2019-20 District Improvement Plan

Leakey Independent School District

Board Members:

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Tammie Dugat
Brett Rimkus
David Satterwhite
Dr. Doug Shoemaker

Principal: Vickie Goebel

Superintendent: Chris Yeschke

<div align="center">**Mission Statement**</div>

Leakey Independent School District's Mission Statement
The mission of Leakey Independent School District, in partnership with parents and community, is to ensure a quality education in a safe environment to inspire our students to be productive citizens and lifelong learners.

Leakey Independent School District Campus Improvement Plan

2019-20 Comprehensive Needs Assessment Summary

In accordance with state and federal legislative requirements, the staff at Leakey Independent School District conducted a comprehensive needs assessment for the 2018-19 school year. The needs assessment was conducted to identify gaps in the areas listed below. Data and findings from the comprehensive needs assessment were then used to develop the activities/strategies in the additional sections of the Campus Improvement Plan.

Campus Demographics
The staff at Leakey Independent School District include 25 teachers, 8 paraprofessionals, and 2 administrators. The student population is 62% White, 3% African American, 35% Hispanic, 0% Asian, and 0% Native American. Additionally, the campus serves 59% economically disadvantaged students, 13.2% special education students, and 6% Limited English Proficient students. Attendance rates include N/A% African American, 96% Hispanic, 95.8% White, and 95% economically disadvantaged. The most current data indicate the campus has a 20.5% mobility rate.

The following data were reviewed in relation to district demographics:
TAPR, STAAR, EOC, ACT, Attendance, Dual Credit, Registrar Records, PEIMS

Upon review of these data, several findings were noted. These findings include:
Special Education student population has doubled due to new students already in the program enrolled; Attendance rates met our 96% goal; relatively high mobility rate;

Areas of need include:
Support for LEP students needs to continue; Special Education support must be strengthened; transition from PK to K strengthened; campus health services continued

Student Achievement
The following data were reviewed in relation to Student achievement:
2018 District TAPR Report, 2018-2019 Grade Reports, STARR/EOC Results, ACT Reports, PBMAS, TerraNova, other local assessments

Upon review of these data, several findings were noted. These findings include:
Accountability Rating "Met Standard" along with improvements in a number of areas

Areas of need include: Areas of distinctions, Academic Achievement in ELA/Reading, Academic Achievement in Mathematics, Academic Achievement in Science, Academic Achievement in Social Studies, Postsecondary Readiness vertically and horizontally aligned curriculum, RTI program strengthened

District Culture, Climate, and Organization
The following data were reviewed in relation to District Culture, Climate, and Organization:
2018 District TAPR Report, Campus Administrator Interview, Personnel Records, Student Records, Teacher Reports

Upon review of these data, several findings were noted. These findings include:
As population increases, more students per class, more students with special needs in classes

Areas of need include:
Staffing to divide classes as needed (board has approved); more efficient use of staff in master schedule, consistent behavior program needed

Staff Quality, Recruitment, and Retention
The following data were reviewed in relation to Staff Quality, Recruitment, and Retention:
2018 District TAPR Report; 2018 Hiring Report- Math, Science, CTE remain difficult to fill

Upon review of these data, several findings were noted. These findings include:
Staff turnover continues but has shown signs of getting better

Areas of need include:
Stability in administration, increase in teacher pay, smaller classes

Family and Community Involvement
The following data were reviewed in relation to Family and Community Involvement:
Sign-In Sheets from Campus Meetings, Support of senior students via scholarships; fund raised by PTO, Athletic Boosters, Band Boosters, Golf Boosters, etc.; attendance at back-to-school event

Upon review of these data, several findings were noted. These findings include:
Families in crisis increase

Areas of need include:
Continued outreach is needed for economically disadvantaged and non-English speaking parents. PK Program is a success, Backpack Buddies program was started last year and continues, support for pregnant students, support for homeless students

Leakey Independent School District
Areas to Celebrate

STP	Area	Indicator	Description of Activity	Evidence of Success
Students	Subjects	Reading/ELA	Reading STAAR	Increases Reading 7, 8
		Writing	Writing STAAR	Increases Writing 7 and All Writing
		Math	Math STAAR	Math 3, 4, 6, 7, 8, All Math Increased
		Science	Science EOC/Biology	Biology 88%
		Social Studies	Social Studies STAAR, EOC	All social studies increased from 74 to 78% Mastery
	Subgroups	All	STAAR	72% Met or exceeded standard all subjects
		AA	N/A	N/A
		ED	STAAR	Improvements in math and history
		LEP	STAAR	TELPAS results
	Social/ Emotional	Discipline	Strong discipline plan implemented by principal	Attendance Increased
		Extracurricular	Large number of students participating in athletic, cheer, and music programs.	Extra-curricular lists
		Other	2018 100% of students graduated	Graduation list
Teachers	Professional Development		504 and GT Staff Development for all instructional staff.	Staff Development attended, Paid by grant
	New Staff		Certified applicants to to fill all core openings	New Hires
	Retention		Teacher retention improvement previous two years. Community support of new facilities will increase teacher retention.	Percent of teachers returning
	Qualifications		All staff certified in his/her teaching assignment. New facilities attract more highly qualified teachers.	All teachers certified for positions
Parents	Participation		Large number of parents attend all school events.	5% increase
	Communication		Website communication with pictures, individual communications as needed, local newspaper, e-mail, Facebook	Newspapers, website, Facebook

2019-20 District Improvement Plan for Leakey Independent School District

Area of Focus: District Culture

District Priority: The district's school will maintain an engaging environment conducive to student learning and employee effectiveness.

District Performance Objective: Prevention of bullying among students will be targeted with a 5% fewer referrals.

Formative Evaluation: Monthly review of referrals will be conducted.

Students					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Bullying Prevention Month will be designated with several specific activities provided.	BP	All Students	Counselor, Principal	Region 20, principal	Current School Year
2 Bullying incidents will be carefully reviewed to establish preventive strategies.	BP	All Students	Principal	Region 20	Current School Year
3 Red Ribbon Activities will be provided by the Student Council.	AR	All Students	Counselor, Principal	Region 20	Current School Year
4 Student rewards and recognitions will be provided every six weeks.	AR, T1	All Students/At Risk	Counselor, Principal, Teachers	Reward resources	Current School Year
5 Staff will maintain a positive demeanor in their interactions with community, parents (including place of work), staff members and students.	AR,T1	Students	Teacher, Principal	Principal, Superintendent	Current School Year
6 Elementary Awards Ceremony every six weeks.	AR	Students	Counselor	Principal	Current School Year
7 The new facilities incur a positive student climate.	AR, VP, Bond	Students	School Board, Community	School Board, Community	Current School Year
8 **Every effort will be made to divide elementary classes when they reach 22 students and secondary classes when they reach 24 students.	AR, T1	Low SES Students, SPED	Principal, Counselor	Superintendent	2019-2020
9 **A consistent K-12 Behavior plan needs to be implemented.	AR, BP, VP	Students	Principal	Counselor, Superintendent, Region 20	2019

Teachers					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Monthly Staff Meetings will be provided to celebrate successes and birthdays.	SD	Teachers	Superintendent, Principal	Staff	Current School Year
2 Teachers and principal will recognize and reward students, focusing on the positive.	AR	At-Risk Students	Teacher	Counselor	Current School Year
3 Teachers will develop websites to include at a minimum schedule, conference time, and picture	PI	Parents	Teacher	Principal	Current School Year
4 Parents will be contacted during conference period as needed..	PI	Parents	Teacher	Principal	Current School Year
5 Parents, student, and teachers working together will be continued.	PI	Parents, Students	Teacher	Principal	Current School Year

Teachers					
	Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
6	Staff will maintain a positive demeanor in their interactions with community, parents, staff members. and students.	PI	Staff Members	District Personnel	Superintendent	Current School Year
7	Leakey ISD will promote teamwork, problem solving, and decision making.	AR	Staff, Students	District Personnel	Principal, Superintendent	Current School Year
8	**Teachers will communicate often by grade book programs, e-mail, post cards, letters, school activities including assemblies, conferences, newsletter, Open House, parent invitations, honor roll.	PI, AR	Parents	Teachers, Principal	Counselor	Current School Year
9	New facilities will promote a positive climate for teachers.	Local	Teachers	School Board, Community	School Board, Community	Current School Year
10	**Teachers will provide information to parents early in the year regarding TX Connect and AR Parent accounts	AR, CE	Parents	Teacher	Principal	
11	**Teacher stability and recruitment will be addressed.	AR, CE	Teachers	Principal, Superintendent	Region 20	Current School Year
12	**Staffing needs due to growth will continue to be addressed	AR	Teachers, Paraprofessionals	Superintendent, Board	Region 20	Ongoing

Parents					
	Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1	Teachers will initiate meetings with parents.	PI, T1, AR	All Parents	Teacher	Parents, Counselor	Current School Year
2	An opportunity to meet the teachers will be held.	PI, T1	All Parents	Principal	Counselor	2018
3	At least one positive newspaper article and picture will be submitted each week to one of the local papers.	PI, T1	Community	Principal, Superintendent, Counselor, Teachers, Coaches	Local paper	Current School Year
4	Community partnerships will be sought.	PI, T1	Community groups	Principal, Superintendent	Region 20, TEA, Local Library, Education Foundation	2018-Foreseeable Future
5	The Board will adopt a budget incorporating sound business and fiscal practices.	PI, T1	Community	Superintendent, Board	Region 20, TEA	July 1, 2019
6	Town Hall Meetings will be held when appropriate.	PI, T1	Community	Superintendent, Board, Principal, Business Manager	Region 20, TEA, TREA	Current School Year
7	A LISD Brochure showing all positive aspects of LISD will be developed and disseminated.	PI	Community	Superintendent, Principal	Business Manager	Current School Year
8	Staff will maintain a positive demeanor in their interactions with community, parents, staff members and students.	PI, T1	Community, Parents	Superintendent, Principal	Superintendent, Principal	Current School Year

2019-20 District Improvement Plan for Leakey Independent School District

Area of Focus: Student Safety

District Priority: The district's school will maintain a safe and disciplined environment conducive to student learning and employee effectiveness.

