

Windthorst Independent School District

District Improvement Plan

2022-2023



Mission Statement

Every staff member in the Windthorst Independent School District is committed to providing our students with the tools to explore and achieve their potential, to take responsibility for their own learning, and to recognize that learning is a lifelong process. We provide a stimulating, secure, and imaginative environment which fosters learning, self-esteem, and independent thinking. At Windthorst ISD, our kids genuinely come first.

Vision

Our goal at Windthorst Independent School District is to ensure that all students succeed at every grade level and graduate from high school fully prepared and equipped for the next level of their educational journey.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Windthorst ISD is a small 2A district located 20 minutes south of Wichita Falls. Our local economy is agriculturally focused. Our enrollment for the 2021-2022 SY was 534 students. Roughly 38% of our students are economically disadvantaged and 70% are white, 28% are Hispanic and 2% other. Roughly 200 of our student enrollment is transfer students.

Demographics Strengths

Our enrollment has increased via an open transfer policy in the last few years.

CTE enrollment is up.

15% of teaching staff have 20+ years of experience.

Teacher to student ratio was 12:1 in 2020-2021.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Student:teacher ratio has increased creating issues with space and resource necessity. **Root Cause:** Increased enrollment due to transfers.

Student Learning

Student Learning Summary

In general, students improved on STAAR results in the 2021-2022 SY compared to 20-21. WISD has committed to expanding CTE programs for students, which should continue to improve CCMR accountability scores.

Student Learning Strengths

Reading at the meets level improved by 7% across the board and math improved by 3% at the meets level.

We are meeting the goal of under 10% did not meet standard on the STAAR exam.

SpEd student approaches standard increased on the STAAR exam.

District-wide: 65% of courses had 30% at the masters standard and 65% of courses had 10% or less did not meet standard.

CTE programs are growing.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): WISD still struggles in identifying needs areas for sub-populations. **Root Cause:** Lack of training using resources to identify needs areas for sub-populations.

District Processes & Programs

District Processes & Programs Summary

WISD has approximately 80 staff members and will add 3 teachers, 2 instructional aides and one part-time assistant principal for the 22-23 SY.

District Processes & Programs Strengths

Over 80% of students identified as 504 met the approaches standard on the STAAR exam.

Most SpEd students saw growth on the STAAR exam.

Our 504 and SpEd students are receiving the support they need to meet expectations on the STAAR exams.

Problem Statements Identifying District Processes & Programs Needs

Problem Statement 1 (Prioritized): Our GT program model needs updating. **Root Cause:** We have not evaluated the program in a long time.

Problem Statement 2 (Prioritized): Communication with staff, students, parents and community is inconsistent. **Root Cause:** The district is not clear about the main mode of expected communication.

Problem Statement 3 (Prioritized): 71% of staff and students feel safe at school. **Root Cause:** Door procedures are not consistent from campus to campus.

Perceptions

Perceptions Summary

Windthorst ISD is a generally a welcoming and warm work environment. The district is experiencing some transformation with retirements and new staff additions. The staff has identified key areas through surveys which should help us work through this process: communication and support.

Perceptions Strengths

81% of students and staff feel safe at school.

One-to-one digital device program is a plus for students and teachers.

Staff input on school calendar is good for communication.

Door lock mechanisms are a plus for safety.

Maintenance has been more timely this school year.

Promethean boards added to elem. campus are a plus.

CTE pathways, robotics club should attract attention of students.

Mental health awareness is growing thanks to addition of counseling position.

Drop-off and pickup procedures are improving.

ParentSquare/Dojo are good staff/parent communication tools.

Staff lunches, shout outs and appreciation week are good for morale.

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): Students are not being prepared for life after high school. **Root Cause:** Lack of definition or communication about what constitutes being "prepared" for life after high school.

Problem Statement 2 (Prioritized): School morale is low. **Root Cause:** Lack of open communication with staff.

Problem Statement 3 (Prioritized): 71% of stakeholders feel our school is adequately cleaned/maintained. **Root Cause:** 1) Short staffing 2) Inefficient work requests

Priority Problem Statements

Problem Statement 1: Student:teacher ratio has increased creating issues with space and resource necessity.

