagement School Culture and Climate
- Need a curriculum and lessons that reflect 21st Century skills and learning (meaningful technology use, collaboration skills, critical thinking, problem-solving, creativity, etc.) - Continued evaluation of our current CTE program to ensure student participation and success. - Continue to improve vertically and horizontally aligned district-created curriculum documents.	- Each campus needs to explore opportunities to increase parent and community involvement. - Improve staff / parent communication at each campus through the use Remind, social media, newsletters, and personal communication. - Increase the posting of district happenings on the district / campus websites, calendar and social media.

- Implementation of the SLO process to guide teacher instruction.
- Recruit, hire, and retain quality staff.
- Continue to have a staff compensation plan which is competitive with area school districts, including for our support staff.
- Implement instructional strategies to increase rigor and enhance college readiness and advanced performance on STAAR and EOC
- Ensure technology staff grows with district needs.
- Be aware of emerging trends in technology through attendance at state and regional technology events, personal research, teacher training, and regular interactions with other district technology personnel.
- Continue to upgrade and add to current technology available to teachers and students.
- Continue to help teachers progress in the area of meaningful technology usage in the classroom.
- Explore the addition of a technology teacher at the elementary schools to teach students the skills they need to acquire to be able to effectively utilize the technology in their classrooms.

- Need to seek ways to continue to build relationships and the family atmosphere among both staff and students.
- Provide multiple opportunities for students to be involved in their school and their community.
- Identify areas/ways to keep the small school feel as the district grows.
- Ensure equitable instruction and resources at each elementary school.
- Improve district communication to keep staff informed.
- Explore ways to use our SRO to educate students and parents on issues such as the responsible use of social media and bullying.
- Implement a district staff survey, and a student survey for students in grades 5-12 to get their perception, feedback, and ideas.
- Provide students opportunities for ACT/ SAT prep.

DISTRICT IMPROVEMENT PLAN GOALS AND STRATEGIES

GOAL 1: ALL STUDENTS WILL EXPERIENCE HIGHLY ENGAGING AND RIGOROUS LESSONS AND INTERVENTIONS TO HELP THEM ATTAIN THEIR ACADEMIC POTENTIAL.

Areas of Focus:
- Provide all learners with an engaging and innovative approach to education that reaches the specific and diverse needs of each learner.
- Provide a rigorous and relevant curriculum for all students, and provide the support each child needs to maximize their success.
- Focus on effective use of data to drive instruction, including using data to identify and track individual student academic growth.
- Develop strategic intervention plans to help each student maximize their academic potential, including students in our sub-populations
- Focus on early identification and intervention
- Focus on improving writing K-12, including performance on STAAR and EOC assessments

Performance Objectives:
1. Increase the percentage of students scoring at the following standards:
   - Approaches Grade Level standard (minimum passing standard) from 87% to 90%
   - Meets Grade Level standard from 62% to 70%
   - Masters Grade Level standard from 31% to 40%
2. Close the achievement gap so that all population groups score within 5% of the overall population on all STAAR assessments.
3. Increase the percentages of students demonstrating expected grade level growth on the STAAR progress measure from 20%- 0 points, 13%- ½ point, 67%- 1 point to 0%, 25%, 75%
4. Increase the district's attendance rate from 96% to 97%

#	Strategies and Action Steps	Resources	Person(s) Responsible	Timelines	Formative/ Summative Evaluation
1	Use STAAR results to target grade specific subjects for improvement (1.1)	Eduphoria Aware	Principals	Fall 2018	Quarterly test results 2019 STAAR results
2	Analyze individual STAAR results and quarterly assessment results to determine targeted intervention/ remediation required for each student. (1.3)	Eduphoria Aware Local funds	Principals Curriculum Coordinators Teachers	Quarterly	Student growth on STAAR and quarterly exam scores
3	Principals will conduct quarterly data meetings with all core-area teachers to discuss individual student progress, strategic interventions, and plans of action to ensure the success of all students, including our sub-populations (eco dis, at-risk, SPED, ESL, students with dyslexia, etc.) (1.2)	Eduphoria Aware Local funds Staff Time	Principals Teachers Curriculum Department	Quarterly	Student growth on STAAR and quarterly exam scores
4	Improved targeted tutoring services tailored to the specific needs of each student performing below target level will be provided, including economically disadvantaged and at-risk students. (1.2)	Staff Time Comp Ed % of $619,630	Principals Teachers	Weekly	Student growth on STAAR and quarterly exam scores

