

**Yantis ISD
District Improvement Plan
2019-2021**

**November 11, 2019
Date of School Board Approval**

Mission Statement

The mission of Yantis Independent School District is...

In partnership with parents, community, and students, Yantis ISD will educate all students to achieve their full potential in a secure learning environment as knowledgeable self-assured citizens ready for college and/or careers.

VISION

“Soaring to Success, Accepting Nothing Less”

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State Compensatory Education

STAAR	Math % Met Standard			Reading/ELA % Met Standard			Writing % Met Standard			Science % Met Standard			Social Studies % Met Standard		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Students At-Risk	28%	45%	45%	29%	42%	35%	40%	75%	X	34%	26%	18%	31%	18%	08%
Students Not At-Risk	72%	55%	55%	71%	58%	65%	60%	25%	X	66%	74%	82%	69%	82%	92%

	Drop Out Data		Completion Data	
	2015-2016	2016-2017	2015-2016	2016-2017
Students At-Risk	0.0	0.9	3.2%	15.7%
Students Not At-Risk	0.0	0.0		

The comprehensive, intensive, accelerated instruction program at this district include extra tutorial times for students before and after school as well as a 30 minutes time build into the school day. We have purchased MAPS testing in order for us to track our students and create an individual plan for each student. We use IXL to help students were there needs are based on the MAPS testing results.

Upon evaluation of the effectiveness of this program the committee finds that the use of data has helped us to see exactly where our students are and what their individual needs are. This allows us to create an individual learning plan for each student.

Comprehensive Needs Assessment Attendees

Name	Position <small>(Parent, Business, Community, Teacher, etc.)</small>	Signature
Tracey Helfferich	Superintendent	
Buddy Winstead	MS/HS Principal	
Janan Straznicky	Counselor	
Marla Gilbreath	Teacher/Parent Liaison	
Sarah Graham	Teacher	
Angela Gamblin	Teachers	
Christie Quinn	Teacher	
Sheila Aaron	Teacher	
Jodi Walker	Teacher	
Jennifer Rodriguez	Secretary/Para	
Heather Bowring	Secretary/Para	
Sylvia Ledesma	Parent	
Ashely Vivion	Parent	
Angie Wallace	Parent	
David Freeman	Community Member	

Stephanie Freeman	Community Member	
Christi Cimino	Business Owner	
Melissa Stephens	Business Owner	

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District Goals
- Campus goals
- Current and /or prior years campus improvement plans
- State and Federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR)
- Domain 1- Student Achievement
- Domain 2 – Student Progress
- Domain 3- Closing the Gaps
- Accountability Distinctions
- Federal Report Card Data
- PBMAS Data

State Data: Assessment

- State of Texas Assessments of Academic Readiness (STAAR)
- STAAR End of Course
- Texas English Language Proficiency Assessment System (TELPAS)
- Postsecondary college, career or military-ready graduates data
- Texas Success Initiative (TSI) data
- SAT and/or ACT assessment data
- Student Success Initiative (SSI) data for grades 5 and 8

- Local benchmarks
- DMAC Unit assessments
- Running records
- MAPS Testing data

Student Data: Student Groups

- Completion rate
- Annual Dropout Rate
- Discipline Records
- Attendance Rate
- Mobility Rate
- Student Surveys
- Class size averages by grade and subject

Employee Data

- TTESS
- Teacher/ Student Ratio
- Professional Learning Communities (PLC) data
- State certified and highly qualified staff data
- Staff Surveys and other feedback
- Professional Development and Faculty meeting feedback

Parent / Community Data

- Parent Surveys and other feedback

Support and Other Data

- Communications Data
- Processes and procedures for teaching and learning, including program implementation

Demographics

Demographics Summary

Yantis Independent School District is a PK-12 grade school district located in Wood County. The district is two separate campuses, consisting of an elementary campus and one middle school/high school campus. Our district is considered a Title I Schoolwide District.

Yantis ISD has maintained steady enrollment over the past five years. The total enrollments for the past five years are:

2019-2020 – 386

2018-2019 – 367

2017-2018 – 394

2016-2017 – 378

2015-2016- 368

The student population is ethnically represented as follows:

African American – 0%

Hispanics – 25.6%

White – 70.8%

Native American – .8%

Asian – 0.0%

Pacific Islander – 0.0%

2 or More – 2.8%

Economically Disadvantaged – 62.7%

Limited English Proficiency – 10.7%

Special Education – 30 students

At Risk – 43.4%

Demographic Strengths

- District administration is focused on understanding the needs of all sub – populations and providing the necessary training to meet the challenges of the districts population.
- Continued building of community involvement and support.
- Communicate with city and other officials to be informed on any new concerns or growth.

Problem Statement 1: Eliminate the achievement gap between student groups of different socioeconomic status.

Root cause: Lack of understanding of teaching needs of students in poverty.