Root Cause 1: Increased enrollment due to transfers.

Problem Statement 1 Areas: Demographics

Problem Statement 2: WISD still struggles in identifying needs areas for sub-populations.

Root Cause 2: Lack of training using resources to identify needs areas for sub-populations.

Problem Statement 2 Areas: Student Learning

Problem Statement 5: Our GT program model needs updating.

Root Cause 5: We have not evaluated the program in a long time.

Problem Statement 5 Areas: District Processes & Programs

Problem Statement 4: Students are not being prepared for life after high school.

Root Cause 4: Lack of definition or communication about what constitutes being "prepared" for life after high school.

Problem Statement 4 Areas: Perceptions

Problem Statement 7: Communication with staff, students, parents and community is inconsistent.

Root Cause 7: The district is not clear about the main mode of expected communication.

Problem Statement 7 Areas: District Processes & Programs

Problem Statement 3: School morale is low.

Root Cause 3: Lack of open communication with staff.

Problem Statement 3 Areas: Perceptions

Problem Statement 8: 71% of staff and students feel safe at school.

Root Cause 8: Door procedures are not consistent from campus to campus.

Problem Statement 8 Areas: District Processes & Programs

Problem Statement 6: 71% of stakeholders feel our school is adequately cleaned/maintained.

Root Cause 6: 1) Short staffing 2) Inefficient work requests

Problem Statement 6 Areas: Perceptions

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- SAT and/or ACT assessment data
- PSAT
- Student Success Initiative (SSI) data for Grades 5 and 8
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data

- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dual-credit and/or college prep course completion data
- Pregnancy and related services data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- Equity data
- T-PESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Revised/Approved: June 1, 2022

Goal 1: Annually increase CCMR readiness.





Performance Objective 1: Annually increase the % of students who reach the "meets" level of achievement on the annual STAAR, CLI and TPRI exam.

HB3 Goal

Evaluation Data Sources: STAAR Data, TAPR,

Strategy 1 Details	Reviews			
Strategy 1: Utilize BOY, MOY and EOY tests to track student performance 3 times annually. Strategy's Expected Result/Impact: Allows teachers to monitor student progress and provide interventions. Staff Responsible for Monitoring: Principals Problem Statements: Student Learning 1	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 2 Details	Reviews			
Strategy 2: Utilize tutoring/interventions before, during and after school for students who require interventions. Strategy's Expected Result/Impact: Increase in academic performance of students identified for intervention. Staff Responsible for Monitoring: Principals Problem Statements: Student Learning 1	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 3 Details	Reviews			
Strategy 3: Train teachers on proficient use of data tools. Strategy's Expected Result/Impact: Increase teacher access to relevant student data. Staff Responsible for Monitoring: Principals. - Results Driven Accountability - Equity Plan Problem Statements: Student Learning 1	Formative			Summative
	Sept	Nov	Feb	Apr

Strategy 4 Details	Reviews			
Strategy 4: Train staff on use of MTSS process. Strategy's Expected Result/Impact: Increase level of students meeting the "meets" standard on the STAAR test. Staff Responsible for Monitoring: Principals - Results Driven Accountability Problem Statements: Student Learning 1	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 5 Details	Reviews			
Strategy 5: State Compensatory Education: State Compensatory Education funds will be used at the elementary to upgrade and enhance the Title I School wide Program so that all students meet state standards. At the junior and senior high schools, State Compensatory Education funds will be targeted to serve students identified as at-risk of failing to meet the state standards. Secondary will be funded first. Strategy's Expected Result/Impact: Increase support for at-risk students. Staff Responsible for Monitoring: Campus Principals Problem Statements: Student Learning 1	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 6 Details	Reviews			
Strategy 6: Closely monitor exited and current EL's students and provide support services as needed, as well as in testing. Strategy's Expected Result/Impact: Improved academic performance for ELs. Staff Responsible for Monitoring: LPAC Committee Problem Statements: Student Learning 1	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 7 Details	Reviews			
Strategy 7: Continue dyslexia accommodations within the classroom to students at all grade levels and pull out services as needed. Strategy's Expected Result/Impact: Improved academic performance for dyslexia students. Staff Responsible for Monitoring: Campus Principals Problem Statements: Student Learning 1	Formative			Summative
	Sept	Nov	Feb	Apr