District Performance Objective: Leakey ISD will maintain the number of violent incidents at 0% as measured by PEIMS and reduce the percentage of disciplinary referrals by 30%.

All students K-8 will participate in a fitness program. All high school students will receive their health credit. High School students will also earn 2 PE credits through the PE department or through marching band.

100% of Leakey ISD employees will be informed of the rules and regulations regarding child sexual abuse and signs of suicide.

Leakey School will be drug.

Leakey School will maintain a nurse for student support.

Formative Evaluation: The plan will be reviewed each six weeks by Superintendent and Campus Principal for implementation. Teachers will review their areas weekly.

Students					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 LISD will develop a clear, well-structured disciplinary policy.	AR	All Students	Principal	Superintendent	Current school year
2 LISD will provide information to staff, parents, and students of disciplinary policies.	AR	All Parents	Principal, Counselor	Region 20, Code of Conduct	By first day of school
3 LISD will participate in Red Ribbon Week.	AR, Title IV	All Students	Principal, Counselor	Region 20	Current School Year
4 K-12 students participate in the Fitness Gram Program.	AR	K-12	Athletic Director	State Software	Current School Year
5 LISD will provide awareness programs and character education classes dealing with topics such as bullying, conflict resolution, dating violence, violence prevention, suicide prevention, sexual harassment, self-esteem, and making positive choices.	AR, SCE	Targeted Students	Principal Campus Counselor	Scheduling time ESC XX – SDFS, SHAC Committee	Current School Year
6 LISD will provide a program for further understanding of bullying.	BP, VP	Targeted Students	Principal Counselor	Tutorial	By first day of school
7 LISD will maintain a school nurse to ensure student safety.	REAP, Local	All Students	Superintendent	School Board, Community	Current School Year

Students					
	Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
8	Drug dogs will periodically be used to deter drug use.	AR	PK-12	Principal	Principal	Current School Year
9	**Make every effort to split elementary classes at 22 students and secondary classes at 24 students and address other staffing issues created due to growth	T1	All students	.Principal, Superintendent	Superintendent, School Board	Current School Year
10	**A K-12 Behavior plan is needed.	VP, BP	All students	.Priincipal	Superintendent	2019
11	The counselor will provide development guidance lessons to students on topics determined by the campus principal dependent on the needs of the students.	Local, AR	All Students	Counselor	Principal	Current School Year

Teachers					
	Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1	LISD will provide information to teachers of disciplinary policies.	AR	All Teachers	Prinicipal	Counselor	By first day of school
2	LISD will provide information on child sexual abuse, Signs of Suicide to all school employees.	AR, VP	All Employees	Principal	Counselor, Bluebonnet Children's Adv.	Yearly
3	LISD, will provide training in sexual harassment.	SD	All Employees	Principal	Counselor	Yearly
4	Monthly fire, tornado, or lock down drills will be held.	AR, VP	PK-12 Students and Staff	Principal	Counselor, Local Fire Dept	Current School Year
5	Teachers will send students to the nurse any time they are sick, hurt, etc.	REAP, Local	PK-12 Students and Staff	Principal	Superintendent	Current School Year
6	LISD will implement a Campus Guardian Plan (CGP). The Guardian Team will consist of staff and Board members who have been vetted and trained to carry a firearm.	Local, Title IV	PK-12 Students and Staff	Superintendent	Superintendent, DPS, Sheriff's Office	Current School Year

Parents					
	Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1	Provide information to staff, parents, and students or disciplinary policies and safety procedures.	AR, PI	All Parents	Principal	Counselor, Code of Conduct, Student Handbook	Current School Year
2	SHAC Committee will review strategies each year.	AR	SHAC Members	Superintendent	Region 20	Current School Year
3	Site-Base Committee Parents, Community, Business, and Staff will explore options for maintaining a school nurse.	AR	Site-Base Members	Superintendent, Board	REAP Funds, Title Funds	Current School Year
4	The nurse will communicate with parents any time their child is hurt or sick.	REAP, Local	All Parents	School Nurse	Principal, Counselor, Superintendent	Current School Year

2019-20 District Improvement Plan for Leakey Independent School District

Area of Focus: Attendance

District Priority: The district's attendance for all students will surpass 96%.

District Performance Objective: Attendance, as documented on state reports, for all students and subgroups will improve to 96%

Formative Evaluation: Attendance will be reviewed each six weeks by principal and teachers.

Students					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Periodically, students with perfect attendance will receive a reward or recognition.	AR, T1	Students in grades PK-12	PEIMS Clerk, Teacher, Counselor, Principal	Budget, Activity Fund, PTO, Booster Club	Every six weeks
2 New facilities will increase student attendance.	AR, T1	Secondary students	School Board Community	School Board, Community	Current School Year
3 Students will be held accountable for attendance.	AR, T1	All students	Classroom teacher, Registrar	Principal, parents	Current school year
4 **Add a consistent K-12 Behavior Program	VP, BP	All students	Principal	Superintendent, Region 20/15	Current school year
5 Provide opportunities for reasonable transportation to transfer students.	AR, Local	All students	Superintendent, Transportation Director	Superintendent, Transportation Handbook	Current School Year

Teachers					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Teachers ask for absence notes and admits	AR	Students PK-12	Registrar	Principal, Counselor	Ongoing
2 Attendance is one factor, which determines privilege of off campus lunch for grades 9-12.	AR	Students 9-12	Principal, Counselor	Parents	Ongoing
3 ** A consistent PK-12 Behavior Program is needed	AR	Students PK-12	Principal, Superintendent	Region 20	Ongoing

Parents					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 New facilities will attract more parents to meetings.	AR, PI	Secondary Parents	School Board, Community	School Board, Community	Current School Year
2 Principal/Counselor will work with parents of students with excessive absences.	AR	All parents	Principal, Counselor, Teachers	Parents	Current School Year

2019-20 District Improvement Plan for Leakey Independent School District

Area of Focus: College and Career Readiness

District Priority: The district's school will ensure that students plan and are prepared for life beyond high school.

District Performance Objective: LISD will provide information to 100% students and parents on college and career readiness.

Formative Evaluation: Counselor will review strategies monthly.

	Students					
	Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1	Seniors will be shown how to use College Guidance Consultants E-Scholarships website and fastweb	AR, T	Seniors	Counselor	College Guidance Consultants Website	Current School Year
2	Tutorials will be provided on resumes, college essays, and letters of recommendation.	AR, T	Juniors and Seniors	English Teachr	Counselor	Current School Year
3	Senior Corner will be provided in the counselor's office with computer and printer.	AR	Seniors	Counselor	Technology, Supplies	Current School Year
4	Dual Credit course offerings will be expanded with more support to ensure successful course completion.	AR, T	10-12	Principals, Superintendent, Teachers	Colleges and Universities	Current School Year
5	ACT Preparation will be provided in the Computer Lab.	AR, T	Sophomores	Counselor	ACT Prep Software	Current School Year
6	PSAT Test will be administered.	GT	Sophomores	Counselor	College Board	Current School Year
7	UIL Prep will be provided	AR	Grades 6-8	Teachers	UIL Resource Books	Current School Year
8	New facilities with science labs, distance learning labs, and computer labs will increase achievement.	AR, T	Secondary	School Board	Community	Ongoing
9	Interest and Career Inventory and Assessment will be administered.	AR	8th Grade	Counselor	Explore Test	January 2020
10	**A vertically and horizontally aligned curriculum will be provided.	T1, SD, T	K-12 Students	Principal	Superintendent, TEKS Resources	Current School Year

	Teachers					
	Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1	SAT formatted questions will be provided on tests.	AR, T	All Students	Teachers	Counselor, SAT Prep Books	Start November
2	Teachers will be encouraged to meet the requirements to teach dual credit courses.	SD	All students	Teachers, Administrator, Superintendent	Colleges, Universities	Current School Year
3	Teachers will ensure students successfully complete dual credit courses.	AR, Local. T	Dual Credit Students	Teachers	Principal	Current School Year
4	**Teachers will be provided a vertically and horizontally aligned curriculum	T1, T	All students	Teaches, Principal	Superintendent, TEKS Resources	Current School Year

	Parents

	Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1	Counselor will keep parents informed via letters home, e-mails, meetings regarding student financial aide, college entrance, college tests.	AR, PI, T	All Students	Counselor	SAT, ACT, FAFSA	Current School Year
2	The campus will communicate with parents and newspapers about the expanding dual credit program.	AR, PI	All students	Principal	Counselor	Current School Year
3	The campus will provide FAFSA Workshop for senior parents in September.	AR, PI, T	Parents of Seniors	Counselor	SWTJC	Current School Year