5	Embed time within the school day for student intervention on all four campuses. (1.2)	Principal and teacher time	Principals Teachers	Summer 2018	Master Schedules
6	Introduce the 3 Questions Strategy to shift teacher focus toward targeted intervention to fill in gaps and strategic student growth (1.3)	Staff time Eduphoria Aware	Assistant Superintendent Principals	September 2018	Teacher feedback and results of the strategy
7	Quarterly assessments will be revised, calibrated to the rigor of the STAAR test, and administered to measure student mastery. (1.1)	Eduphoria Aware Test banks	Curriculum Department Teachers	Quarterly	Assessment results and comparability to STAAR
8	Increase the science focus at the 3rd and 4th grade levels to prepare students for the 5th grade science STAAR test (1.1)	Teacher time Local funds	Principals Science teachers	Daily	Results on science assessments
9	Continue to improve math achievement through hands-on activities and highly engaging lessons. (1.1)	Local funds	Principals Math teachers	Weekly	Results on math assessments
10	Implement strategies to improve reading instruction and results at both the campus level and through the curriculum department, including implementation of effective interventions. (1.3)	Staff Time Comp Ed % of $619,630	Principals Teachers Curriculum Department	Weekly	Reading progress monitoring and assessment results
11	Utilize reading interventionist at the elementary level to intervene with struggling readers. (1.2)	Title I % of $108,621	Principals Reading Interventionist	Daily	Progress monitoring and assessment results
12	Curriculum coordinators will work with ELAR teachers to improve reading and writing instruction. (1.1)	Staff time	ELAR Teachers Curriculum Coordinators	Monthly	ELAR assessment results
13	Improve student writing skills through teacher training, use of the Lucy Calkins writing program at the elementary schools, and writing across the curriculum in the middle and high schools. (1.1)	Local funds Lucy Calkins Program	Principals Writing Teachers Curriculum Department	Daily	Writing assessment results
14	Evaluate and align all special programs (RtI, ESL, SPED) with the general education program to increase student performance. (1.2)	Staff Time	Principals Special Program Teachers	June 2019	Progress monitoring Assessment results
15	Continue to improve vertically and horizontally aligned district-created curriculum documents. (1.1)	Staff Time	Curriculum Department Teachers	June 2019	Updated documents
16	Focus on going in depth on TEKS readiness standards. (1.1)	Teacher Time	Principals Teachers	Weekly	Lesson Plans Assessment results
17	Increase participation rates and maintain or increase overall achievement on the AP/ACT/SAT exams (1.1)	Staff Time	Principal Counselors	Fall 2018 Spring 2019	Assessment Results and participation
18	Identify more resources that align with the rigor of the state content that will be tested on the STAAR and ACT/ SAT exams. (1.1)	Local Funds Comp Ed % of $619,630	Curriculum Department Principals and Teachers	Quarterly	Purchased Resources
19	Provide students opportunities for ACT/ SAT prep. (1.1)	Staff Time Local Funds	High School Principal High School Counselor	Fall 2018/ Spring 2019	Student participation ACT/ SAT Results

