

Wolfe City Independent School District

District Improvement Plan

2017-2018

Accountability Rating: Met Standard



Mission Statement

The mission of the Wolfe City Independent School District is to wholly develop each individual student - mentally, physically, spiritually and socially - to full capacity, so that all students may be able to develop thinking skills, to acquire and apply knowledge and to create within themselves, a sense of self-worth and self-discipline. This statement of mission is fostered by the belief that these skills and attributes are essential for students to become productive, responsible, participating members of our democratic society.

Vision

Making tracks for the future.

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Comprehensive Needs Assessment

Needs Assessment Overview

We strive to correlate instructional leadership, instructional focus, high expectations, school climate, and parental involvement along with the critical success factors (academic performance, use of quality data to drive instruction, leadership effectiveness, increased learning time, family/community engagement, school climate, and teacher quality) to develop goals and performance objectives in which to advance the strategies to achieve success.

Demographics

Demographics Summary

Wolfe City Independent School District is a rural 2A district located in North Texas in the northern most part of Hunt County, 60 miles northeast of Dallas. The district employees 106 people and is comprised of three campus sites. Facilitating the education and academic growth of approximately 665 students from Pre-K through 12th grade is our daily mission. 64% of our students are considered economically disadvantage. The ethnicity of the students in our district is 78% white, 16% Hispanic, 4% African America and 3% other.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Progress of prior year STAAR failures
- STAAR Released Test Questions
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Apex Learning accelerated reading assessment data for English I and II (TEA approved statewide license)
- Local diagnostic reading assessment data

- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Observation Survey results

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc.
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance, and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc.
- Section 504 data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance 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

Employee Data

- Staff surveys and/or other feedback
- Highly qualified staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- PDAS and/or T-TESS

Parent/Community Data

- Parent Involvement Rate

Support Systems and Other Data

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

Goals

Goal 1: The students of Wolfe City Independent School District will be challenged to achieve excellence through a well-balanced and appropriate curriculum.

State Objectives:

#2: Students will be encouraged and challenged to meet their full educational potential

#4: A well-balanced and appropriate curriculum will be provided to all students

#6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.

#9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Performance Objective 1: Sustain district-wide EC-12 TEKS-aligned curriculum and assessments with research-based instructional practices that enhance all curricular areas.

Evaluation Data Source(s) 1: TRS

Lesson Plans

Professional Development

Survey

PLC Meeting notes


Data Meetings

T-TESS

Summative Evaluation 1:

TEA Priorities: 2. Build a foundation of reading and math.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) TESKS Resource Systems (TRS) professional development for all staff members to ensure curriculum alignment and documentation of required instructional content for all subjects and grade levels.	Curriculum Directors Region 10 Administrators Teachers	Documentation of implementation in lesson plans and PLC meetings for improved student instruction.				
Funding Sources: Federal TITLE 2 6100 - \$0.00						

2) Continue a balanced reading program using strategies and activities consistent with the Texas Reading Initiative to assure early reading success for all students in Primary grades.	Teachers Interventionist Principals	Growth from BOY, MOY and EOY of year assessments.				
Funding Sources: Federal TITLE 1 6100 - \$0.00						
PBMAS 3) Move to an inclusion model for Special Education students - in the General Education classroom with Special Education teacher support.	Teachers Principals Curriculum Administration	Increased achievement and growth in Special Education students.				
4) Teachers will use TRS as a guide for curriculum alignment and sequence.	Teachers Curriculum Principals	Consistent rigor in instruction and alignment in curriculum				
5) Target writing across the curriculum for all subjects and all grades.	Staff Administration	Consistent lesson planning showing the incorporation of writing, Walk through documents, appraisal documents.				
						

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Performance Objective 2: Effectively deliver a rigorous and relevant curriculum using technology, innovative techniques and other research-based instructional strategies to engage all learners in meaningful learning experiences.

Evaluation Data Source(s) 2: Lesson Plans

Professional Development

Parent Survey

PLC Meetings


Data Meetings

T-TESS

Summative Evaluation 2:

TEA Priorities: 2. Build a foundation of reading and math.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Attend a STEM conference for rural Hunt County Schools in order to implement STEM lessons in all classrooms.	Teachers Principals Curriculum Technology Administration	Teachers will implement STEM lessons which will increase student achievement in Science, Technology, Engineering and Math.				
2) Provide Professional Development Program which requires all certified teaching staff to attend 4 hours of in-district professional development in technology or instruction training.	Principals Teachers Technology Dir Instructional Technologist	Technology and innovative instruction will be incorporated into classrooms on a consistent basis.				
3) Principals will utilize strategies and guidelines from TTESS and walk through trainings to evaluate teachers.	Principals Teachers Curriculum	Teachers will be evaluated on the impact they have on students in the classroom.				

4) Provide Instructional Strategies to teachers.	Principals Curriculum and Technology Teachers	Improved delivery of instructional content in all subject areas to impact the knowledge retained by students.				
						

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#9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Performance Objective 3: Monitor student progress through a variety of formative and summative assessments to ensure all student needs are being met through diverse instructional strategies and intervention programs.