Strategy 8 Details	Reviews			
Strategy 8: Continue to fund full time dyslexia teacher at elementary campus. Strategy's Expected Result/Impact: Improved academic performance for dyslexia students. Staff Responsible for Monitoring: Superintendent Problem Statements: Student Learning 1	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 9 Details	Reviews			
Strategy 9: Principal and K-3 Teachers will attend the Reading Academies. Strategy's Expected Result/Impact: Improved reading achievement by students. Staff Responsible for Monitoring: Princippal Problem Statements: Student Learning 1	Formative			Summative
	Sept	Nov	Feb	Apr
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 1 Problem Statements:

Student Learning
Problem Statement 1: WISD still struggles in identifying needs areas for sub-populations. Root Cause: Lack of training using resources to identify needs areas for sub-populations.





Goal 1: Annually increase CCMR readiness.

Performance Objective 2: Annually increase the % of students earning the TEA college, career and military readiness designation.

HB3 Goal

Evaluation Data Sources: TEA data reports

Strategy 1 Details	Reviews			
Strategy 1: Ensuring all students take 2 of the TSI, ACT or SAT. Strategy's Expected Result/Impact: Annually increase the % of students earning the TEA college, career, and military readiness designation. Staff Responsible for Monitoring: Principal/Assistant Superintendent Problem Statements: Perceptions 1	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 2 Details	Reviews			
Strategy 2: Increase the number of students taking dual credit or continuing education credit courses. Strategy's Expected Result/Impact: Annually increase the % of students earning the TEA college, career, and military readiness designation. Staff Responsible for Monitoring: Principal - Results Driven Accountability Problem Statements: Perceptions 1	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 3 Details	Reviews			
Strategy 3: Increase the number of students earning a industry based certification. Strategy's Expected Result/Impact: Annually increase the % of students earning the TEA college, career, and military readiness designation. Staff Responsible for Monitoring: Principal - Results Driven Accountability Problem Statements: Perceptions 1	Formative			Summative
	Sept	Nov	Feb	Apr

Strategy 4 Details	Reviews			
Strategy 4: Utilize TCLAS funding to enhance and expand CTE programs. Strategy's Expected Result/Impact: Increased CCMR opportunities for students. (Medical Pathway & Teacher Prep pathway). Staff Responsible for Monitoring: Assistant Superintendent. Problem Statements: Perceptions 1	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 5 Details	Reviews			
Strategy 5: Provide counseling services to encourage high school completion and career/college planning Strategy's Expected Result/Impact: Increased student preparation for post-secondary success. Staff Responsible for Monitoring: Principal/Counselor Problem Statements: Perceptions 1	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 6 Details	Reviews			
Strategy 6: Maintain the WHS Course Description Guide. Strategy's Expected Result/Impact: Communicate course opportunities for students. Staff Responsible for Monitoring: Principal/Counselor Problem Statements: District Processes & Programs 2 - Perceptions 1	Formative			Summative
	Sept	Nov	Feb	Apr
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Performance Objective 2 Problem Statements:

District Processes & Programs
Problem Statement 2: Communication with staff, students, parents and community is inconsistent. Root Cause: The district is not clear about the main mode of expected communication.
Perceptions
Problem Statement 1: Students are not being prepared for life after high school. Root Cause: Lack of definition or communication about what constitutes being "prepared" for life after high school.

Goal 2: Annually increase student participation in extra-curricular activities.

Performance Objective 1: Annually increase the number of students participating in UIL events.