20	Implement instructional strategies to increase rigor and enhance advanced performance and college readiness on STAAR and EOC (1.1)	Staff Time and Training	Principals Teachers	Weekly	Quarterly Exam Results STAAR/ EOC Results
21	Employ strategies to increase attendance, such as: closely monitoring attendance, student conferences, communicating with parents regarding ongoing attendance issues, etc. (1.4)	Staff Time	Superintendent Assistant Superintendent Principals	Monthly	Attendance Reports
22	Continue to improve facilitation of effective transitions for students progressing between campuses- including students entering kindergarten, transitioning from elementary to middle school, middle to high school, and high school to postsecondary education. (1.3)	Staff Time Local Funds Communication between schools	Principals Leadership Teams	Spring and Summer 2019	Transition Events (Minnow and Fish Camps, Kindergarten Round-up)

GOAL 2- VAISD WILL CREATE AN INNOVATIVE LEARNING ENVIRONMENT THAT HELPS OUR STUDENTS DEVELOP 21ST CENTURY SKILLS

Areas of Focus:
- Promote the VAISD learner to be an effective communicator, collaborator, and critical and innovative thinker
- Design relevant instructional experiences that allow students to take ownership in their learning.
- Integrate digital tools that engage students in order to deepen knowledge and elevate a desire for learning.
- Continue to help teachers progress in the area of meaningful technology use in the classroom.

Performance Objectives:
1. Increased usage of teaching strategies and activities that involve student communication and collaboration
2. Increased usage of critical thinking and problem-solving activities
3. Increased usage of meaningful technology in the classroom
4. Provide relevant classes that prepare students for life after high school

#	Strategies and Action Steps	Resources	Person(s) Responsible	Timelines	Formative/ Summative Evaluation
1	When applicable, teachers should focus on designing lessons that incorporate 21st Century skills, including collaboration skills, critical thinking, problem-solving, technology, and creativity. (2.2)	Local funds Training	Principals Teachers Curriculum Department	Weekly	Lesson Plans
2	Provide opportunities for communication and collaboration in all subjects areas. (2.1)	Teacher Time	Principals Teachers	Weekly	Lesson Plans
3	Afford students opportunities to present to diverse audiences. (2.1)	Teacher Time Volunteers	Teachers	Monthly	Presentation Opportunities
4	Educators will keep abreast of creative and innovative techniques in instruction, and use these techniques as appropriate to improve student learning. (2.2)	Teacher Time Training Online Resources	Teachers Curriculum Department	Monthly	Professional Development Lesson Plans

			Instructional Tech Specialist		
5	Continue to upgrade and add to current technology available to teachers and students (2.3)	Local Funds	Superintendent Technology Director	September 2018	Technology
6	Ensure technology staff grows with district needs, and explore the use of a high school student team to help with minor campus technology needs. (2.3)	Local Funds Tech Director Time	Superintendent Technology Director	Spring 2019	Staffing
7	Continue to fund our one-to-one electronic device initiative for students in grades 8 –12 (2.3)	Textbook Allotment Funds	Superintendent Technology Director	Summer 2018	Purchased Chromebooks
8	Familiarize teachers with the SAMR Model to help them focus on having their students utilize technology in a meaningful way. (2.3)	Staff Time	Principals Instructional Tech Specialist	Fall 2018	Lesson plans Walkthrough data
9	Explore the addition of a technology teacher at the elementary schools to teach students the skills they need to effectively utilize technology in their classrooms. (2.3)	Administrator Time	Superintendent Assistant Superintendent	Spring 2019	Priority of needs
10	Be aware of emerging trends in technology through attendance at technology events such as TCEA (Texas Computer Education Association), personal research, teacher training, and interactions with other district technology personnel. (2.3)	Staff Time Local Funds	Superintendent Assistant Superintendent Principals Instructional Tech Specialist	Fall 2018 Spring 2019	Event attendance tech specialist trainings
11	The district instructional technology specialist will provide teachers with ongoing technology training (1-2 times monthly) to enhance teacher job performance and student learning. (2.3)	Tech Specialist Time Teacher Time	Instructional Tech Specialist Principals	Monthly	Attendance at tech specialist trainings
12	Continued evaluation of our Career and Technical Education (CTE) program to ensure student participation and success. (2.4)	Staff Time	HS Principal HS Counselor	Spring 2019	Student participation survey feedback
13	Look for opportunities to encourage college, career, and military readiness. (2.4)	Staff Time	Principals Counselors	Fall 2018 Spring 2019	Record of opportunities
14	Continue to provide our high school and middle school students with information and experiences to prepare them for life after high school, such as college days, military and trade information, admissions and financial aid info, etc. (2.4)	Principal and Counselor Time	HS Principal HS Counselor	Fall 2018 Spring 2019	Record of events