Evaluation Data Source(s) 3: RtI Documentation

Eduphoria

TPRI

DRA


District Assessments

STAAR

Summative Evaluation 3:

TEA Priorities: 2. Build a foundation of reading and math.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>PBMAS</p> <p>1) Analyze district and state assessment data in order to provide information on, and to improve, the achievement of individual students and the overall instructional program.</p>	<p>Teachers Principals Curriculum Dir Special Ed</p>	<p>Special Education students will meet or exceed standards on STAAR and show growth in the progress measure.</p>				
<p>PBMAS</p> <p>2) Provide Special Education and accommodations training to all teachers.</p>	<p>Curriculum Special Ed Cohort Special Ed Teachers Teachers Administrators</p>	<p>Special Education and 504 students will meet or exceed standards on STAAR. Special Education and 504 students will show increased growth on STAAR and in classroom achievement.</p>				
<p>3) Utilize Math Interventionist for math tutorials and RtI intervention with students.</p>	<p>Interventionist Teachers Principals</p>	<p>Students will meet or exceed standards on STAAR and will show growth in the progress measure and in classroom achievement.</p>				

4) Teachers will disaggregate District and STAAR assessment data for student improvement and remediation.	Teachers Curriculum Principal	Student growth and achievement will increase.				
						

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#9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Performance Objective 4: Encourage and challenge all students to meet their full educational potential with advanced courses, Gifted and Talented programs, Dual Credit, extra curricular activities, and STEM courses.

Evaluation Data Source(s) 4: Enrollment in programs and courses

Survey


Student Grades

STAAR

SAT/ACT Performance

Summative Evaluation 4:

TEA Priorities: 2. Build a foundation of reading and math.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide enrichment lessons to increase student achievement of Masters and Met Grade Level passing standard at all grade levels in all subjects STAAR.	Principals Counselor Teachers Curriculum Dir	Increase postsecondary readiness in all students.				
						

Goal 1: The students of Wolfe City Independent School District will be challenged to achieve excellence through a well-balanced and appropriate curriculum.

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#4: A well-balanced and appropriate curriculum will be provided to all students

#6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.

#9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Performance Objective 5: Analyze district and state assessment data in order to provide information on, and to improve, the achievement of individual students and the overall instructional program.

Evaluation Data Source(s) 5: STAAR

PBMAS

TAPR

Eduphoria


TPRI

DRA

TELPAS

Summative Evaluation 5:

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Continue Professional Learning Communities at the elementary level and subject area, allowing teachers to review data and plan instruction for alignment between campuses and grade levels.	Teachers Principals Curriculum	Aligned curriculum at all grade levels. Cohesive planning. Data driven instruction.				
PBMAS 2) Monitor achievement in all subgroups and use appropriate strategies to address individual needs.	Teachers Principals Curriculum	Increase achievement of students in all subgroups.				
						

Goal 2: Wolfe City Independent School District will maintain a safe, disciplined, drug-free, and cyber-safe environment conducive to student learning.

State Objectives:

#3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

#7: School campuses will maintain a safe and disciplined environment conducive to student learning.


Performance Objective 1: Promote a safe and secure school environment for all students, parents, and staff by providing programs and resources which ensure appropriate physical, behavioral, and emotional development.

Evaluation Data Source(s) 1: Safety Audit

Parent Survey

Emergency Drill Documentation

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Continue drug testing policy in Middle and High School.	Coaches Principals Administration	Reduction in the number of drug related disciplinary actions.				
2) Campuses will perform drills to ensure appropriate procedures are in place as outlined in Safety Management Plan.	Teachers Principals Administration	Increase in student and employee safety and awareness.				
3) Campuses will continue to utilize monitor visitors and have them sign in at the office.	Secretaries Principals Administration	Increase in student and employee safety and awareness				
4) Staff members will use Access/ID Badges to enter campus building.	All Staff	Increase in student and employee safety and security.				
5) Utilize camera system to verify and address student and staff concerns	Principals Curriculum and Technology	Increase in student and employee safety awareness				
6) The Campuses Safety Plans/Crisis Prevention Plans will be updated and easily accessible.	Principals Administration	Fall safety audit will reflect this				
						

Goal 2: Wolfe City Independent School District will maintain a safe, disciplined, drug-free, and cyber-safe environment conducive to student learning.

State Objectives:

#3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

#7: School campuses will maintain a safe and disciplined environment conducive to student learning.

Performance Objective 2: Emphasize the importance of regular attendance to students and parents.

Evaluation Data Source(s) 2: Enrollment
Attendance

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide campus incentives and recognition for students with perfect attendance.	Teachers Principals	Increase in attendance percentages and student achievement.				

Goal 2: Wolfe City Independent School District will maintain a safe, disciplined, drug-free, and cyber-safe environment conducive to student learning.

State Objectives:

#3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

#7: School campuses will maintain a safe and disciplined environment conducive to student learning.


Performance Objective 3: Coordinate and integrate programs on violence prevention, nutrition, and bullying.