Evaluation Data Sources: Surveys

Strategy 1 Details	Reviews			
Strategy 1: All extra-curricular coaches and sponsors will monitor their annual participation numbers. Strategy's Expected Result/Impact: Coaches/sponsors will gain knowledge about their programs and recruitment efforts. Staff Responsible for Monitoring: Principal/Athletic Director Problem Statements: Perceptions 1	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 2 Details	Reviews			
Strategy 2: Campus leadership and sponsors will meet at the beginning of each semester to outline a calendar. Strategy's Expected Result/Impact: Ensure 1) calendars do not overlap and 2) student participation is maximized. Staff Responsible for Monitoring: Principal/Athletic Director Problem Statements: Perceptions 2	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 3 Details	Reviews			
Strategy 3: The district will host the WISD Extra-Curricular Fair annually to recruit new students to programs. Strategy's Expected Result/Impact: Increase student/parent knowledge about opportunities. Staff Responsible for Monitoring: Principal Problem Statements: District Processes & Programs 2 - Perceptions 1, 2	Formative			Summative
	Sept	Nov	Feb	Apr
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 1 Problem Statements:

District Processes & Programs
Problem Statement 2: Communication with staff, students, parents and community is inconsistent. Root Cause: The district is not clear about the main mode of expected communication.

Perceptions





Problem Statement 1: Students are not being prepared for life after high school. **Root Cause:** Lack of definition or communication about what constitutes being "prepared" for life after high school.

Problem Statement 2: School morale is low. **Root Cause:** Lack of open communication with staff.

Goal 2: Annually increase student participation in extra-curricular activities.

Performance Objective 2: Annually increase # of students participating in CTE activities.

Evaluation Data Sources: Surveys

Strategy 1 Details	Reviews			
Strategy 1: All extra-curricular coaches and sponsors will monitor their annual participation numbers. Strategy's Expected Result/Impact: Coaches/sponsors will gain knowledge about their programs and recruitment efforts. Staff Responsible for Monitoring: Principal Problem Statements: District Processes & Programs 2 - Perceptions 2	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 2 Details	Reviews			
Strategy 2: Campus leadership and sponsors will meet at the beginning of each semester to outline a calendar. Strategy's Expected Result/Impact: Ensure 1) calendars do not overlap and 2) student participation is maximized. Staff Responsible for Monitoring: Principal Problem Statements: District Processes & Programs 2 - Perceptions 2	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 3 Details	Reviews			
Strategy 3: The district will host the WISD Extra-Curricular Fair annually to recruit new students to programs. Strategy's Expected Result/Impact: Increase student/parent knowledge about opportunities. Staff Responsible for Monitoring: Principal Problem Statements: District Processes & Programs 2 - Perceptions 2	Formative			Summative
	Sept	Nov	Feb	Apr
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Problem Statements:

District Processes & Programs
Problem Statement 2: Communication with staff, students, parents and community is inconsistent. Root Cause: The district is not clear about the main mode of expected communication.





Perceptions

Problem Statement 2: School morale is low. Root Cause: Lack of open communication with staff.

Goal 3: Annually increase the % of staff satisfaction.

Performance Objective 1: Annually increase the % of staff indicating they enjoy working at WISD.

Evaluation Data Sources: Annual staff survey

Strategy 1 Details	Reviews			
Strategy 1: Provide semi-annual surveys to staff where they can report on: campus safety, cleanliness, support and morale. Strategy's Expected Result/Impact: Annual staff survey Staff Responsible for Monitoring: Superintendent Problem Statements: Perceptions 2	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 2 Details	Reviews			
Strategy 2: Provide board minutes/summary after each board meeting to keep staff informed. Strategy's Expected Result/Impact: Increase staff communication. Staff Responsible for Monitoring: Superintendent Problem Statements: Perceptions 2	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 3 Details	Reviews			
Strategy 3: Find new and better ways to compensate employees. Strategy's Expected Result/Impact: Increase number of employees who feel appreciated. Staff Responsible for Monitoring: Superintendent Problem Statements: Demographics 1	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 4 Details	Reviews			
Strategy 4: Continue to evaluate student population growth and make determinations on future staffing/spacing issues as those growth trends change. Strategy's Expected Result/Impact: Ensure staff is able to adequately meet the needs of students. Staff Responsible for Monitoring: Superintendent. Problem Statements: Demographics 1	Formative			Summative
	Sept	Nov	Feb	Apr
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 1 Problem Statements:





Demographics
Problem Statement 1: Student:teacher ratio has increased creating issues with space and resource necessity. Root Cause: Increased enrollment due to transfers.
Perceptions
Problem Statement 2: School morale is low. Root Cause: Lack of open communication with staff.