GOAL 3: RECRUIT AND MAINTAIN HIGHLY MOTIVATED STAFF WHILE PROVIDING ONGOING AND RELEVANT PROFESSIONAL DEVELOPMENT THAT TRANSLATES TO STUDENT ENGAGEMENT AND SUCCESS.

Areas of Focus:
- Highly qualified and effective personnel will be recruited, developed, and retained
- Continue to have a staff compensation plan, including for our support staff, that is competitive with area school districts
- Provide teachers with relevant professional development that allows them to better address our students' needs

Performance Objectives:
1. 100% of our new hires will be highly qualified
2. Provide a competitive compensation plan that attracts a high quality candidate pool and helps us retain effective teachers
3. Use performance data and teacher input to drive professional development activities
4. Improved teacher performance as evidenced on the T-TESS Summative Teacher Proficiency Report
5. Teacher satisfaction as evidenced on staff survey

#	Strategies and Action Steps	Resources	Person(s) Responsible	Timelines	Formative/ Summative Evaluation
1	Continue to hire highly qualified teachers and paraprofessionals (3.1)	Administrator Time	Superintendent Assistant Superintendent Principals	August 2018	HQ status Eduphoria Teacher Proficiency Report
2	Investigate the use of the RIVS video interviewing system to allow persons hiring to more effectively and efficiently select interview candidates. (3.1)	Local Funds RIVS Program	Superintendent Assistant Superintendent Principals	Fall 2018	RIVS system usage Quality of interview pools
3	Monitor area district pay scales to ensure we are competitive and can attract top talent for both teachers and support staff (3.2)	Asst. Sup. Time	Superintendent Assistant Superintendent	Spring 2019	District comparisons
4	Explore alternative pay scales as a way of compensating and retaining our top talent (3.2)	Asst. Sup. Time Committee Time	Superintendent Assistant Superintendent	Fall 2018	Research information
5	Utilize instructional coaches with good teachers to move them towards being great (3.3)	Staff Time	Curriculum Director Principals	Monthly	Assessment Data Eduphoria Teacher Proficiency Report
6	Improve district communication to keep staff informed. (3.5)	Administrator Time	Superintendent Assistant Superintendent	Monthly	Monthly newsletters
7	Provide a variety of professional development opportunities for teachers to help them better serve our students' needs. (3.4)	Administrator and Staff Time	Curriculum Department Principals	August 2018	Eduphoria Teacher Proficiency Report

#	Strategies and Action Steps	Resources	Person(s) Responsible	Timelines	Formative/ Summative Evaluation
8	Seek teacher input on professional development opportunities to help them progress. (3.3)	Staff Time Survey Tool	Curriculum Department Principals	Semester	Staff survey input
9	Support leadership development opportunities for teachers and administrators. (3.5)	Administrator and Staff Time	Superintendent Assistant Superintendent Principals	Fall 2018 Spring 2019	Staff participation in leadership opportunities
10	Partner with local universities to create a strong partnership that continues to support a high quality applicant pool (3.1)	Administrator Time	Superintendent Assistant Superintendent Principals	Spring 2019	Partnerships and new teacher candidate quality
11	Conduct staff survey(s) to get staff input and ideas for improvement (3.5)	Staff Time Survey Tool	Superintendent Assistant Superintendent Principals	Semester	Staff survey input
12	Explore systems that recognize excellence in work performance by staff members (3.5)	Administrator Time	Superintendent Principals	Fall 2018	Recognition systems
13	Investigate ways to strengthen our new teacher mentoring system. (3.5)	Administrator Time	Assistant Superintendent Principals	Spring 2019	Mentoring improvements

GOAL 4: PARENTS AND COMMUNITY MEMBERS WILL BE PARTNERS WITH THE VAISD STAFF IN MEETING THE NEEDS OF OUR STUDENTS.

