



# District Strategic Planning Guide

2018-2019

**“We Can, We Will, All Together!”**

Motto: Students will be College & Career-Ready

**Date Approved by Thrall ISD Board of Trustees: November 28, 2018**

**District Strategic Planning Committee convened on August 27, 2018 and November 12, 2018**



## **TEA Goals**

1. Recruiting, Supporting, and Retaining Teachers and Principals
2. Improving Transparency of District and Campus Academic and Financial Performance
3. Building A Foundation of Literacy and Numeracy
4. Improving Low-Performing Schools
5. Connecting High School to Career and College
6. Using Taxpayer Resources Efficiently

## **TEA Strategic Planning Priorities**

1. Recruit, Support, and Retain teachers and principals
2. Build a foundation of reading and math
3. Connect high school to career and college
4. Improve low-performing schools

# THRALL ISD District Strategic Planning Guide

**Motto: We Can, We Will, All Together!**

## Vision

The vision of Thrall Independent School District is for every student to possess a work ethic, the knowledge and skills, and the opportunity through a College-Ready or Career/Technical Certification to pursue their post-secondary options.

## Mission

The Mission of Thrall Independent School District is to ensure that every student will develop a work ethic along with the knowledge and skills to become a productive, contributing, and responsible citizen.

## Goals

1. Every student will achieve continuous improvement toward excellence in academic achievement.
2. The district will strengthen community partnership and increase parental involvement.
3. The district will recruit, train and retain highly qualified and motivated staff to promote a positive influence on all students.
4. The district will maintain multi-year plans for continuous district improvement.

## Guiding Principles

1. Thrall students are the primary focus of all decisions and deserves a stellar education to be a continuous lifelong learner.
2. Thrall schools are safe places and have high expectations for learning that drives performance.
3. Thrall students receive a quality, technology-enhanced education and relationships are the foundation through the learning process.
4. Thrall ISD is guided by long-range plans that includes supporting student learning, teaching initiatives, and thorough communication between school faculty and parents/community Education is a partnership between family, school, and community.

## **District Description**

Thrall Independent School District is a rural district located 45 miles northeast of Austin on US HWY 79 covering 149 square miles in Eastern Williamson County. Thrall ISD serves the small communities of Thrall, Beaukiss, Shiloh, Noack, Hare, Structure, and Sandoval. Thrall ISD consists of three campuses-Thrall Elementary School, Thrall Middle School, and Thrall High School. These campuses are all located on the same property utilizing 11 different buildings. Located within the city limits of Thrall, Texas, the district is a central entity of a town with a population of approximately 850. The City of Thrall was founded in 1876 as a railroad station on the International-Great Northern line and was first called Stiles Switch. The Stiles School was opened in the 1880's. When a post office-general store was opened in 1901, the name Thrall was chosen for the community, after Homer S. Thrall, a Methodist minister. In 1908 Stiles School was moved to a new larger building and renamed Thrall School. Thrall ISD was established in 1908.

We are dedicated to educating students to become contributing, productive, and responsible citizens. We are very proud of our outstanding staff and students. We believe that the small school and class size setting provides the optimum learning environment for all students. We are a family-oriented community and school district.

### **Thrall Independent School District**

#### **Board of Trustees**

Wesley Grisham, President	Brian Holubec, Vice President	Mat Poling, Secretary	
Sonny Chandler, Member	Brian Drummond, Member	Chris Meyer, Member	Rodrigo Reyes, Member

#### **Thrall ISD Administration**

Tommy Hooker, Superintendent	Travis Dube, HS Principal	Susan Burkhart, Technology Director
Jolena Pokorny, Director of Programs	Kimberly Luton, MS Principal	Jason Cole, Athletic Director
Blake Schneider, Business Manager	Sherri Maruska, Elem Principal	

#### **District Strategic Planning Team:**

Chairperson:	<u>Tommy Hooker-Superintendent</u>	
District-level representative:	<u>Jolena Pokorny-Director of Programs (2011-2018)</u>	<u>Susan Burkhart- Technology Director (2011-2018)</u>
	<u>Lindsey Lillard- College and Career Readiness Coordinator (2016-2018)</u>	
Special Services teachers:	<u>Angeline Vrbsky (2017-2018)</u>	<u>Cindy Walls (2014-2016, 2017-2018)</u>
Classroom teachers:	<u>Michelle Lester (2018-2019)</u>	<u>Hannah Ketteman (2014-16; 2016-17)</u>
Parents:	<u>Carrie O'Connor (2016-2018)</u>	<u>Michael Dickens (2017-2018)</u>
Community members:	<u>Brian Drummund (2017-2018)</u>	<u>Carolyn Holubec (2017-2018)</u>
Business members:	<u>Priscilla Jackson (2017-2018)</u>	<u>Casey Sledge-Sledge Engineering (2014-16; 2016-17)</u>
Ex-Officio members:	<u>Travis Dube- HS Principal (2012-2018)</u>	<u>Sherri Maruska - Elementary Principal (2017-2018)</u>
	<u>Kimberly Luton MS Principal (2012-18)</u>	