Goal 4: Annually increase the professional efficacy of WISD staff.

Performance Objective 1: Annually utilize teacher needs to determine professional development opportunities.

Evaluation Data Sources: PD surveys

Strategy 1 Details	Reviews			
Strategy 1: Provide pre/post surveys to teachers indicating on what they want/need to learn in PD sessions. Strategy's Expected Result/Impact: Teachers will see more value in the PD they receive. Staff Responsible for Monitoring: Principal Problem Statements: Student Learning 1 - Perceptions 2	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 2 Details	Reviews			
Strategy 2: Prioritize teacher learning as a concept of the district calendar. Strategy's Expected Result/Impact: Increased opportunities for teachers to learn. Staff Responsible for Monitoring: Superintendent Problem Statements: Student Learning 1 - Perceptions 2	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 3 Details	Reviews			
Strategy 3: Utilize EduHero through Region 6 to provide accessible, informative and easy to use format to ensure teachers are up-to-date in compliance trainings. Strategy's Expected Result/Impact: Improve teacher efficacy and knowledge. Staff Responsible for Monitoring: Principal Problem Statements: Student Learning 1	Formative			Summative
	Sept	Nov	Feb	Apr

Strategy 4 Details	Reviews			
Strategy 4: Present to the board for approval the 2022-2023 PD plan including but not limited to: Tour, Login, Keys, ID, work in classroom, mentor teacher, Google, Gradebook, Attendance, Office procedures, Clever, GoGuardian, ParentSquare, classroom management, Lesson plans, resources, emergency plan, sub plan, open house, organizational plan, EduHero, Big Picture DIP, Strategic Plan, suicide prevention, bullying, UIL, human trafficking, trauma informed care, active shooter, ethics, child maltreatment, class sponsors, first aid, emergency operations, duty, computer lab, subs, lunch counts, specifics to job, positive relationships, TFAR, Campus/Dept. Specific, Interim Results, Data Tools, Curriculum Training, Technology Training, GT Update. Strategy's Expected Result/Impact: Keeps the school board informed of district-wide PD. Staff Responsible for Monitoring: Superintendent. Problem Statements: District Processes & Programs 2	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 5 Details	Reviews			
Strategy 5: Formally Involve staff in the annual review of student handbook policies and procedures. Strategy's Expected Result/Impact: Improve staff knowledge of handbook procedures Staff Responsible for Monitoring: Principal Problem Statements: District Processes & Programs 2 - Perceptions 2	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 6 Details	Reviews			
Strategy 6: All staff training in Cyber Security Strategy's Expected Result/Impact: Improve digital safety awareness. Staff Responsible for Monitoring: DIT	Formative			Summative
	Sept	Nov	Feb	Apr
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Performance Objective 1 Problem Statements:

Student Learning
Problem Statement 1: WISD still struggles in identifying needs areas for sub-populations. Root Cause: Lack of training using resources to identify needs areas for sub-populations.
District Processes & Programs
Problem Statement 2: Communication with staff, students, parents and community is inconsistent. Root Cause: The district is not clear about the main mode of expected communication.
Perceptions
Problem Statement 2: School morale is low. Root Cause: Lack of open communication with staff.

Goal 4: Annually increase the professional efficacy of WISD staff.

Performance Objective 2: Work with Director of Instructional Technology to create a Technology Strategic Plan.

Evaluation Data Sources: Technology Strategic Plan

Strategy 1 Details	Reviews			
Strategy 1: Re-focus Director of Technology position as a teacher/student support position. Strategy's Expected Result/Impact: Increased technology support for teachers/students. Staff Responsible for Monitoring: Assistant Superintendent Problem Statements: Student Learning 1 - Perceptions 1	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 2 Details	Reviews			
Strategy 2: Implement Google integration as a basis for PD opportunities. Strategy's Expected Result/Impact: Increased staff efficacy in the use of Google. Staff Responsible for Monitoring: Director of Instructional Technology Problem Statements: Student Learning 1 - Perceptions 1	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 3 Details	Reviews			
Strategy 3: Increase the number of employees who are Google Certified. Strategy's Expected Result/Impact: Increased staff efficacy in the use of Google. Staff Responsible for Monitoring: Director of Instructional Technology Problem Statements: Student Learning 1 - Perceptions 1	Formative			Summative
	Sept	Nov	Feb	Apr
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Problem Statements:

Student Learning
Problem Statement 1: WISD still struggles in identifying needs areas for sub-populations. Root Cause: Lack of training using resources to identify needs areas for sub-populations.