Areas of Focus:
- Effective communication to keep parents and the community informed
- Provide parents opportunities to play an active role in their child's education

Performance Objectives:
1 Improved results on the communication portion of the parent survey
2 Improved parental/ student usage of the Parent Portal gradebook
3 Improved parent participation in school events
4 Continue to work collaboratively with our community

#	Strategies and Action Steps	Resources	Person(s) Responsible	Timelines	Formative/ Summative Evaluation
1	Provide excellent customer service, including consistently updating the Parent Portal gradebook, friendly communication, and responding to email and/ or phone calls within 24 hours. (4.1)	Staff time and training	Principals School Office Staff Teachers	Weekly	Parent survey and community feedback
2	Continue to keep parents informed using strategies such as the following: • Weekly electronic campus newsletters	Social Media Remind App Smore	Superintendent Assistant Superintendent Principals	Weekly	Parent survey and community feedback Social media feed

#	Strategies and Action Steps	Resources	Person(s) Responsible	Timelines	Formative/ Summative Evaluation
	● Emphasis on Facebook/ Twitter posts (min. 3 per week) ● Encouraging teachers to utilize Remind to keep parents informed about assignments, tests, etc. ● Contacting the parents of struggling students to come up with a plan of action to help that student ● Inform parents and the community of school events and activities in order to enhance involvement (4.1)	Staff and Principal Time	Teachers		
3	Increase enrollment and effectiveness of use of the Parent Portal gradebook system using strategies such as creating a video explaining how to set alerts to monitor student performance (4.2)	TxEIS	Instructional Technology Specialist	October, 2018	Percent of Parents/ Students with Access
4	Information will be provided through the website and meetings with students & parents about high school curriculum choices and how those choices tie into college & career planning. (4.1)	Principal and Counselor Time	High School Principal High School Counselor	Spring 2019	Student 4-Year Plans
5	Implement the Title I Parent, Family and Community Engagement Framework at the elementary schools (4.3)	Head Start Funds	Principals Head Start Staff	Fall 2018	Survey Data
6	Each campus will continue to explore opportunities to increase parent and community involvement. (4.3)	Staff Time	Principals Improvement Teams	Fall 2018	Parent/ Community Events
7	Develop collaborative partnerships with entities that impact VAISD (4.4)	Administrator Time	Superintendent Assistant Superintendent	Spring 2019	Partnerships

GOAL 5- VAISD WILL PROVIDE ALL LEARNERS WITH A SAFE, SECURE, NURTURING, AND POSITIVE LEARNING ENVIRONMENT

Areas of Focus:
- School facilities will be safe, well-maintained, and disciplined environments conducive to student learning.
- Provide facilities that maximize learning and community pride and ensure we have safe and secure campuses
- Make our students feel valued and supported

Performance Objectives:
1. Provide environments conducive to student learning
2. Decrease the number of discipline incidents by 5%
3. Continue to ensure we have appropriate emergency management procedures in place, and increase lockdown drills to one drill per quarter
4. Provide opportunities for students to be recognized and to give back to their community
5. Provide appropriate services to all of our students

