

# ***SAM RAYBURN ISD***

## ***District Improvement Plan 2018-19***

### **Goal 1: Analyze Performance Data Continuously to Assess Student Achievement and Monitor Individual Learning Needs for Intervention with Differentiated Instructional Strategies:**

<b>Strategy</b>	<b>Person Responsible</b>	<b>Resources Needed</b>	<b>Timeline</b>
Analyze Data Continuously to Assess Student Learning and Provide Interventions When Needed	Administrators and Teachers	Time to Plan in Schedule; Data Software	Every Opportunity When Students are Assessed
Utilize Benchmark Data to Address Specific Needs of Individual Students	Administrators and Teachers	Time to Analyze Data Collaboratively; Data Software	According to Campus Benchmark Calendar
Incorporate Higher-Order Thinking Skills and Project- Based Learning Across the Curriculum	Administrators and Teachers	Professional Development; Time to Plan Activities	Throughout School Year
Increase Communication Among Vertical Teams to Discuss Curriculum Alignment	Administrators and Teachers; Instructional Coaches	Time in Daily or Weekly Schedule for Vertical Teams to Meet (for example: Elementary Science at each grade level)	Develop a Plan to Increase Team Time by End of 2 <sup>nd</sup> 6-Weeks.

### **Goal 2: Provide Meaningful Professional Development that Meets the Needs of Learners and Results in Higher Student Achievement Across the District:**

<b>Strategy</b>	<b>Person Responsible</b>	<b>Resources Needed</b>	<b>Timeline</b>
Utilize Instructional Coaches to Assist Teachers in Meeting Instructional Needs	Superintendent, Principals, Instructional Coaches	Stipends, Time in Schedule, Professional Development for Coaches	Throughout School Year
Analyze Data to Determine Topics for PD linked to student achievement	Principals, Instructional Coaches, Counselors	Budget allocated for professional development, days in calendar for PD	Each Six-Weeks

Survey staff in order to determine interest in various PD topics	Principals, Counselor	Campus Budgets allocated for Professional Development	Each Semester
Provide relevant PD to all employees, including paraprofessional staff, in order to promote a positive culture of learning for all.	Principals and Paraprofessional Staff	Campus Budgets allocated for Professional Development	Throughout the school year

**Goal 3: Improve District Cohesiveness through Implementation of Common Best Practices, such as Instructional Coaching PK-12, and Evaluation of District Program Effectiveness**

Strategy	Person Responsible	Resources Needed	Timeline
Evaluate programs such as ESL, Dyslexia, GT, and Special Education to Determine Future Needs	Superintendent; Principals	Input from Current Staff Responsible for Programs, Input from Region 10 Consultants	Throughout School Year
Budget for Hiring ESL Teacher to Serve All Special Program Areas as well as ESL Adult Education Classes	Superintendent, Business Manager, School Board	Allocated Budget	Budget Development for 19-20
Provide Targeted Professional Development to All Staff in Regards to Needs of Diversified Learners	Superintendent; Principals	Presenters for Topics; Professional Development Days in Calendar	Professional Development Days in School Year
Consider Ideas of Ways to "Include" Students Served Off-Campus in District Activities	Superintendent; Principals; Special Education Teachers	Time in Schedule to Visit Bonham ISD to Meet with Students	Whenever Possible but Each Six Weeks at Minimum
As SPED Enrollment Increases at SRISD, Implement a "Partners in P.E." Program Mentoring SRHS Students with Special Ed. Partners in P.E Classes	Principals, Counselor, Special Education Teachers, P.E. Teachers	Coordination of Student Schedules to Pair SRHS Students with Special Education Students	As Opportunity Arises with Special Education Students in SRISD P.E. Program

**Goal 4: Continue to Offer Opportunities to All Students and Develop the Overall Student Academically, Emotionally, and Socially**

Strategy	Person Responsible	Resources Needed	Timeline
Offer Character Education Lessons Each Nine-Weeks Focusing on Certain Character Traits, While Recognizing Students Across the District that Exemplify that Trait.	Counselor, Teachers	Character Education Curriculum or Resources	Each Nine-Weeks
Dialogue with Students About Post-Secondary Plans Through “Think College Thursday” and Other Career Exploratory Activities such as Educational Field Trips	Superintendent, Principals, Teachers, Counselor	Budget for Field Trips	“Think College Thursday” is once per month. Field Trips as Scheduled.
Survey Students and Parents in Regards to Adding New Programs Based on Interest (Volleyball, Music, Etc.)	Counselor, Athletic Director	Surveys	January 2019
Meet with “Student Advisory Council” to Discuss Students’ Opinions and Feedback Regarding their Educational Experience	Superintendent	Time with Students During the School Day	Minimum of Once Each Semester
Design and Implement a “Day of Service” where SRISD Students and Staff Perform Local Community Service Projects	Superintendent, Principals, Counselor	Calendar Day to Devote to this Activity, T-Shirt Costs for All Participants	Spring 2019

**Goal 5: Focus on New and Innovative Ways to Increase Community Involvement While Providing Open Two-Way Communication with All Stakeholders:**

Strategy	Person Responsible	Resources Needed	Timeline
Communicate Effectively through Multiple Channels Including Website, Social Media, Radio Station, Printed Newsletters, Phone Messenger, and Marquee	Superintendent; Principals, Technology Teachers	Technology Budget	Throughout School Year
Post board meeting agendas in public places, including website, and email to staff	Superintendent	Boardbook	Monthly
Provide "First to Know" Emails to Board Members and Staff Regarding District Happenings	Superintendent	Email	Throughout School Year
Recognize Achievements of Students and Staff Both Internally and Externally	Superintendent, Principals, Teachers	Email, Social Media, Marquee, Local Newspaper	Throughout School Year
Implement a Mentor Reading Program at Elementary	Superintendent, Principal, Counselor	Facility Space, Coordination of Calendar	Spring 2019

**Goal 6: Continue Construction of Existing Facility Projects While Maintaining Good Financial Standing and Healthy Fund Balance, While Using All Resources Efficiently to Meet the Needs of Students:**

<b>Strategy</b>	<b>Person Responsible</b>	<b>Resources Needed</b>	<b>Timeline</b>
Recruit and Retain Employees By Providing Competitive Salaries Compared to Similar Size and Surrounding Districts	Superintendent, School Board	Personnel Budget; Salary Comparison Data	Spring/Summer Budget Preparation Time Period
Continue to Ensure Facilities are Clean, Safe, and Conductive to Learning	Superintendent, Director of Maintenance, Custodial Staff, Principals	Personnel Budget	Throughout School Year
Maintain an Adequate Transportation Fleet and Continue to Budget for Transportation Needs	Superintendent, School Board, Director of Transportation	Allocated Budget for Transportation	Spring/Summer Budget Preparation Time Period
Forecast, as Accurately as Possible, Student Enrollment Projections and Prioritize Budget Needs	Superintendent, School Board	Enrollment Projections, Data Reports	Collect weekly enrollment updates to review
Market the District Aggressively and Promote Positive Opportunities Available for Transfer Students	Superintendent, School Board, Staff	Website, Social Media. Publications, Marquee	Throughout the School Year

**Completed 10/16/18**