Perceptions
Problem Statement 1: Students are not being prepared for life after high school. Root Cause: Lack of definition or communication about what constitutes being "prepared" for life after high school.





Goal 5: Annually increase the percent of parent, student and community satisfaction

Performance Objective 1: Annually increase the % of student satisfaction on WISD annual survey.

Evaluation Data Sources: Survey

Strategy 1 Details	Reviews			
Strategy 1: Communicate with secondary students about the relevance of post-secondary preparation. Strategy's Expected Result/Impact: Student increased knowledge about opportunities HS provides. Staff Responsible for Monitoring: Assistant Superintendent Problem Statements: District Processes & Programs 2 - Perceptions 1	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 2 Details	Reviews			
Strategy 2: Evaluate and implement effective bullying report plan. Strategy's Expected Result/Impact: Increased bullying reports and reduced incidences of bullying over time. Staff Responsible for Monitoring: Principals/Counselor Problem Statements: District Processes & Programs 2	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 3 Details	Reviews			
Strategy 3: Reassess GT program and make recommendations on improvement. Strategy's Expected Result/Impact: Improve the way we serve GT students. Staff Responsible for Monitoring: GT Coord/Asst. Supt. Problem Statements: District Processes & Programs 1	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 4 Details	Reviews			
Strategy 4: Continue to assess and provide mental health resources to students such as one-on-one sessions and group sessions. Strategy's Expected Result/Impact: Increase student awareness and improve mental health. Staff Responsible for Monitoring: Counselor Problem Statements: Student Learning 1 - Perceptions 1	Formative			Summative
	Sept	Nov	Feb	Apr

Strategy 5 Details	Reviews			
Strategy 5: Continue to provide support and training to teachers and staff in recognizing mental health issues that may arise with students. Strategy's Expected Result/Impact: Increase staff awareness and improve mental health. Staff Responsible for Monitoring: Counselor Problem Statements: Student Learning 1 - Perceptions 1	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 6 Details	Reviews			
Strategy 6: Utilize SHAC to assist campuses in utilizing a character education curriculum at appropriate grade levels to assist in violence prevention, conflict resolution, bullying, dating violence, suicide prevention, mental health, drug use, and sportsmanship. Strategy's Expected Result/Impact: Improved student mutual respect and awareness. Staff Responsible for Monitoring: Principals/Counselor Problem Statements: District Processes & Programs 3	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 7 Details	Reviews			
Strategy 7: Enforce W.I.S.D. policies and procedures in a fair and consistent manner to assist in discipline management. Strategy's Expected Result/Impact: Increased morale of students. Staff Responsible for Monitoring: Principals Problem Statements: District Processes & Programs 3	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 8 Details	Reviews			
Strategy 8: Provide the appropriate number of all state recommended safety drills Strategy's Expected Result/Impact: Increase safety preparation. Staff Responsible for Monitoring: Principals Problem Statements: District Processes & Programs 3	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 9 Details	Reviews			
Strategy 9: Implement procedures to ensure Guardian program is effective. Strategy's Expected Result/Impact: Improve school safety measures. Staff Responsible for Monitoring: Superintendent Problem Statements: District Processes & Programs 3	Formative			Summative
	Sept	Nov	Feb	Apr

Strategy 10 Details	Reviews			
Strategy 10: All staff CPR training Strategy's Expected Result/Impact: Improve school safety measures. Staff Responsible for Monitoring: Nurse Problem Statements: District Processes & Programs 3	Formative			Summative
	Sept	Nov	Feb	Apr
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 1 Problem Statements:

Student Learning
Problem Statement 1: WISD still struggles in identifying needs areas for sub-populations. Root Cause: Lack of training using resources to identify needs areas for sub-populations.
District Processes & Programs
Problem Statement 1: Our GT program model needs updating. Root Cause: We have not evaluated the program in a long time. Problem Statement 2: Communication with staff, students, parents and community is inconsistent. Root Cause: The district is not clear about the main mode of expected communication. Problem Statement 3: 71% of staff and students feel safe at school. Root Cause: Door procedures are not consistent from campus to campus.
Perceptions
Problem Statement 1: Students are not being prepared for life after high school. Root Cause: Lack of definition or communication about what constitutes being "prepared" for life after high school.