Evaluation Data Source(s) 3: Parent Survey

Discipline Reports

Fitness Gram

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide training for staff and students concerning aggression, sexual harassment, and other forms of bullying	Principals Counselors Teachers	Reduction in bullying incidents and office referrals.				
2) All campuses will participate in the Fitness Gram.	PE Staff Technology Dept	Increase health and welfare awareness.				
						

Goal 3: Wolfe City Independent School District will recruit, develop, and retain highly qualified and highly effective personnel.

State Objectives:

#5: Qualified and highly effective personnel will be recruited, developed, and retained.

#8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.

#9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration

Performance Objective 1: Educators will keep up to date on the development of creative and innovative techniques as appropriate to improve student learning.

Evaluation Data Source(s) 1: T-TESS







Lesson Plans

Professional Development Survey

Summative Evaluation 1:

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Professional Development Reward Program which requires all certified teaching staff to attend 4 hours of in-district technology training and rewards those who do above those hours in technology or instruction training.	Principals Teachers Technology Dir Instructional Technologist	Technology and innovated instruction will be incorporated into instruction on a consistent basis.				
2) Provide first year teachers with assistance and support from the district mentoring program.	Teachers Principals Mentors Administration	Teacher success and longevity within the teaching career.				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 3: Wolfe City Independent School District will recruit, develop, and retain highly qualified and highly effective personnel.

State Objectives:

#5: Qualified and highly effective personnel will be recruited, developed, and retained.

#8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.

#9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration

Performance Objective 2: Provide high-quality and ongoing professional development opportunities that foster technology integration, communication, critical thinking, collaboration, and creativity for teachers, principals, paraprofessionals and substitutes.

Evaluation Data Source(s) 2: T-TESS







Lesson Plans

Professional Development Survey

Summative Evaluation 2:

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers Training Teachers model of in district staff development.	Teachers Technology Department Principals Curriculum	Teachers will learn from peers how to implement new instructional strategies into the classroom.				
2) Provide meaningful, scientific, research-based professional development for all teachers and paraprofessionals during August In-Service.	Teachers Principals Curriculum Administration Region 10	Increase student performance and teacher effectiveness.				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 3: Wolfe City Independent School District will recruit, develop, and retain highly qualified and highly effective personnel.

State Objectives:

#5: Qualified and highly effective personnel will be recruited, developed, and retained.

#8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.

#9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration

Performance Objective 3: Ensure teachers, coaches, administrators, counselors, and paraprofessionals maintain required certifications and trainings.

Evaluation Data Source(s) 3: TASB Requirements for Professional Development

T-TESS


Professional Development Survey

Training Certificates

Region 10

Summative Evaluation 3:

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide in district training on CPR, AED, Compliance training, and CPI.	Curriculum Principals Teachers Region 10 District Nurse	All employees will be trained/certified in required training.				
						

Goal 4: Wolfe City Independent School District will partner with parents and the community in the education and social development of students to maintain a positive school culture and educational environment.

State Objective:

#1: Parents will be full partners with educators in the education of their children.


Performance Objective 1: Maintain positive communication of teacher expectations, critical information, involvement opportunities, and district initiatives in a clear, consistent manner.

Evaluation Data Source(s) 1: Social Media Views

Participation in school events

Parent Survey

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Communicate with parents and students using social media, Remind and Phone Messenger.	Teachers Secretaries Principals Technology Dept	Increase communication and involvement with parents, students and community members. Create strong partnerships with community stakeholders.				
2) Provide campus incentives and recognition for students with perfect attendance.	Teachers Principals Administration	Increase in attendance percentages.				
3) Utilize TxEIS grade book access for parents to review daily grades, tests, and averages.	Teachers PEIMS Coordinator Parents Technology Curriculum Administration	Increase in student class averages and awareness of student responsibilities.				
						

Goal 4: Wolfe City Independent School District will partner with parents and the community in the education and social development of students to maintain a positive school culture and educational environment.


State Objective:

#1: Parents will be full partners with educators in the education of their children.

Performance Objective 2: Maintain community and parent engagement through involvement opportunities and parent education.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The SHAC (School Health Advisory Committee) will organize parent and student education on health and wellness for the community.	SHAC Principals Administration District Nurse	Increase in parent involvement and participation in school events. Provide parent education on important topics.				
2) Encourage parent participation in the WCISD Education Foundation.	Teachers Principals Administration Foundation Members	Increase donations and participation in the Foundation events and funds for grant applications from teachers.				
						

Goal 4: Wolfe City Independent School District will partner with parents and the community in the education and social development of students to maintain a positive school culture and educational environment.

State Objective:

#1: Parents will be full partners with educators in the education of their children.

Performance Objective 3: Create a welcoming and friendly environment for students and families.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide state assessment data and district communication to parents in English and Spanish.	Principal Counselor Secretaries Interrupter Region 10					
2) Invite community members to educate students about careers in the local and surrounding community.	Teachers Counselor Principals Curriculum Technology	Increase student success and participation in various programs and High School endorsements.				