#	Strategies and Action Steps	Resources	Person(s) Responsible	Timelines	Formative/ Summative Evaluation

1	Explore ways to incorporate a character development program that encompasses grades K-12 (5.5)	Counselor Time Character Program	Counselors Principals	Fall 2018	Guidance Record
2	Create a school district that makes all students feel valued, capable, and confident by recognizing student success (outstanding student programs, newsletters, Facebook/ Twitter, at school board meetings, etc.) (5.3)	Local Funds Staff Time	Superintendent Assistant Superintendent Principals	Monthly	Student Recognition Opportunities
3	Provide opportunities for all VAISD students to engage in community service. (5.3)	Staff Time	Principals	Fall 2018 Spring 2019	Community Service Records
4	Continue to enforce campus-wide, equitable rules and consequences per the VAISD Code of Conduct. (5.1)	Staff Time	Principals	Daily	Discipline Records
5	Continue to implement and improve behavior interventions (5.2)	Staff Time	Principals	Monthly	Discipline Records
6	Continue programs & procedures to reduce drugs, violence, etc. on campuses and in the community. (5.1)	SRO Programs	Superintendent Principals	Fall 2018	Record of Events
7	The district will provide a Disciplinary Alternative Education Program (DAEP) for students struggling behaviorally in the regular education setting. (5.1)	Local Funds	Superintendent Assistant Superintendent Principals	Fall 2018 Spring 2019	Usage Reports TXEIS Reports
8	Continue School Health Advisory Council meetings to address staff/ student wellness, and other pertinent issues. (5.5)	District RN & SHAC Member Time	District RN	Quarterly	SHAC Meeting Record
9	Continue programs and procedures for suicide prevention, conflict resolution, violence prevention, dating violence, and sexual harassment. (5.5)	Staff Time Local Funds	Counselors Principals	Fall 2018	Record of Training/ Programs
10	Complete at least one lockdown drill per quarter, with the training evaluated by administrators and our SRO (5.3)	Staff Time SRO Time	Principals SRO	Quarterly	Campus Drill Records
11	Promote programs that discourage under-age drinking, texting while driving, and other dangerous behaviors (5.5)	Time	Principals Counselors	Fall 2018	Record of methods used
12	Implement a student survey for students in grades 5-12 to get their perception, feedback, and ideas. (5.1)	Staff and Student Time	Assistant Superintendent Principals	Spring 2019	Survey Results
13	Implementation and on-going evaluation and improvement of the District Emergency Management Plan. (5.3)	Administrator and SRO Time	Superintendent Assistant Superintendent Principals SRO	Fall 2018	Emergency Management Plan Updates
14	Ensure safe and secure campuses by utilizing the Raptor screening system on all campuses, and working with the SRO and local officials on safety protocols. (5.3)	Local Funds Raptor System Staff Time	Principals Office Staff SRO	Fall 2018	Safety procedures
15	Explore ways to use our SRO to educate students and parents on issues such as the responsible use of social media, digital citizenship/ digital footprint, and bullying. (5.5)	Principal and SRO Time	Principals SRO	Fall 2018	Training Opportunities

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16	Continue to provide the STOPit app for students to be able to anonymously report bullying incidents. (5.1)	Local Funds	Superintendent Principals	August 2018	STOPit Usage
17	Investigate mentoring opportunities across the district for students in need of guidance and support. (5.5)	Staff Time	Principals	Monthly	Mentoring opportunities
18	District staff will be trained on warning signs and reporting procedures for sexual abuse and the maltreatment of children (5.5)	Staff Time	Assistant Superintendent	August 2018	Training Sign-In Sheet
19	The district will follow the Priority for Service Action Plans for migrant students (5.5)	Action Plans Local Funds	Assistant Superintendent Principals	Fall 2018 Spring 2019	Plan usage
20	The district will provide services/programs for homeless children, foster care students, and students who become pregnant (5.5)	Local Funds	Superintendent Principals Counselors	Fall 2018 Spring 2019	Services provided
21	Employ dropout prevention strategies, including: credit recovery at the Anna AEP, Odysseyware, counseling services, tutoring, etc.	Staff Time Local Funds	HS Principal HS Counselor	Fall 2018 Spring 2019	Dropout percentage
22	Continue to improve the exterior "drive up" look of each campus (5.1)	Local Funds Maint. Staff Time	Maintenance Director Maintenance Staff	Weekly	Board and Parent Input

GOAL 6- VAISD WILL FORMULATE A MASTER PLAN THAT PROACTIVELY ADDRESSES GROWTH WHILE OPTIMIZING STUDENT PERFORMANCE, COMMUNITY RELATIONSHIPS, AND CORE VALUES