2019-20 District Improvement Plan for Leakey Independent School District

Area of Focus: Science

Student Group	Grade Level	# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters	
				#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%
				2017-18 Science STAAR Results										**2018-19 Science STAAR Results**							
All Students	5	27	3573	14	52	13	48	7	26	1	4	20	3532	7	35	13	65	1	5	0	0
	8	12										29	3913	7	24	22	76	13	45	8	28
Hispanic/ Latino	5	15	3465	10	67	5	33	3	20	0	0	6	3322	3	50	3	50	0	0	0	0
	8	6										17	3630	7	41	10	59	4	24	2	12
American Indian or Alaska	5	0										0									
	8	0										0									
Asian	5	0																			
Black or African American	5	0										0									
	8	0										0									
Native Hawaiian or Other Pacific Islander	5	0																			
White	5	10	3715	3	30	7	70	3	30	1	10	13	3587	4	31	9	69	0	0	0	0
	8	6										12	4314	0	0	12	100	9	75	6	50
Two or More Races	5	2										1									
	8	0										0									
Economically Disadvanta	5	16	3511	8	50	8	50	3	19	0	0	11	3322	7	64	4	36	0	0	0	0
	8	8										18	3600	7	39	11	61	3	17	1	6
Limited English Proficient	5	3										0									
	8	1										4									
Special Education	5	2										2									

	8										0										
At-Risk	5	4																			

Student Group	2017-18 Biology STAAR Results											2018-19 Biology STAAR Results										
	# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters			# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		
			#	%	#	%	#	%	#	%				#	%	#	%	#	%	#	%
All Students	14	4253	3	21	11	79	11	79	5	36		26	3897	6	23	20	77	11	42	2	8
Hispanic/ Latino	11	4338	2	18	9	82	9	82	5	45		11	3767	3	27	8	73	4	36	0	0
White	3											15	3993	3	20	12	80	7	47	2	13
Economically Disadvantaged	7	3966	3	43	4	57	4	57	1	14		15	3863	4	27	11	73	5	33	1	7
Special Education	1											5	3508	3	60	2	40	0	0	0	0
At-Risk	6	3877	3	50	3	50	3	50	1	17											

District Priority: Ensure that students' competence reaches or exceeds grade-level standards in reading, writing, mathematics, science, and social studies.

District Performance Objective: The district will earn academic distinction on the STAAR test in science, and above state performance on EOC.

Formative Evaluation: Benchmark Tests

Students					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Special populations of students will be provided remediation and/or enrichment.	T1, SC, Spec Ed, AR	Special Education, Economically Disadvantaged, Hispanic	Teacher, Principal	PEIMS, Principal, Region 20	Current school year
2 Special population of students will target areas of weakness in science.	TI, T , SC, AR	Special Education, Economically Disadvantaged, Hispanic	Teacher, Principal	PEIMS, Principal, Region 20	Current School Year
3 Specific areas of weakness will be targeted using student release test data.	TI, T, SC, AR	Special Education, Economically Disadvantaged, Hispanic	Teacher, Principal, Counselor	PEIMS, Principal, Counselor, Region 20 Benchmark Testing	Current School Year
4 Practice test/questions will be used to monitor student progress.	Local, T I, AR	All Students	Teacher	Benchmark Test, Teacher, Principal, Counselor	Current School Year
5 STEMscope will be implemented in K-5 as appropriate.	Local, AR	All Students	Teacher	Benchmark Test, Teacher, Principal, Counselor	Current School Year
6 Technology will be increased in science classrooms (SMART TV, Chrome Books)	Local, AR, T	All students	Teachers, Principal	Benchmark Tests, Principal	Current School Year
7 **The RTI program will be strengthened to support science.	TI, AR	Low SES, ELL, AR	Teachers, Principal	Benchmark Tests, STAAR Tests	Current School Year

Teachers					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 The teacher will attend workshops in various fields of science to include STAAR preparation and the implementation of Science Curriculum.	Local, T II, AR, SD	Science Teachers	Principal, Teachers	Region 20	Current School Year
2 The teacher will consult with the principal on student progress.	T1, AR	Science Teachers	Teacher, Principal	Principal	Current School Year
3 Science teachers will explore ways to provide more student support for learning grade level curriculum and completing dual credit classes.	AR, Local	Science Teachers	Science Teachers	Principal, Region 20	Current School Year
4 Teachers will continue finding ways to integrate Smart TV activities into the science curriculum.	AR, T	Science Teachers	Science Teachers	Principal, Region 20	Current School Year
5 The teachers will learn and apply RTI strategies to increase science achievement.	TI, AR	Science Teachers	Science Teachers	Principal, Counselor	Current School Year

Parents

	Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1	The teacher will stay in close contact with parents of students regarding their STARR, EOC progress, Dual Credit Classes.	Local, PI	All Students	Teacher	Counselor, Principal	Current School Year
2	Science Teachers will demo SMART TV for School Board.	Local, AR, T	All Students	Superintendent, Principal, Teachers	Region 20, Principal	Current School Year

Area of Focus: Mathematics

Student Group	Grade Level	2017-18 Mathematics STAAR Results																		2018-19 Mathematics STAAR Results																	
		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters	
				#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%
All Students	3	23	1431	6	26	17	74	9	39	2	9	19	1441	5	26	14	74	9	47	2	11
	4	27	1477	13	48	14	52	5	19	1	4	28	1548	7	25	21	75	11	39	4	14
	5	27	1558	9	33	18	67	7	26	2	7	19	1588	4	21	15	79	10	53	2	11
	6	20	1614	3	15	17	85	7	35	1	5	28	1596	9	32	19	68	9	32	1	4
	7	28	1667	9	32	19	68	11	39	6	21	21	1619	8	38	13	62	9	43	0	0
	8	12										16	1573	10	63	6	38	1	6	0	0
Hispanic/ Latino	3	6	1405	2	33	4	67	1	17	0	0	5	1507	1	20	4	80	4	80	1	20
	4	9	1499	4	44	5	56	2	22	0	0	9	1538	3	33	6	67	3	33	2	22
	5	14	1520	7	50	7	50	2	14	0	0	5	1600	1	20	4	80	3	60	0	0
	6	7	1570	3	43	4	57	2	29	0	0	12	1556	5	42	7	58	2	17	0	0
	7	15	1621	8	53	7	47	4	27	3	20	6	1550	4	67	2	33	1	17	0	0
	8	7										11	1544	9	82	2	18	0	0	0	0
American Indian or Alaska Native	3	0										0									
	4	0										0									
	5	0										0									
	6	0										0									
	7	0										0									
	8	0										0									
	5	0																			
	6	0																			
	7	0																			
Black or African American	3	0										0									
	4	0										0									
	5	0										0									

	6	0										0										
	7	0										0										
	8	0										0										
	5	0										0										
	6	0										0										
	7	0										0										
White	3	16	1429	4	25	12	75	7	44	1	6	13	1419	4	31	9	69	5	38	1	8
	4	17	1470	8	47	9	53	3	18	1	6	18	1548	4	22	14	78	7	39	2	11
	5	11	1600	1	9	10	91	4	36	2	18	13	1579	3	23	10	77	6	46	2	15
	6	12	1643	0	0	12	100	5	42	1	8	14	1628	3	21	11	79	6	43	1	7
	7	13	1720	1	8	12	92	7	54	3	23	14	1659	3	21	11	79	8	57	0	0
	8	5										5	1636	1	20	4	80	1	20	0	0
Two or More Races	3	1										1										
	4	1										1										
	5	2										1										
	6	1										2										
	7	0										1										
	8	0										0										
Economically Disadvantaged	3	15	1419	4	27	11	73	5	33	0	0	14	1422	4	29	10	71	5	36	1	7
	4	20	1470	11	55	9	45	3	15	1	5	20	1518	7	35	13	65	6	30	2	10
	5	16	1540	5	31	11	69	4	25	0	0	10	1529	3	30	7	70	2	20	0	0
	6	9	1572	3	33	6	67	2	22	0	0	19	1579	6	32	13	68	5	26	0	0
	7	15	1621	6	40	9	60	3	20	1	7	8	1545	5	63	3	38	1	13	0	0
	8	8										12	1570	7	58	5	42	0	0	0	0
Limited English Proficient	3	2										0										
	4	0										1										
	5	3										0										
	6	1										2										
	7	4										1										
	8	1										4										
Special Education	3	3										7	1390	4	57	3	43	3	43	1	14
	4	2										6	1517	3	50	3	50	2	33	1	17

5	2										2
6	2										3
7	0										2
8	3										0
5	5	1472	3	60	2	40	0	0	0	0	
6	6	1529	3	50	3	50	0	0	0	0	
7	5	1480	5	100	0	0	0	0	0	0	

Student Group	2017-18 Algebra I STAAR Results										2018-19 Algebra I STAAR Results									
	# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters	
			#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%
All Students	19	3523	8	42	11	58	2	11	1	5	27	3876	4	15	23	85	8	30	5	19
Hispanic/ Latino	15	3454	7	47	8	53	1	7	1	7	13	3794	2	15	11	85	2	15	2	15
White	4										14	3953	2	14	12	86	6	43	3	21
Economically Disadvantaged	16	3471	7	44	9	56	1	6	1	6	13	3677	4	31	9	69	2	15	1	8
Limited English Proficient	6	3232	4	67	2	33	1	17	1	17	0									
At-Risk	17	3479	8	47	9	53	2	12	1	6										

District Priority: Ensure that students' competence reaches or exceeds grade-level standards in reading, writing, mathematics, science, and social studies.