Goal 5: Annually increase the percent of parent, student and community satisfaction

Performance Objective 2: Annually increase the % of parent satisfaction on the WISD annual survey.

Evaluation Data Sources: Surveys

Strategy 1 Details	Reviews			
Strategy 1: Communicate bullying reporting procedures to parents. Strategy's Expected Result/Impact: Parents increase knowledge about bullying prevention and processes. Staff Responsible for Monitoring: Superintendent Problem Statements: District Processes & Programs 2	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 2 Details	Reviews			
Strategy 2: Utilize Parent Square to communicate with parents and train them. Strategy's Expected Result/Impact: Better, more efficient communication with parents. Staff Responsible for Monitoring: Superintendent Problem Statements: District Processes & Programs 2	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 3 Details	Reviews			
Strategy 3: Utilize "Meet the Parent" night to communicate about district communication, accountability and PTech. Strategy's Expected Result/Impact: Increased communication with parents. Staff Responsible for Monitoring: Supt/Asst. Supt Problem Statements: District Processes & Programs 2	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 4 Details	Reviews			
Strategy 4: Reassess GT program and make recommendations on improvement. Strategy's Expected Result/Impact: Improve the way we serve GT students. Staff Responsible for Monitoring: GT Coordinator/Asst. Supt. Problem Statements: District Processes & Programs 1	Formative			Summative
	Sept	Nov	Feb	Apr

Strategy 5 Details	Reviews			
Strategy 5: Continue the Kindergarten and Pre-K round-up program and orientation for the ease of transition. Strategy's Expected Result/Impact: Continuity of enrollment Staff Responsible for Monitoring: Elem. Principal Problem Statements: District Processes & Programs 2	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 6 Details	Reviews			
Strategy 6: Continue implementation of an adult volunteer program. Strategy's Expected Result/Impact: Increase parent involvement. Staff Responsible for Monitoring: Campus Principals Problem Statements: District Processes & Programs 2	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 7 Details	Reviews			
Strategy 7: Continue to plan and implement family and community involvement activities related to district needs. Strategy's Expected Result/Impact: Increase parent involvement. Staff Responsible for Monitoring: Principals Problem Statements: District Processes & Programs 2	Formative			Summative
	Sept	Nov	Feb	Apr
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Performance Objective 2 Problem Statements:

District Processes & Programs
Problem Statement 1: Our GT program model needs updating. Root Cause: We have not evaluated the program in a long time.
Problem Statement 2: Communication with staff, students, parents and community is inconsistent. Root Cause: The district is not clear about the main mode of expected communication.

Goal 5: Annually increase the percent of parent, student and community satisfaction

Performance Objective 3: Annually increase the % of community satisfaction on the WISD annual survey.

Evaluation Data Sources: Surveys

Strategy 1 Details	Reviews			
Strategy 1: Identify a clear mode of communication with the community and implement it. Strategy's Expected Result/Impact: Clearer communication Staff Responsible for Monitoring: Superintendent Problem Statements: District Processes & Programs 2	Formative			Summative
	Sept	Nov	Feb	Apr
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				





Performance Objective 3 Problem Statements:

District Processes & Programs
Problem Statement 2: Communication with staff, students, parents and community is inconsistent. Root Cause: The district is not clear about the main mode of expected communication.

Goal 6: Annually increase the operational efficiency of the district.

Performance Objective 1: Annually increase the % of staff and students indicating they feel safe at school on the WISD annual survey.