Areas of Focus:
- Be proactive in preparing for rapid student growth and increasing student diversity
- Strive to maintain culture of optimal student to teacher ratio at the secondary level
- Maintain the small school feel as the district grows
- Seek ways to continue to build relationships and the family atmosphere among both staff and students.
- Continue to look for cost-saving measures to add to the fund balance to ensure financial stability

Performance Objectives:
1 An appropriate overall financial condition of the district will be maintained through effective planning and efficient management of the budget.
2 Highest rating on the FIRST (Financial Integrity Rating System)
3 Updated District Facilities Plan
4 Be proactive in preparing for student and teacher growth
5 Progress towards the beginning stages of preparing for a new high school to accommodate growth

#	Strategies and Action Steps	Resources	Person(s) Responsible	Timelines	Formative/ Summative Evaluation

1	Use creative scheduling and hiring to respond to rapid student growth and find ways to lower class sizes at the secondary level (6.4)	Administrator Time Local Funds	Superintendent Assistant Superintendent Principals	Spring and Summer 2019	Class Size Report Master Schedule
2	Identify ways to keep the small school feel as the district grows, such as: providing opportunities for students to be involved in their school and community, focusing on building relationships and a family atmosphere for staff and students, and establishing strategies to unify Sanford and Partin Elementary students (6.4)	Staff Time Local Funds	Superintendent Assistant Superintendent Principals Teachers Improvement Teams	Fall 2018 Spring 2019	Parent and Student Survey Data
3	Devise strategies to integrate new students to VAISD academic and behavioral expectations, such as meeting with new students to lay the foundation for our expectations. (6.4)	Principal Time	Principals	Fall 2018	New student academic and behavioral performance
4	Consult other districts who have experienced similar growth with outcomes in concert with our own vision. (6.4)	Administrator Time	Superintendent Assistant Superintendent	Fall 2018	Discussions
5	Develop a plan to acquire and fund the purchase of school sites and facilities (6.5)	Local funds Bond funds	Superintendent School Board	Fall 2018	Progress on acquiring and purchasing sites
6	Take measures to add facilities to accommodate growth, including exploring plans for the building of a new high school (6.5)	Local funds Bond funds	Superintendent School Board	Spring 2018	Progress on high school planning process
7	Maximize capacity of existing property and facilities until future facilities can be realized (6.4)	Local funds	Superintendent Assistant Superintendent	August 2018	Facility maximization
8	Review and update the District Facility Plan as necessary (6.3)	Local Funds	Superintendent School Board	Spring 2019	Plan documents Demographic study
9	Be proactive in providing resources and support for added teacher positions by either purchasing a set of resources/ manipulatives per grade level to have on hand, or giving a stipend for those teachers to purchase needed resources. (6.4)	Local Funds	Superintendent Assistant Superintendent Principals	Spring 2019	Purchased Resources or plan for a stipend
10	Have Partin and Sanford Elementary principals and teachers plan together when applicable to help create unity and equity between the two schools	Staff Time	Superintendent Assistant Superintendent Principals	Summer 2018	Training and Planning Events
11	Ensure equitable instruction and resources (staffing, technology, manipulatives, etc.) at Partin and Sanford Elementary School (6.1)	Local Funds	Superintendent Assistant Superintendent Principals	Summer 2018	Staff and Parent Surveys Resource Supply
12	Provide ongoing staff training on appropriate budgeting procedures and documentation for federal/ state grant compliance. (6.2)	Federal/state guidelines on grant compliance	Business Manager Assistant Superintendent	August 2018	Sign in Log

13	Continue adherence to Financial Accounting Resource Guide and local financial procedures manuals to ensure state and federal compliance. (6.2)	FARS Guide OMB circular	Business Manager	Monthly	Documents
14	Continue to analyze budget to maximize funds used in the area of instruction. (6.1)	Time	Superintendent Business Manager	Spring 2019	Board Report Budget