District Performance Objective: The district will earn academic distinction in math; exceed state performance at all grade levels and on EO

Formative Evaluation: Benchmark Tests

Students					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Daily review and extension of concepts will be provided based on GT training and teacher developed materials.	Local, AR	Math Students	Teachers	Region 20 Workshops, Manipulatives, Go Math	Current School Year
2 Math concepts instruction will include: Hands on activities, real life situations, read aloud books with math concepts, frequent use of graphs, higher level questioning (Bloom's Taxonomy), calculators, manipulatives, patterning, key words, computer labs, repeated review of concepts.	Local, TI, AR	Math Students	Teachers	Problem of the day chart, UIL Events Manipulatives Go Math Calculators	Current School Year
3 Graphing Calculators will be mastered by secondary students starting at 7th/8th grade.	Local	Secondary Students	Math Teachers	Calculators	Current School Year
4 The following strategies will be used: Computer Lab, SMART TVs (Continue Expansion), Instruction on test taking, tutorial time for re-teach and re-testing, peer tutoring, Weekly quizzes, summer programs.	Local, T I, AR, T	All Students (Focus on Econ. Disadv., Hisp, SpEd)	Teacher	Counselor, Principal, Go Math, Resources	Current School Year
5 Analysis strategies will be used to manipulate word problems into real life problems. Turn real world problems into word problems to promote student understanding of word problems.	Local, TI, AR	All Students (Focus on Econ. Disadv., Hisp, SpEd)	Teacher	Word problem resources	Current School Year
6 Provide FLEX day instruction for students who do not pass state exams or obtain credit in coursework.	Local, T I, AR	All Students (Focus on Econ. Disadv., Hisp, SpEd)	Teacher	Site-Base Committee/Calendar	Current School Year
7 Use question/answer format to model testing structure STAAR, ACT, SAT, etc.	Local, T I, AR, T	All Students (Focus on Econ. Disadv., Hisp, SpEd)	Teacher	Principal	Current School Year
8 Implement Technology, SMART Tvs, Doceri App, and BYOD in PK-12 math classes.	Local, T I, AR	All Students	Teacher	Technology Funds; PTO Funds, REAP Funds	Current School Year
9 Develop more ways to support student learning of math concepts; continue double blocking for failing students.	AR, Local	All Students	Teachers, Parents	Principal	Current School Year
10 *RTI program will be used to increase math achievement.	AR, Ti, ELL	Low SES, ELL	Teachers	Principal, Counselor	Current School year

Teachers					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Disaggregate the students' scores from the previous STAAR test and benchmarks and develop appropriate strategies to address target areas.	Local	All math teachers	Teacher	PEIMS, Principal, Counselor	Current School Year

Teachers					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
2 Attend workshops to address STAAR and EOC target areas at Region 20 and State Math Conferences CAMT and/or CAST.	Local, T I, AR, SD	All math teachers	Teacher, Principal, Superintendent	Region 20, CAMT, CAST	Current School Year
3 Provide support to ensure student success in dual credit classes.	Local	Dual Credit Teachers	Teachers	Principal, SWTJC	Current School year
4 **Teachers will use the RTI program to increase math achievement.	AR, Ti	All math teachers	Teachers	Principal, Counselor	Current school year

Parents					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Teacher and counselor will keep parents informed on student progress on STARR , EOC Tests, Dual Credit Classes.	Local, AR, PI	All Parents	Teacher, Counselor	Principal, PEIMS, SWTJC	Current School Year
2 PTO provides instructional material support for teachers via teacher requests.	PTO, PI	All Parents	PTO	Instructional materials	Current School Year

2019-20 District Improvement Plan for Leakey Independent School District

Area of Focus: Reading/English Language Arts

Student Group	Grade Level	2017-18 Reading STAAR Results										2018-19 Reading STAAR Results									
		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters	
				#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%
All Students	3	23	1361	10	43	13	57	6	26	2	9	19	1413	6	32	13	68	8	42	3	16
	4	27	1410	16	59	11	41	3	11	0	0	28	1497	12	43	16	57	8	29	6	21
	5	27	1534	11	41	16	59	11	41	6	22	19	1543	3	16	16	84	6	32	3	16
	6	20	1580	5	25	15	75	5	25	3	15	28	1541	16	57	12	43	7	25	3	11
	7	28	1658	9	32	19	68	13	46	6	21	21	1642	7	33	14	67	8	38	7	33
	8	12										29	1677	7	24	22	76	13	45	7	24
Hispanic/ Latino	3	6	1371	3	50	3	50	1	17	1	17	5	1500	1	20	4	80	4	80	3	60
	4	9	1424	4	44	5	56	1	11	0	0	9	1510	4	44	5	56	3	33	3	33
	5	14	1482	8	57	6	43	4	29	2	14	5	1522	1	20	4	80	1	20	1	20
	6	7	1533	2	29	5	71	0	0	0	0	13	1484	10	77	3	23	1	8	0	0
	7	15	1599	8	53	7	47	3	20	1	7	6	1553	3	50	3	50	0	0	0	0
	8	7										17	1612	7	41	10	59	5	29	2	12
American Indian or Alaska Native	3	0										0									
	4	0										0									
	5	0										0									
	6	0										0									
	7	0										0									
	8	0										0									
	5	0																			
	6	0																			
	7	0																			
Black or African	3	0										0									

Group	Grade																			
	4	0										0								
	5	0										0								
	6	0										0								
	7	0										0								
	8	0										0								
	5	0																		
	6	0																		
	7	0																		
White	3	16	1351	7	44	9	56	4	25	1	6	13	1380	5	38	8	62	4	31	0	0
	4	17	1404	11	65	6	35	2	12	0	0	18	1489	8	44	10	56	5	28	3	17
	5	11	1567	3	27	8	73	5	45	3	27	13	1550	2	15	11	85	5	38	2	15
	6	12	1632	2	17	10	83	5	42	3	25	13	1572	5	38	8	62	5	38	2	15
	7	13	1727	1	8	12	92	10	77	5	38	14	1687	3	21	11	79	8	57	7	50
	8	5										12	1769	0	0	12	100	8	67	5	42
Two or More Races	3	1										1								
	4	1										1								
	5	2										1								
	6	1										2								
	7	0										1								
	8	0										0								
Economically Disadvantaged	3	15	1385	6	40	9	60	4	27	2	13	14	1388	5	36	9	64	5	36	1	7
	4	20	1385	14	70	6	30	1	5	0	0	20	1466	10	50	10	50	5	25	3	15
	5	16	1518	8	50	8	50	6	38	3	19	10	1491	2	20	8	80	2	20	0	0
	6	9	1548	2	22	7	78	0	0	0	0	19	1522	11	58	8	42	3	16	1	5
	7	15	1610	6	40	9	60	5	33	1	7	8	1552	4	50	4	50	0	0	0	0
	8	8										16	1629	6	38	10	63	5	31	2	13
Limited English Proficient	3	2										0								
	4	0										1								
	5	3										0								
	6	1										3								
	7	4										1								

	8	1										4									
Special Education	3	3										7	1346	3	43	4	57	2	29	0	0
	4	2										6	1386	4	67	2	33	0	0	0	0
	5	2										2									
	6	2										3									
	7	0										2									
	8	3										0									
	5	5	1436	4	80	1	20	1	20	0	0										
	6	6	1489	3	50	3	50	0	0	0	0										
	7	5	1505	5	100	0	0	0	0	0	0										

Student Group	# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters	
			#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%
All Students	31	3807	14	45	17	55	13	42	1	3	16	3765	7	44	9	56	4	25	1	6
Hispanic/ Latino	23	3822	10	43	13	57	11	48	1	4	7	3660	4	57	3	43	1	14	0	0
White	8	3762	4	50	4	50	2	25	0	0	9	3846	3	33	6	67	3	33	1	11
Economically Disadvantaged	19	3659	12	63	7	37	6	32	1	5	8	3658	5	63	3	38	1	13	1	13
Limited English Proficient	6	3439	5	83	1	17	1	17	0	0	0									
Special Education	4										5	3440	3	60	2	40	0	0	0	0
At-Risk	19	3616	12	63	7	37	5	26	0	0										

Header spanning: **2017-18 English I STAAR Results** | **2018-19 English I STAAR Results**

Student Group	2017-18 English II STAAR Results												2018-19 English II STAAR Results											
	# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters				# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters			
			#	%	#	%	#	%	#	%					#	%	#	%	#	%	#	%		
All Students	22	3944	7	32	15	68	12	55	1	5			28	3901	11	39	17	61	14	50	0	0		
Hispanic/ Latino	7	3552	5	71	2	29	2	29	1	14			10	3619	7	70	3	30	2	20	0	0		
White	15	4127	2	13	13	87	10	67	0	0			18	4058	4	22	14	78	12	67	0	0		
Economically Disadvantaged	12	3772	6	50	6	50	5	42	1	8			11	3585	8	73	3	27	3	27	0	0		
Special Education	2												5	3393	4	80	1	20	1	20	0	0		
At-Risk	8	3387	6	75	2	25	0	0	0	0														

District Priority: Ensure that students' competence reaches or exceeds grade-level standards in reading, writing, mathematics, science, and social studies.

District Performance Objective: To exceed state performance on STAAR and EOC tests; achieve academic distinction designation.