Evaluation Data Sources: Survey

Strategy 1 Details	Reviews			
Strategy 1: Evaluate and implement effective bullying report plan. Strategy's Expected Result/Impact: Increased bullying reports and reduced incidences of bullying over time. Staff Responsible for Monitoring: Principals/Counselor Problem Statements: District Processes & Programs 2	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 2 Details	Reviews			
Strategy 2: Create a School Safety and Security Committee that meets 3 times annually. Strategy's Expected Result/Impact: Discussions about improvement in school safety/security. Staff Responsible for Monitoring: Superintendent, Principals Problem Statements: District Processes & Programs 2	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 3 Details	Reviews			
Strategy 3: Create and train staff on proper door maintenance and procedures. Strategy's Expected Result/Impact: Increased security. Staff Responsible for Monitoring: Superintendent/Principals/Operations Problem Statements: District Processes & Programs 3	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 4 Details	Reviews			
Strategy 4: Complete summer safety partial audit/door audit and create a proactive plan for corrections. Strategy's Expected Result/Impact: Establish a safe environment for all. Staff Responsible for Monitoring: Superintendent/Principals/DOP Problem Statements: District Processes & Programs 2, 3	Formative			Summative
	Sept	Nov	Feb	Apr
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Performance Objective 1 Problem Statements:

District Processes & Programs	
Problem Statement 2: Communication with staff, students, parents and community is inconsistent. Root Cause: The district is not clear about the main mode of expected communication.	
Problem Statement 3: 71% of staff and students feel safe at school. Root Cause: Door procedures are not consistent from campus to campus.	

Goal 6: Annually increase the operational efficiency of the district.

Performance Objective 2: Annually increase the % of satisfaction with the cleanliness and maintenance of our facilities.

Evaluation Data Sources: Survey

Strategy 1 Details	Reviews			
Strategy 1: Survey staff, students, parents and community about the cleanliness and maintenance of the school. Strategy's Expected Result/Impact: Identify problem areas. Staff Responsible for Monitoring: Director of Operations Problem Statements: Perceptions 3	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 2 Details	Reviews			
Strategy 2: Maintenance and operations will increase group meetings so communication about improvement and training can occur. Strategy's Expected Result/Impact: Improved cleanliness and maintenance. Staff Responsible for Monitoring: Director of Operations Problem Statements: Perceptions 2, 3	Formative			Summative
	Sept	Nov	Feb	Apr
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Performance Objective 2 Problem Statements:

Perceptions
Problem Statement 2: School morale is low. Root Cause: Lack of open communication with staff.
Problem Statement 3: 71% of stakeholders feel our school is adequately cleaned/maintained. Root Cause: 1) Short staffing 2) Inefficient work requests

Goal 6: Annually increase the operational efficiency of the district.

Performance Objective 3: Achieve perfect score on F.I.R.S.T. rating.

Evaluation Data Sources: TEA First Rating

Strategy 1 Details	Reviews			
Strategy 1: Ensure we follow proper protocol with auditors. Strategy's Expected Result/Impact: Continued high ratings Staff Responsible for Monitoring: Superintendent/Business Mgr	Formative			Summative
	Sept	Nov	Feb	Apr
Strategy 2 Details	Reviews			
Strategy 2: Continue to stay conservative with budgeting. Strategy's Expected Result/Impact: Continue growing the general fund. Staff Responsible for Monitoring: Superintendent/Business Mgr	Formative			Summative
	Sept	Nov	Feb	Apr
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

District Improvement Committee

Committee Role	Name	Position
Administrator	William Paul	Superintendent
Administrator	Darla Tackett	Assistant Superintendent
Administrator	Jennifer Forsythe	Secondary Principal
Administrator	Ashley Schroeder	Elementary Principal
Classroom Teacher	Tracy Schreiber	HS Teacher
Classroom Teacher	Kim Lofland	Elem. Teacher
Non-classroom Professional	Susan Veitenheimer	District Nurse
Non-classroom Professional	Jessica Hoffman	District Counselor
Paraprofessional	Karen Berend	Elem. Paraprofessional
Parent	Diane Herndon	Parent
Classroom Teacher	Heather Stark	JH Teacher
Classroom Teacher	Dena Wolf	Elem Teacher
Classroom Teacher	Melanie Beisch	HS Teacher
District-level Professional	Rakel Paul	Technology Director