**Thrall ISD Goal 1:** Every student will achieve continuous improvement toward excellence in academic achievement.

**TEA Goal #3:** Build a foundation of literacy and numeracy.

**TEA Goal #5:** Connecting High School to Career and College.

Action Plan/Strategy	Resources- Local funds, State, SCE, Title	Staff Responsible	Timeline	Evidence of Implementation	Evidence of Impact
Student intervention plans for students identified as at-risk to close the achievement gap.	SCE funds Intervention teacher	Principal, Core Content Teachers, Intervention Teachers, Instructional Coach	Each six weeks teachers and principals will meet to discuss/update SIPs.	Small group instruction  Intervention plans for at-risk students shared with teachers  Progress Monitoring data collected bi-weekly	Improved six weeks grades  Reduced failure rate by 5%  Increase in STAAR % at meets grade level
Guidance lessons specifically addressing social media and emotional needs	Presentation for Parent Training on social media	Principal, Counselor, Teachers	One lesson per week throughout the school year by the campus counselor	Guidance time scheduled within rotations	Decrease in referrals related to social media  Parents aware of social media hot spots
Continue to increase passing rate on state assessments (see District Score Card)	Benchmarks Progress Monitoring	Principal, Instructional Coach, Teachers	Two Required benchmarks Ongoing progress monitoring	Principal reports data each six weeks to Superintendent  Meetings to be held between principal and grade levels	Increase in STAAR performance on meets and masters grade level % (2% increase annually)
<b>SMART GOAL</b> -Increase the % of students who score mastered on STAAR Math	Enrichment provided for students mastering on grade level material	Principal, Teachers	Progress Monitoring data to be analyzed bi-weekly to determine student needs	Small group math instruction differentiated at student level	Increase in STAAR Math performance on masters grade level % (2% increase annually)
Maintain a course catalog for the MS/HS	Course Catalog Counselor salary-Local	Counselors, College and Career Coordinator	Prepared by August 2018	Catalog available for student viewing	Posted on campus website
All 8 <sup>th</sup> Grade students will have a PGP in place prior to entering HS	Counselor salary-Local	Counselors, College and Career Coordinator	Completed by August 2018 for incoming Freshman	Individual meetings with HS counselor, students, parents	Immediate and clear feedback for parents and students
Ensure adequate Special Education Staff is on each campus	SPED Teacher(s), Instructional Assistants	Principal	Instructional aide reallocation across the district to meet needs	Aides on campus by start of school	Lower ratio of student to teacher with special education students
Direct Vocabulary Instruction	Reading Plus \$8,100 Local	Principal, Teachers	15 minutes 4 times per week	Individual lessons at student level	Increase in STAAR Reading performance
Curriculum Alignment	Access to TEKS Resource System, Reading Plus	Principals, Teachers	Summer 2018	Teachers involved in SD during summer	Increase in STAAR Reading performance

**Thrall ISD Goal 2:** The district will strengthen community partnership and increase parental involvement.

**TEA Goal #2:** Improving Transparency of District and Campus Academic and Financial Performance.

**TEA Goal #6:** Using taxpayer resources efficiently.

Action Plan/Strategy	Resources- Local funds, State, SCE, Title	Staff Responsible	Timeline	Evidence of Implementation	Evidence of Impact
Using the district website as a means of communication	Consistent requirements on campus pages	Principals, Teachers, Tech. Director	Weekly updates	Up to date information located on district website	Enhances community awareness of TISD events/celebrations
Training on Appropriate uses of Social Media/Technology	Presenter	Principals, Counselors	August/September 2018	Attendance at presentations Sign in sheets	Decrease in referrals related to social media  Parents aware of social media hot spots
Safety Training with local agencies	Local law enforcement agency, Volunteer Fire Department, Stop the Bleed, Crime Stoppers	Principal, Safety Coordinator	Monthly Drills	Attendance at SD Sign in sheets Calendar with dates	Increased awareness of safety aspects on campus  Increased safety for staff and students
Parent Involvement Open House Harvest Festival Career Day Academic Showcase PTO	Local funds Grant funds	Principal, Counselors, Teacher	As events occur	Minimum of 2 events per semester where parents and members of the community are invited on campus	Increase in % of parents and students who attend school events
Business Course offerings with community partnerships	Grant funds \$57,125 Local funds \$36,791	Teacher	July 2018	Students enrolled in the business pathway	Students exposed to the business community and real life aspects of a business career
Using School Messenger as a quick means to broadcast information	Local funds	Superintendent, Tech. Director, Principals, Coaches	As events occur	Messages sent out by email and texts	Improved communication between parents and school
Publish info in Taylor Press	Local funds if needed to add information into paper	Superintendent, Principals, Coaches	As events occur	Entries highlighting Thrall ISD each week in Taylor Press	Enhances community awareness of TISD events/celebrations