Formative Evaluation: Benchmark Tests

Students					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 ESL Support will be provided by a teacher and/or aide to ensure ESL students meet goals.	AR, ESL	ESL	Principal, Teachers	Counselor	Current School Year
2 Increase practice in applying critical thinking skills and encourage higher level questioning.	T I, Local, GT, AR	GT, Economiclally Disadvantaged, Hispanic, SpEd	Teachers	Classroom Teacher Classroom novels - Non fiction STAAR practice.	Current School Year
3 Identify special population students K-12 and provide remediation or enrichment.	T I, REAP, Local, GT, AR	GT, Economiclally Disadvantaged, Hispanic, SpEd, 504, ELL	Teachers	PEIMS, Books, Mini-Grants	Current School Year
4 Provide tutoring, FLEX days, and summer programs for students who do not show assessment mastery.	SCE, T1	At-Risk, ELL	Principal	Superintendent	Current School Year
5 Learning extensions in regular classrooms and Pre-AP classrooms will be provided to GT students.	GT	GT	Teacher	Principal	Current School Year
6 More ways to support student success will be explored and implemented.	AR	All students	Teachers	Principal	Current School Year
7 Accelerated Reading Program will be used to increase student reading achievement..	AR, T1, T	All students	Teachers	Librarian	Current School Year
8 Add more electronic books that can be checked out of library.	AR, T1, T	Special Ed, ELL Students	Librarian, Teachers	Principal	Current School Year
9 **RTI program will be used to improve language arts and reading achievement.	AR, T1	Students who need reading support	Principal	Teachers, Region 20, Counselor	Current School Year

Teachers					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Using the ELAR tests, the English and reading teachers will administer several STAAR-formatted and SAT/ACT formatted practice tests throughout the school year. Data from the tests will be compiled and analyzed to adjust instruction and chart student progress.	Local, T I, AR, T	Economically Disadvantaged, Hispanic, SPED students	Administration English Teachers Reading Teachers	Testing resources, Counselor	Current School Year
2 The goal is to improve STAAR objectives: maintaining AR reading, the computer lab, etc.	Local, T I, T, AR, SC	Economically Disadvantaged, Hispanic, SPED students	English/Language Arts Teachers	Testing materials, AR Program, Counselor, Books, Mini Grants	Current School Year
3 More ways to support student success will be explored and implemented.	AR, SD	All Students	Teachers	Principal	Current School Year
4 Teachers will provide support to ensure students are successful in dual-credit classes.	GT, Local	Dual Credit Students	Teachers	Principal, SWTJC	Current School Year

Teachers					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
5 **RTI program will be used to increase student achievement in reading and language arts.	AR, SC, T1	Language Arts, Reading Teachers	Teachers	Principal, Counselor, Region 20	Current School Year

Parents					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Parents will be kept informed on student progress on STARR , EOC Benchmarks, and dual credit progress.	Local, AR, PI, T1, T	All Students	Teacher	Counselor	Current School Year
2 Parents continue to support instruction support via PTO, Booster Fundraisers, Book Fair	PTO, PI	All Students	PTO	Teachers	Current School Year

2019-20 District Improvement Plan for Leakey Independent School District

Area of Focus: Writing

Student Group	Grade Level	# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters	
		2017-18 Writing STAAR Results										2018-19 Writing STAAR Results									
				#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%
All Students	4	26	3355	13	50	13	50	2	8	0	0	28	3425	18	64	10	36	8	29	2	7
	7	28	3746	9	32	19	68	10	36	5	18	21	3802	5	24	16	76	9	43	2	10
Hispanic/Latino	4	9	3477	3	33	6	67	1	11	0	0	9	3362	6	67	3	33	3	33	0	0
	7	15	3421	9	60	6	40	3	20	1	7	6	3590	2	33	4	67	0	0	0	0
American Indian or Alaska	4	0										0									
	7	0										0									
	7	0																			
Black or African American	4	0										0									
	7	0										0									
	7	0																			
White	4	16	3270	10	63	6	38	1	6	0	0	18	3414	12	67	6	33	4	22	2	11
	7	13	4122	0	0	13	100	7	54	4	31	14	3961	2	14	12	86	9	64	2	14
Two or More Races	4	1										1									
	7	0										1									
Economically Disadvanta	4	19	3266	12	63	7	37	1	5	0	0	20	3275	14	70	6	30	4	20	0	0
	7	15	3574	6	40	9	60	4	27	1	7	8	3644	2	25	6	75	1	13	0	0
Limited English Proficient	4	0										1									
	7	4										1									
Special Education	4	2										6	3015	6	100	0	0	0	0	0	0
	7	0										2									
	7	5	2971	5	100	0	0	0	0	0	0										

District Priority: Ensure that students' competence reaches or exceeds grade-level standards in reading, writing, mathematics, science, and social studies.
District Performance Objective: Writing results will exceed state performance on STAAR and EOC tests and improve on previous year's scores.
Formative Evaluation: Benchmark Tests

Students					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Students not meeting satisfactory levels on the writing portion of STAAR and STAAR EOCs will be scheduled into targeted tutorials for writing improvement.	AR, CE	4th, 7th, 8th, English I, English II	Teachers, Counselor, Principal	Region 20	Six Week Assessments
2 Support programs will be implemented to help students improve writing skills.	AR	All students PK-12	Teachers	Region 20	Current School Year
3 FLEX days and summer days are provided for students who need to reach grade level mastery of writing concepts.	AR, Local	All students PK-12	Teachers	Principal	Current School Year
4 **RTI Program will be used to improve writing achievement.	AR, T1, SC	All students in writing	Teachers	Principal, Region 20	Current School Year

Teachers					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Teachers will disaggregate testing data and develop appropriate remediation strategies for students.	AR, CE, T1	Teachers in grades 4, 7, 8, English I, English II	Teachers	PEIMS, Testing Data	Every six weeks
2 Teachers will receive staff development in teaching writing and work toward vertical alignment of writing skills	AR	Writing Teachers	Principal	Region 20	Current School Year
3 Support programs (tutoring, Flex Days, Summer School, etc.) will be implemented to help students improve writing skills.	AR	Writing Teachers	Principal	Region 20	Current School Year
4 **Teachers will use RTI program to increase student writing achievement.	AR, T1, SC	Writing Teachers	Teachers	Principal, Region 20	Current School Year

Parents					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Parents will be informed of their student's writing benchmark and testing results and resultant plan of action.	AR, PI, T1, CE	Parents of 4th, 7th, 8th, English I, English II	Teacher	Counselor, Principal	Six Week time periods
2 Parents will provide support via the PTO and fundraisers.	PTO, PI	All students	PTO	Teachers	Current School Year

2019-20 District Improvement Plan for Leakey Independent School District

Area of Focus: Social Studies

Student Group	Grade Level	2017-18 Social Studies STAAR Results										2018-19 Social Studies STAAR Results									
		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	Did Not Meet		Approaches		Meets		Masters	
				#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%
All Students	8	12										29	3558	15	52	14	48	7	24	3	10
Hispanic/ Latino	8	6										17	3361	12	71	5	29	1	6	1	6
American Indian or Alaska Native	8	0										0									
Black or African American	8	0										0									
White	8	6										12	3836	3	25	9	75	6	50	2	17
Two or More Races	8	0										0									
Economically Disadvantaged	8	8										18	3315	13	72	5	28	1	6	0	0
Limited English Proficient	8	1										4									
Special Education	8	2										0									

Student Group	# Students Tested	Average Scale Score	2017-18 U.S History STAAR Results Did Not Meet		Approaches		Meets		Masters		# Students Tested	Average Scale Score	2018-19 U.S History STAAR Results Did Not Meet		Approaches		Meets		Masters	
			#	%	#	%	#	%	#	%			#	%	#	%	#	%	#	%
All Students	15	4144	1	7	14	93	10	67	1	7	19	4150	3	16	16	84	14	74	7	37
Hispanic/ Latino	7	3930	1	14	6	86	2	29	0	0	6	3866	2	33	4	67	2	33	1	17
White	8	4332	0	0	8	100	8	100	1	13	13	4282	1	8	12	92	12	92	6	46
Economically Disadvantaged	8	4054	1	13	7	88	4	50	1	13	10	4075	2	20	8	80	6	60	3	30
At-Risk	7	3978	1	14	6	86	3	43	0	0										

District Priority: Ensure that students' competence reaches or exceeds grade-level standards in reading, writing, mathematics, science, and social studies.

District Performance Objective: Earn Academic Distinction in Social Studies, state performance on STAAR and EOC tests.

Formative Evaluation: Benchmark Testing

Students					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Teacher will administer STAAR benchmark practice tests as well as portions of others.	T I, AR, CE	All Students (Focus on Hispanic, Economically Disadvantaged, SpEd, ELL)	Teachers	Release tests Diagnostic and practice tests	Current School Year
2 Special populations will be identified and provided enrichment activities and remedial assistance.	GT, T1, AR	Focus on GT, Economically Disadvantaged, Hispanic, Economically Disadvantaged, Hispanic, SpEd	Teachers	PEIMS Tests	Current School Year
3 STAAR objectives will be improved by focusing on U. S. History, Geography, Political influence (researching political figures).	TI, AR	Focus on GT, Economically Disadvantaged, Hispanic, Economically Disadvantaged, Hispanic, SpEd	Teachers	STAAR and Diagnostictests	Current School Year
4 More academic support programs (Tutoring, FLEX days, Summer days) will be developed by teachers for students.	AR	All students	Teachers	Site Base Committee - Calendar; Principal, Counselor	Current School Year
5 EOC results and completion of dual credit classes will improve.	Local	All students	Teachers	Principal, Region 20	Current School Year
6 More academic support programs (Tutoring, FLEX days, Summer days) will be developed by teachers for students.)	AR	All students	Teachers	Principal, Region 20	Current School Year
7 **The RTI program will be used to increase student social studies achievement.	AR, CE, T1	Low SES, ELL students	Teachers	Principal, Region 20	Current School Year

Teachers					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Teachers will disaggregate test results and develop appropriate extensions and remediation for all students.	T I, Local, GT, CE	All Students (Focus on GT, Economically Disadvantaged, Hispanic, SpEd)	Teachers	PEIMS, Counselor	Current School Year
2 Teachers will focus on improving EOC scores as well as Dual Credit Course Completion.	Local	All Students	Teachers	Principal	Current School Year

Teachers					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
3 **Teachers will use RTI to increase student achievement in social studies.	CE, T1, AR	Social Students	Teachers	Principal, Region 20	Current School Year

Parents					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Parents will be kept informed on student benchmark and testing results and remediation plans.	Title I, Local, PI	All students (Focus on GT, Hispanic, Economically Disadvantaged, SpEd)	Teacher	Counselor, Principal	Current School Year
2 **Parents will participate in the PTO and fundraisers.	PTO, PI	All students	PTO	Teachers	Current School Year

2019-20 District Improvement Plan for Leakey Independent School District

Area of Focus: "Prepared Students"

District Priority: The district's school will provide the opportunity for students to obtain college credit while in high school.