Student Achievement

Student Achievement Strengths:

The district **Met Standard**.

- Small class size is an advantage. Teachers are able to individualize instruction.
- As a district we increased from a “D” in 2018 to a “B” district in 2019.
- In 2018 the elementary campus received a distinction including :
- In 2019 the elementary campus received 3 distinctions including:

Student Achievement Weaknesses

- Closing achievement gaps between all sub groups.
- Professional Development for continuity in teaching students on their individual levels and rigor of assessments.
- Provide effective RTI program at all levels for academic and behavioral needs.
- Monitor and assess students learning with multiple approaches: Curriculum bases assessments, formative assessments, and fluency checks.
- Targeted support in Reading fluency and comprehension by using literature in all subjects.
- Increased rigor to raise the number of students mastering on state assessments.

Problem Statement 1: Students receiving Special education services are performing lower than the district on state assessment.

Root Cause: Students in SPED having learning gaps due to differing cognitive abilities and require repetitive instruction.

Problem Statement 2: Monitor the fidelity of implementation of academic and behavioral interventions and credit recovery opportunities for at-risk students to increase graduation/completion rate and reduce overuse of discipline practices that remove students from the classroom.

Root Cause: The teachers must be taught through professional development of alternative strategies to use in the classroom to prevent unwanted behavior.

Accountability Summary

STAAR	Math % Met Standard			Reading/ELA % Met Standard			Writing % Met Standard			Science % Met Standard			Social Studies % Met Standard		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Students At-Risk	28%	45%	45%	29%	42%	35%	40%	75%	X	34%	26%	18%	31%	18%	08%
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The comprehensive, intensive, accelerated instruction program at this district include extra tutorial times for students before and after school as well as a 30 minutes time build into the school day. We have purchased MAPS testing in order for us to track our students and create an individual plan for each student. We use IXL to help students were there needs are based on the MAPS testing results.

Upon evaluation of the effectiveness of this program the committee finds that the use of data has helped us to see exactly where our students are and what their individual needs are. This allows us to create an individual learning plan for each student.

Accountability Summary

	2016	2017	2018	2019
English I	67%	53%	50%	50%
English II	73%	67%	52%	62%
Algebra I	67%	68%	75%	61%
Us History	88%	96%	100%	85%
Biology	100%	100%	88%	93%
8th Reading	75%	81%	57%	81%
8th Math	88%	74%	65%	75%
8th Science	56%	58%	61%	47%
8th SS	50%	0%	57%	47%
7th Reading	68%	61%	55%	68%
7th Math	46%	56%	55%	65%
7th Writing	69%	54%	47%	50%
6th Reading	69%	63%	47%	68%
6th Math	69%	57%	63%	68%
5th Reading	76%	77%	87%	92%
5th Math	87%	87%	97%	96%
5th Science	53%	75%	90%	66%
4th Reading	64%	79%	77%	88%
4th Math	64%	75%	77%	79%
4th Writing	67%	71%	51%	54%
3rd Reading	82%	78%	89%	93%
3rd Math	77%	75%	93%	89%

District Culture and Climate

District Culture and Climate Summary

The culture and climate of the school is directly connected to the quality of instruction of the district. The school foundation is built on pride and tradition of success. The district will continue to build pride and tradition and in turn build the winning attitude needed to increase our school climate. We will continue to focus on safety and security and the overall caring, nurturing environment we strive to achieve.

Culture and Climate Strengths

- Staff and students generally feel safe at school. A large portion of the students in our district are involved in organizations or extracurricular activities.
- Students believe that Yantis ISD is working to produce students with high expectations for learning.
- Each campus provides good communication to parents and community through multiple means.
- Each campus hold multiple opportunities for parents to get involved in their students activities.
- Supportive community

Culture and Climate Weaknesses

Problem Statement 1: There is a need to increase the focus of being a district team not separate campuses.

Root Cause: Increased turnover rate in the secondary.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

District's hiring procedures include: Posting of an open position on the district's website, Region 7 employment page. A campus team is formed to interview applicants including reference checks, fingerprinting, and submission to the Board of Trustees for approval.

Staff members are recognized annually for services in the district appreciation meeting. The awards are given for services in increments of five years. We are a small school with few teachers and we have small class sizes which creates a family atmosphere.

Staff Quality, Recruitment, and Retention Summary Weaknesses:

- Fewer teachers in small school which equals more preps for teachers.
- Competitive pay for teachers.

Problem Statement Identifying Staff Quality, Recruitment, and Retention

Problem Statement 1: Increase in teacher and administration turnover and a difficulty to recruit teachers to our rural school district.

Root Cause: Our small district is a stepping stone for teachers and administrators for short term until they get experience then they go to larger district with less preps.

Curriculum, Instruction and Assessment

Yantis ISD believes that curriculum, instruction and assessment must all be aligned in order for students to be successful. Data driven decisions are made for improvement through adopted curriculum, walk-through information, and assessment data. Continuing monitoring and analysis of data will help to ensure curricular needs are being met.