**Thrall ISD Goal 3:** The district will recruit, train and retain highly qualified and motivated staff to promote a positive influence on all students.

**TEA Goal #1:** Recruiting, supporting, and retaining teachers and principals.

Action Plan/Strategy	Resources- Local funds, State, SCE, Title	Staff Responsible	Timeline	Evidence of Implementation	Evidence of Impact
TEKS Reboot for all teachers  TEKS Resource Conference  TEKS Resource electronic system	Title II Funds \$10,000	Principals, Teachers, Region 13 trainer, Technology Director	July 2018  Training August 2018, ongoing monitoring	Teachers attend TEKS Conference  Teachers attend TEKS Reboot  Incorporate material learned into daily lesson plans	Certificates  In depth understanding of TEKS Resource system and ability to utilize to the fullest potential possible  Updated YAGS relevant to each grade level
Create a positive, supportive and collaborative learning community	Local funds Donations Grants	Superintendent, Principals, Director of Programs	August 2018 and ongoing throughout the school year Board Meeting Recognition Affirmation tickets/notes Teacher recognition Staff surveys	Staff feedback on surveys  Positive affirmations sent weekly  Teacher/Staff appreciation monthly	Positive campus morale leads to a more productive learning environment
Provide all new staff with a mentor	Experienced teacher	Principal, Director of Programs	August 2018 2 <sup>nd</sup> and 4 <sup>th</sup> six week check-in	Mentor paired with mentee  Principal meeting with mentor and mentee  New Teacher Orientation	New teachers check-in will indicate an increased % in support  Survey data
Increase the # of qualified substitute teachers	Increase sub pay to \$70/\$75 daily	Director of Programs	Bi-Weekly Sub Trainings	Trainings scheduled bi-weekly	Increased number of trained substitutes  Decrease in % of days without coverage
District teachers will be trained in ESL & Sheltered Instruction to become ESL Certified	Title III Funds	Principals, Counselor, ESL Director	Summer 2018	Sign in sheets for SI training	Increased % of teachers certified in ESL  ELPs followed with fidelity

**Thrall ISD Goal 4:** The district will maintain multi-year plans for continuous district improvement.

**TEA Goal #4:** Improve low performing schools

Action Plan/Strategy	Resources	Staff Responsible	Timeline	Evidence of Implementation	Evidence of Impact
Increase electives offered at Thrall MS and Thrall HS	Local funds for teacher salary	Principal, Teachers, Counselors	August 2018	Survey results Staff Certification	Increase in elective offerings at HS/MS will allow students to be exposed to the arts
Increase usage of instructional technology	Local funds	Technology Director, Principals, Teachers	August 2018	Survey feedback suggested printers were needed for HS students  Install additional printers at the HS	Students have printers accessible in more locations.
Increase % of ESL Certified teachers	Title II and Title III	Principals, ESL Director, Counselor	June 2018	Teachers attendance at summer training  Teachers attempting the ESL Certification exam	Increase in % of teachers certified in ESL to eliminate the need for pull-out program and enhance learning within the classroom.
Continue to ensure all staff have their 30 hour GT requirements as well as their annual 6 hour update	Local funds	Principals, GT Coord.	August 2018	30 hour certificates  6 hour updates	Increase in % of teachers certified in GT to eliminate the need for pull-out program and enrich learning within the classroom.
Increase the number of students preparing for and taking/passing the PSAT, TSI, SAT, and ACT	Local funds Testing fee	Principal, College and Career Readiness Coord.	Throughout the school year as applicable	Testing offered at Thrall HS	Increase % in students taking the assessments
Annual training for all TISD Staff including: suicide prevention, dating violence, drop out reduction, sexual abuse of children, bullying	Local funds	Superintendent, Principals, Director of Programs, Technology Director	August 2018 initial training	EduHero Training plan created for all staff to ensure requirements are met	Increase awareness based on material taught in trainings