District Performance Objective:
Offerings of dual credit courses will increase.
Completion of dual credit courses will increase.
More technology-based courses will be provided.
100% of students will graduate from high school.

Formative Evaluation: Number of Dual Credit Courses Offered/Credit Obtained increases; students on target for graduation

	Students					
	Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1	Students will be given the opportunity to enroll in dual credit courses with support to increase course completions.	T, AR	Secondary Students	Principal, Counselor	Area Colleges	Current School Year
2	LISD will continue to pay tuition for the dual credit courses. Students will reimburse district if they drop late or fail a class.	AR, Local	Secondary Students	Principal, Counselor	.ISD School Board	Current School Year
3	More technology and technology options and courses will be made available to LISD students.	T, AR, T1	Students K-12	Principal, Counselor, Technology Director	Principal, Superintendent, LISD Board, Technology Instructor, LISD Board	Current School Year
4	Students may bring their own device per BYOD program. Students may also check out a laptop by signing a laptop rental agreement. Technology Director will ensure enough laptops are on-hand.	AR, CE, T	Secondary Students	Counselor, Technology Director	Principal, Superintendent, LISD Board	Current School Year
5	All Students will graduate.	AR	All students	Principal, Counselor	Teachers	Current School Year
6	**More academic support programs will be provided by teachers, including RTI	AR, CE, T1	Low SES students	Principal, Counselor	Teachers	Current School Year

	Teachers					
	Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1	Staff will look for grants, less expensive options, and other funding sources to help pay for dual credit courses.	AR	Secondary Students	Principal, Counselor	Region 20, Local Colleges	Current school year
2	Teachers will attend staff development and integrate technology into their instruction.	AR, T	K-12 Students	Teacher, Principal	Superintendent, LISD Board	Current school year
3	Every effort will be made to hire certified, qualified teachers and aides.	AR, Local	K-12	Principal, Superintendent, site-based committee	LISD School Board	Yearly
4	Teachers or aides who are not certified will be required to achieve certification.	AR, SD	K-12	Principal, Superintendent, site-based committee	LISD School Board	Yearly

Teachers					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
5 Teachers will develop more academic student-support programs, including RTI, to ensure students complete successfully dual credit classes.	AR, Local	PK-12	Teachers, Site-Base Committee	Principal, Other Schools	Current School Year
6 **Vertically and horizontally aligned curriculum needed for all grades.	AR	PK-12	Teachers, Principal	Region 20	Ongoing

Parents					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Parents will be notified regarding dual credit options for their students.	Local, PI	Secondary Students	Counselor, Principal	Colleges	Current School Year
2 Parents will be notified if a fully certified teacher is not in the classroom.	Local, PI	K-12	Principal, site-based committee, Superintendent	LISD School Board	Yearly

2019-20 District Improvement Plan for Leakey Independent School District

Area of Focus: Qualified Teachers

District Priority: The district's school will hire only fully certified teachers.

District Performance Objective: All teachers teaching in Leakey ISD will have appropriate staff development for his or her assignment.
Leakey ISD will attract and retain teachers by providing small classes and adequate classroom support.

Formative Evaluation: Staff Development and certifications reviewed every six weeks.
Teacher retention records will be reviewed each year.

Students					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 When selecting new staff, priority will be given to new staff members who are fully certified in order to provide the best staffing for student achievement.	Local	All Students	Principal and SBDM Members	New Applicant List from Personnel	Yearly
2 Teachers will receive staff development to be effective in his or her assignment including the integration and use of technology and 504 and Title II Instruction.	AR, TII, SC, SpEd	All students with focus on special populations	Principal, SpEd Coord.	Region 20	Yearly
3 The district will provide all state required staff development programs including GT, ESL, Child Abuse, Psychological Development, Bullying, STAAR, EOC, Suicide Prevention, Dyslexia, 504, Title II. etc.	AR, TII, SC, SpED, ESL, GT, SD	All students	Principal SpEd Coord.	Region 20, State Conferences	Yearly
4 With growth, staffing needs must be addressed in special programs like SPED.	Local, SPED	All classrooms	Principal, Superintendent	School Board, Community	Yearly

Teachers					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 When selecting new staff, priority will be given to new staff members who are fully certified.	AR	All new hires	Principal and SBDM Members	New applicant list	Current School Year
2 Teachers will have relevant staff development to improve student performance (See Assurance Addendum).	AR, Local, Sped, T II	All students	Principal, , Sped, Coord	Region 20, State Conferences, Local	Yearly
3 LISD will provide quality staff development for all teachers in meeting the needs of all students including ESL, at-risk, and GT students.	SD, T2, CTE, GT	All teachers	Principal and site-base committee	Region 20, PD 360	Current School Year
4 Interactive, goal-based Supervision (T-TESS) will be provided for all teachers and administrators (T-PESS).	SD	All teachers	Principal, Superintendent	Region 20	Yearly

Teachers					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
5	**Signing bonuses will be provided for upper level math, science, and other shortage area teachers contingent on staying at least three years.	AR, Local	All new hires in math and science	Principal, Superintendent	Donor	As appropriate
6	All staff will have 30 hours of Gifted and Talented Education to implement in his/her classroom via dual credit, AP, Extended Learning, and Projects in the classroom.	GT, SD	All teachers	Principal, Superintendent	School Board, Region 20	Yearly
7	**Teacher stability and recruitment are a concern toward hiring qualified teachers. Goal classes will try to be divided at 22 for elementary and 24 for secondary.	Local, Title II	Teacher Pool	Principal, Superintendent	School Board	Yearly
8	**Staffing needs including SPED must be addressed as the campus grows larger.	Local, SPED	All teachers	Principal, Superintendent	School Board, Community	Yearly

Parents					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
2	Parents will be notified if a fully certified teacher is not in the classroom.	Local, PI	All Students	Principal	Counselor	Yearly
3	Teachers will have staff development in the area of working with parents as partners.	AR, TII, SD	All Teachers	Principal	Region 20	Yearly

2019-20 District Improvement Plan for Leakey Independent School District

Area of Focus: STAAR, End-of-Course Exams, Dual Credit Classes

District Priority: The district's school will ensure that student's competence exceeds grade-level standards in reading, writing, math, science, and social studies

District Performance Objective: The school results will surpass state results on STAAR and End-of-Course Exams
All subgroups will show 80% mastery of STAAR and End-of-Course Exams
80% of students will receive at least one credit in dual credit classes

Formative Evaluation: Benchmark Tests, Previous year state testing

	Students					
	Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1	Using sample tests, the teachers will administer several End-of - Course formatted practice tests throughout the year. Data from the tests will be compiled and analyzed by the subject area teachers to adjust instruction and chart student progress.	AR, T	All Students	Principal Teachers	District Tests	Yearly
2	Teachers will attend dual credit classes with students to ensure mastery and course credit.	AR, Local	Dual Credit Class students	Teachers	Principal	Current School Year
3	**The RTI program will be used to support students and ensure their success on state testing.	AR, CE, T1	Low SES	Principal	Superintendent	Current School Year

	Teachers					
	Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1	Using tests, the teachers will administer several formatted practice tests throughout the year. Data from the tests will be compiled and analyzed by the subject area teachers to adjust instruction and chart student progress.	AR, T1, T	All students with focus on At-risk and Econ Disadv. students.	Principal, Teachers	District Tests	Yearly
2	Teachers will provide academic support in dual credit classes to ensure course credit is received.	Local, AR	Dual Credit Students	Dual Credit Teachers	Principal	Current School Year
3	**Teachers will use the RTI program to ensure student success on state testing.	AR, CE, T1	Low SES	Teacher	Principal, Region 20	Current School Year
4	**Vertically & horizontally aligned curriculum- all grades.	AR, T1	All students	Teachers, Principal	Region 20	ongoing

	Parents					
	Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1	Parents will receive communication regarding student progress on STAAR, End-of-Course tests, and Dual Credit Course.	AR, PI	All students	Principal, Teachers	Counselor	Yearly

2019-20 District Improvement Plan for Leakey Independent School District

Area of Focus: Special Populations of Students

District Priority: Teachers will be provided the necessary tools to be effective teachers of all students, including students in special populations.

District Performance Objective: Teachers will be provided staff development, mentoring, and classroom support to be effective teachers of all students including students in special populations.(ESL, SpEd, 504, low SES, GT)

Formative Evaluation: Grades of all special population students will be reviewed every three weeks for passing

Students					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 The Counselor and Special Education Coordinator will identify needed student support systems.	GT, ESL, SC., SpED, AR	Special population students	Counselor, Spec Educ Cood,, 504 Coord., Principal , ESL Coord	Principal, Counselor, Spec Educ Coord, Elem Coord, Principal	Every three weeks
2 STAAR and EOC data will be reviewed and a plan of action will be developed for students scoring below expected levels.	FT, ESL, SC, SpEd, AR	Special population of students	Counselor, Spec Educ Cood,, 504 Coord., Principal, ESL Coord.	Counselor, Spec Educ Cood,, 504 Coord., Principal	Every three weeks
3 ESL and SpEd and 504 students will be provided Content Mastery, tutorials, and in-class services as needed.	ESL, Local, AT, SC	ESL, 504 SpEd Students	Counselor, ESL Coord, SpEd Coord, 504 Coord	Principal, Superintendent	Ongoing
4 GT students will receive classroom extensions and/or more complex learning objectives.	GT, Local	GT	Teacher - 30 hrs training, updates	Counselor	Ongoing
5 **The RTI Program will be used to ensure success of special pops of students.	AR, T1, SPED, CE	Low SES, 504, SPED	Teacher	Principal, Region 20	Current School Year

Teachers					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Teachers will review progress of special populations of students every three weeks and develop a plan of action for student improvement.	GT, ESL, SC., SpED	Special populations	Counselor, Spec Educ Cood,, 504 Coord.l, ESL Coord	Region 20, Principal	Every three weeks
2 Teachers will review progress of special populations of students (STAAR, EOC, TerraNova) and develop a plan for improvement.	GT, ESL, SC., SpED	Special populations	Counselor, Spec Educ Cood,, 504 Coord., Principal, ESL Coord	Region 20, Principal	Yearly
3 Teacher will receive some in-class and/or Content Mastery support for ESL, 504, SpEd Students	ESL, SC, SpEd	ESL, 504, SpEd	Counselor, Spec Educ Cood,, 504 Coord., Principal, ESL Coord	Region 20, Priincipal	Yearly
4 Teachers will ensure that GT students are taught at a more complex objective level.	GT	GT Students	Teachers	Counselor, Principal, Region 20	Yearly
5 Teachers will develop new and different academic support systems for at-risk students.	AR, SC, Title I	Special Populations	Teachers	Region 20, Principal	Current School Year

Teachers					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
6 **Teachers will use the RTI program to ensure success of special pops of students.	AR, SC, Title I	Special Populations	Teachers	Region 20, Principal	Current School Year
7 **Staffing needs for special populations must be addressed as the campus grows larger.	Local	Special populations	Principal, Superintendent	School Board, Community	Current School Year

Parents					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Teachers/Counselor will call, e-mail or meet with parents of special populations of students and share the Plan of Action for grades, credits, and state testing.SSI	GT, ESL, SC., SpED, 504	Special populations	Counselor, Spec Educ Cood,, 504 Coord., ESL Coord	Principal	Each Semester
2 Each 6 weeks, one parent meeting will be initiated each year by classroom teachers with all students, particularly at-risk, students.	GT, ESL, SC., SpED, 504, PI	Special populations	Teachers	Counselor, Region 20	Yearly

2019-20 District Improvement Plan for Leakey Independent School District

Area of Focus: Staff Development

District Priority: All campus personnel will be required to participate in staff development to improve awareness of educational issues and build skills to increase teaching effectiveness.

District Performance Objective: 100% of LISD teachers will be required to attend staff development in identified areas of need.

Formative Evaluation: Monthly review of staff development offerings and attendance

Students					
Strategies	**Codes**	**Target Group**	**Person(s) Responsible**	**Resources**	**Timeline**
1 Teachers will learn how to work with targeted students.	AR, T I, SC, SpEd, SD, GT	All students with focus on At-Risk, Hispanic, Econ Disadv, SpEd, 504, ELL, GT	Principal, SBDM Committee	AEIS, Staff Development records, faculty survey	Current School Year
2 The district will provide staff development in: a) technology in classroom b) administrative uses of technology c) electronic field trips d) technology for special programs, G/T, Sp. Ed. 504, Title II	Local, T	All students with focus on At-Risk, Hispanic, Econ Disadv, SpEd,504, ELL	Prncipal, SBDM Committee	Campus technology plan, Reg. 20 programs	Current School Year
3 The district will participate in grants & special programs that include staff development: a) Accelerated reading programs b) Title programs that include staff development c) Private programs for specialized staff development d) ESL Support	ESL, Title I, SC, Sp Ed, SD	All students with focus on At-Risk, Hispanic, Econ Disadv, SpEd, 504, ELL	Principal CFO	Region 20 & special programs	Current School Year
4 The district will participate in: a) staff development through Region 20 programs b) staff development programs within the district c) district mentoring program in areas of need d) state conferences (CAST, CAMT)	GT, ESL, T I, SC, Sp Ed, SD	All students with focus on At-Rsk, Hispanic, Econ Disadv, SpEd, 504, ELL	Principal, SBDM for professional development	Region 20, State Professional organizations	Current School Year
5 The district will conduct in-service training for all staff members who work with At-Risk students, and GT students including the RTI Program.	AR, SD, GT	AR	Principal	Region 20 staff	Current School Year
6 The district will provide staff development on current issues/strategies for teaching GT students in classrooms.	GT, SD	GT	Principal	Region 20 staff	Current School Yar

Teachers

	Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1	Teachers will have the opportunity to attend relevant staff development to improve student performance. (See Assurance Addendum and listings above).	AR, SD, GT, ELL, 504	All students with focus on At-Risk, Hispanic, Econ Disadv, SpEd, GT	Principal, SBDM	Region 20, State Professional Organizations	Current School Year
2	On a regular basis, department meetings will be held to discuss how to take what is learned and improve student performance.	Local	All students	Principal, SBDM	Region 20, State Organizations	Current School Year
3	**RTI staff development will be provided to all teachers.	AR, T1, CE	Special pops	Principal	Superintendent	Current School Year
4	**Staff development provided to increase teacher stability.					

Parents						
	Strategies	Codes	Target Group	Person(s) Responsible	Resources	Timeline
1	Teachers will have staff development in the area of working with parents as partners.	AR, PI	All Students	Principal	Title II	Current School Year

* Legend for Codes

Code	Plan	Indicates that the strategy addresses…
AR	At-risk	the needs of students deemed "at-risk" of academic decline.
CE	Compensatory Education	initiatives supported by these funds—math helping teachers; Small-group Reading Improvement and Reading Enrichment; Vietnamese and Chinese itinerant teachers; summer school for LEP students; SOS; bilingual enrichment teachers; at-risk staffing at Title I schools.
PI	Parent Involvement	students' need for support from home and/or the school's use of volunteers.
SD	Staff Development	training needs of teachers and other staff.
T	Technology	tools used to enhance instruction or to facilitate managerial tasks.
T1	Title I	federal mandates for school-wide Title I programs.
VP	Violence Prevention	prevention and intervention plans for improving student behavior.
BP	Bullying Prevention	prevention of bullying behavior on the campus.

CIP PART II: ASSURANCE ADDENDUM

Leakey Independent School District
2019-20 District Improvement Plan

Section A

Please indicate whether your district has met each of the below legal requirements for your district improvement plan by placing an "X" in the box next to the corresponding requirement.

X	Leakey Independent School District has met the legal requirements for district improvement planning, including institution of a campus-level committee to assist the principal in developing, reviewing, and revising the CIP for the purpose of improving student performance for all student populations. (Education Code 11.252 [b])
X	Completed a needs assessment which serves as the basis for the CIP.
X	Reviewed or set measurable district performance objectives for all academic excellence indicators for all student populations, including African American, Hispanic, White, Economically Disadvantaged, Special Education, Limited English Proficient and has identified and will continue to identify, through lesson plans, unit plans, and teacher goal- setting, strategies to address and support these objectives, including accelerated instruction.
X	Identified and included within the CIP instructional methods for student groups whose performance lags significantly behind other groups' performance.
X	Included in the CIP these elements: Resources allocated Staff responsible for activities and strategies formative and summative evaluation criteria.
X	Addressed students' needs for special programs – e.g., suicide prevention, conflict resolution, violence prevention/intervention, and dyslexia treatment programs.
X	Included strategies for dropout prevention and reduction. (middle school and high school)
X	Included strategies for improving student attendance.
X	Included strategies for improving the district's completion rate. (high school)
X	Provided for a program to encourage parental and community involvement at the district.
X	Included goals and methods for violence prevention and intervention.
X	Included strategies for addressing issues related to education about and prevention of dating violence. (high school)
X	Reported, coordinated, and integrated all funding sources, for example, Title I and II, and State Compensatory Education (Supported by the district's Financial Services Team).
X	Teachers will focus instruction on the TEKS deemed as "critical" and will follow the district's scope and sequence for the course and/or grade level.
X	Counselors will provide students and parents with information about higher education admissions, financial aid opportunities, the TEXAS and Teach of Texas grant program, and the need for making informed curriculum choices to be prepared for success beyond high school. (middle school and high school)
X	Provided use of reading programs with students identified based on ISIP scores, or who are identified for special education services, or who are at-risk of reading failure, Pre-K through 3.
X	Assist preschool students in the successful transition from early childhood programs or home to Kindergarten or Pre-Kindergarten.
X	IDEA Part B Stimulus – Funds are utilized to provide technology, professional development, instructional resources, and innovative programs to support teacher in services to student with disabilities.

CIP PART II: ASSURANCE ADDENDUM

Section B

Membership Composition of the District Performance Objectives Council	
Name of CPOC Member	**Position**
Christopher Yeschke	Chairperson
Vickie Goebel	Campus Principal/Non-Teaching Professional
Nina Martinez	Para-professional
Rachel Marlin	Elementary Teacher
Mindy Harmison	Secondary Teacher
Lorri Gonzalez	Elementary Coorinator/1st Grade Teacher
	Business
	Business
Kim St. Clair	Parent
	Community
Wendi Hightower	Parent
	Community

CPOC Meetings* for 2019-20			
#	**Date**	**Time**	**Location**
1	April 6, 2020	4:00 PM	Admin Conf Rm
2	April 22, 2020	4:00 PM	Admin Conf Rm
3	May 21, 2020	4:00 PM	Admin Conf Rm
4	June 29, 2020	4:00 PM	Admin Conf Rm
5	July 6, 2020	4:00 PM	Admin Conf Rm
6		4:00 PM	Admin Conf Room

CIP PART II: ASSURANCE ADDENDUM

Section C

Please indicate whether your district has met each of the below legal requirements for your district improvement plan by placing an "X" in the box next to the corresponding requirement.

		Goal	Description	Formative	Summative	Strategy
X	3)	Parent and Community Involvement	For 2019-20, the percent of parents and community members attending meetings will increase by 5%.	At the end of the first semester, the percent of parents and community members attending VIPS meetings will be reviewed to determine progress.	At the end of the school year, the percent of parents and community members attending VIPS meetings will be reviewed to determine if the objective was met.	Provide a variety of methods and in appropriate languages to communicate opportunities for parent and community involvement throughout the year to attend school events.
X	4)	Violence Prevention and Intervention	For 2019-20, discipline referrals for drugs, alcohol, and tobacco will be maintained at 3%.	Each grading period, the discipline referrals will be reviewed to determine the percent of referrals for tobacco, alcohol, and other drug use or possession.	At the end of the school year, the discipline referrals will be reviewed to determine the percent of referrals for tobacco, alcohol, and other drug use or possession.	Implement and monitor the school wide safety and security plan.
X	5)	Violence Prevention	For 2019-20, the discipline referrals for offenses will be reduced by 5% from the previous school year.	Each grading period the discipline referrals will be reviewed to determine the percent of referrals.	At the end of the school year, the discipline referrals will be reviewed to determine the percent of referrals for LISD.	Implement and monitor the school-wide safety and security plan.
X	6)	Special Education	For 2019-20, the percent of students meeting ARD expectations will be at or above 95%.	Each grading period, students' progress on TEKS will be monitored and reviewed.	Results of the STAAR-Accommodated, STAAR Modified and/or STAAR Alternative tests will be reviewed to determine if the ARD objectives were met.	Provide differentiated instruction to address learning needs of identified special needs students.
X	7)	Highly Qualified Teacher	For 2019-20, the percent of highly qualified teachers in the core academic areas will be at 100%.	At the end of the first semester, the percent of teachers in the core academic areas who are highly qualified will be reviewed to determine progress.	At the end of the school year, the percent of teachers in the core academic areas who are highly qualified will be reviewed to see if the objective was met.	Confer with teachers to implement a plan to ensure that they meet highly qualified standards.
X	8)	Secondary Drop–out Prevention	For 2019-20, the dropout rate will be 5% or less with no student group exceeding 5%.	Each grading period, the documentation will be reviewed for students who have checked out of school.	The 2019-20 drop-out data will be reviewed as information becomes available.	Monitor school leavers bi-weekly, contact parents, and implement intervention plans, including credit-recovery opportunities like the PLATO Learning Solution.

		Goal	Description	Formative	Summative	Strategy
X	9)	High School – Ninth Graders	The percent of 2019-20 first-time ninth-grade students who advance to the tenth grade (fall to fall) will be at least 90%.	After each grading period, the number of ninth-grade students who are at-risk for failing one or more classes will be reviewed.	At the end of the school year (August), the percent of ninth graders who advanced to the tenth grade will be reviewed to see if the objective was met.	Provide students with models of completed assignments so that they understand academic expectations. Guide students to appropriate testing, classes, and programs.
X	10)	Recommended High School Program	For 2019-20, the percent of students who graduate with RHSP will be at or above 80%.	Each semester, prepare a list of students who have opted out of the RHSP program by grade level.	At the end of the school year, calculate the percent of students who graduated with the RHSP.	Inform parents and students about graduation requirements and college/career readiness skills and programs. Guide students to appropriate testing, classes, and programs.
X	11)	High School – Advanced Courses and Dual Credit	For 2019-20, the percent of students who have completed at least one advanced course will be at or above 25%.	Each semester, the number and percent of students enrolled in at least one advanced course will be reviewed.	At the end of the school year, the percent of students completing at least one advanced course in high school will be reviewed to see if the objective was met.	Inform parents and students about graduation requirements and college/career readiness skills and programs. Guide students to appropriate testing, classes, and programs.
X	12)	High School – Advanced Placement Exams	For 2019-20, the percent of students who take an AP exam will be at or above 5%.	At the beginning of the spring semester, review a list of students in AP classes who have not indicated their intention to take an AP exam.	At the end of the school year, the number and percent of students who took at least one Advanced Placement exam will be reviewed to see if the objective was met.	Inform parents and students about graduation requirements and college/career readiness skills and programs. Guide students to appropriate testing, classes, and programs.
X	13)	High School – SAT/ACT Exams	For 2019-20, the percent of graduates who take SAT/ACT exams will be at or above 90%.	After the first semester, the number of students taking the SAT-1 at least once will be reviewed.	At the end of the school year, review the number of students taking the SAT-1 at least once to determine if the objective was met.	Inform parents and students about graduation requirements and college/career readiness skills and programs. Guide students to appropriate testing, classes, and programs.
X	14)	High School CTE	For 2019-20, the percent of LEPCTE students passing STAAR will be at or above (percent of LEP passing STAAR) 75%.	After each SFA, the staff will review the results to determine progress in meeting established performance level.	STAAR results will be reviewed to determine if targets were met.	Core content – area and CTE teachers will coordinate the courses/programs to ensure that these students have extended learning time in STAAR-tested areas.

CIP PART II: ASSURANCE ADDENDUM

Section D

X	1.	**Comprehensive needs assessment** – All data were reviewed for all students and student groups. The results and conclusions of this review are reflected in the SMART goals for the next school year.
X	2.	**School-wide reform strategies** – These strategies include ones that strengthen the core academic program; meet the educational needs of historically under-served populations; increase the amount and quality of learning time; and address needs of all, but particularly low-achieving students. Examples of school-wide strategies follow: teach content-focused vocabulary terms/phrases – 20 per year, per core subject from the district's list – for all students to learn (in addition to the usual teacher-selected vocabulary words); expand effective instructional strategies, including use of technology in ways proven to increase students' engagement in learning and level of thinking about content and concepts.
X	3.	**Instruction by highly qualified teachers** – 100% of our teachers are certified for the position they hold even though they have varying levels of experience. Experienced teachers give support to less experienced teachers. Parents are notified if a teacher is not certified, and the teacher must either be working toward certification or efforts continue to hire someone who is certified.
X	4.	**High-quality and ongoing professional development** – Helping teachers provide on-the-job training and monitoring to promote teachers' professional development. Staff members participate in professional development offered throughout the year. Professional development may also be conducted on site by in-house instructional leaders and also by district instructional support staff.
X	5.	**Strategies to attract high-quality, highly-qualified teachers** – Recruiting and retaining highly-qualified teachers is a continuous process. We closely work with our district's Human Resources administrators and network with other principals to help in this effort. Our own teachers also serve as recruiters. The result has been that 100% of our classroom teachers are appropriately certified for the position they hold.
X	6.	**Strategies to increase parental involvement** – Schools engage in numerous activities to increase parent involvement in the district's programs. Open Houses, telephone calls, and newsletters are just a few methods of recognizing parents as partners. In addition, parents are offered classes to meet their needs, for example, ESL classes or STAAR information programs.
X	7.	**Transition from early childhood programs** – Elementary schools collaborate with early childhood centers to coordinate parent and student visits to kindergarten programs. Elementary schools conduct community awareness campaigns and registration days. (Not applicable to secondary schools)
X	8.	**Measures to include teachers in the decisions regarding the uses of academic assessments** – Numerous teacher reports are available for the teachers to access throughout the year. These reports are based on locally-developed and summative assessments. Ongoing staff development is available on site to analyze assessment data. Grade-level, content-area, team, or departmental meetings and the CPOC provide forums to discuss assessment issues.
X	9.	**Effective, timely additional assistance** – Formative and summative assessments provide the data for teachers and administrators to monitor individual student progress so that interventions and assistance will be timely. Various live reports are available via infoservweb and are accessible to teachers and administrators.
X	10.	**Coordination and integration of federal, state, and local services and programs** – At the building level, federal, state and local services and programs are coordinated to address student needs best; this coordination of services and programs is reflected in the activities listed in the district goals and strategies.

CIP PART II: ASSURANCE ADDENDUM

Leakey Independent School District
Staff Development Plans
2010-20

Date	Audience	Responsible for Planning	Purpose/Content
August 12, 2019	New Teachers	Superintendent, Principal	New Teacher Orientation
August 13,2019	All staff	Superintendent, Principal	Convication
August 14, 2019	All teachers	Principal	Instructional Policy and Procedures/ Business Office Training/ Spec ED/ Dyslexia Training
August 15, 2019	All teachers	Superintendent, DPS	DPS Safety Training
August 16, 2019	All teachers	Principal, Eduhero	Compliance trainings
August 19, 2019	All Teachers	Principal, Eduhero	GT Update
August 20, 2019	All Staff	Principal, ESC 20	Youth Mental Health First Aid
August 21, 2019	All Teachers	Principal, Cluster 5, Superintendent	Special Ed, 504, ESL, CPI, Behavior Management
August 22, 2019	All staff	Principal, Superintendent	Work Day/ Insurance Sign up
August 23, 2018	All Staff	Principal, Eduhero, Superintendent	Compliance Trainings
	Note: Focus will be on summer staff development with teachers missing less class time.		