Curriculum, Instruction and Assessment Strengths

- Continue to provide a variety of staff development opportunities based on identified campus instructional needs.
- Increase reading levels of all students through use of literature in all courses.
- Multiple resources provided to teachers in order to assist in instruction.
- Use of data meetings/PLC's to discuss best practices on a weekly basis.

Curriculum, Instruction and Assessment Weaknesses

- More professional development for new and existing resources.
- Continued monitoring of reading levels of all students at all grade levels through reading and fluency checks.
- Design individual enrichment avenues for students who have met grade level expectations.
- Continue to measure student's growth.
- Improve effective feedback through walk-throughs.

Problem Statement Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: Tracking all students groups in regards to student progress measure to drive discussions and instructional planning within our data meetings.

Root Cause: Not enough time has been allotted to focus on progress measure.

Problem Statement 2: Writing results have been stagnant in 4th and 7th grade for a while and fall below the state average. Social Studies in 8th grade is also a problem area and we continue to fall below the state average.

Root Cause: Better instruction that meets the rigor has not been consistent.

Problem Statement 3: Implementation of high quality authentic assessment is now being emphasized.

Problem Statement 4: Implementation of high quality, engaging first time TEKS based instruction should be the primary focus within all curricular areas.

Problem Statement 5: There is a need to expand CTE opportunities and industry based certifications for all students.

Parents and Community Engagement

Parent and Community Engagement Summary

Yantis ISD is committed to the sustainability and support of family and community at both the district and campus levels. The district strives to achieve family and community partnerships that are positive and are impactful for the success of Yantis ISD students.

Communication is key to the effectiveness of all family and community involvement. Through the use of social media, internal printing, and electronic communication tools stakeholder receive information and are given opportunities to provide feedback.

Parent and Community Engagement Strengths

- District and campus Improvement Committees
- Continue to provide open and transparent communication and decision making through allowing stakeholders opportunities to be involved in the decision making process.
- Translation of notes going home.
- Increased avenues of communication through social media and communication tools.
- Increased number of family nights provided for the parents and community to get involved in.

Parent and Community Engagement Weaknesses

- Continue to explore ways to get more parent/ community involvement.
- Continue to provide ways for stakeholders to be involved in the decision making process.
- Continue to bridge the gap between school and community through communication.

Parent and Community Engagement Statements

Problem Statement 1: Have more opportunities for stakeholders to be a part of the decision making process.

District Context and Organization

District Context and Organization Summary

Yantis ISD receives state, local and federal funds including Title I, II, III, Carl Perkins, IDEA. Yantis ISD receives the highest financial integrity rating each year.

We have recently worked as a team with all stakeholders involved to create a clear mission, vision, and goals for our district. We are working to promote our mission, vision by adding visuals around the district.

District Context and Organization Strengths

- Advisory time was built into the day to meet the individual needs of every student and help teachers.
- Safety is of utmost importance. We have recently created a police department.
- We have a shared vision, mission.
- Small class sizes.

District Context and Organization Weaknesses

- Form a long time planning committee to look at Yantis ISD's future needs.
- Increased opportunities to collaborate across campuses.
- Create needs assessments to determine what our student want in the way of class offerings.
- Communicate our mission, vision, motto better in the community.

Technology

Technology Summary

Yantis ISD embraces technology to ensure that our students and staff have the digital resources necessary to provide quality instruction. Yantis ISD provide the infrastructure which supports the daily function of business and provides a quality digital environment for learning.

Technology Strengths

- The district has high expectations in regards to technology.
- Good number of devices throughout the district. We are 1 to 1 in High School.

Technology Weaknesses

- Professional development in order to help with the training teachers need to be successful in the classroom.

District/Campus Improvement Planning and Decision Making Committee

Name	Position (Parent, Business, Community, Teacher, etc.)
Tracey Helfferich	Superintendent
Buddy Winstead	MS/HS Principal
Janan Straznicky	Counselor
Sarah Graham	Teacher
Angela Gamblin	Teacher
Christie Quinn	Teacher
Jodi Walker	Teacher
Sheila Aaron	Teacher
Marla Gilbreath	Teacher/Parent Liaison
Christy Cimino	Business Owner
Melissa Stephens	Business Owner
Sylvia Ledesma	Parent
Ashely Vivion	Parent
David Freeman	Community Member

199 – Pic 21

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Instructional Staff, Services, Materials and Other Related Expenses	25037.00	161985.00

199- Pic 22

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
			Instructional Staff, Services, Materials and Other Related Expenses		167958.00

199 – Pic 23

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Instructional Staff, Professional Development Opportunities for Title I campuses		276446.00

199- Pic 24 State Comp Education

<i>Goal</i>	<i>Objective</i>	<i>Strategy</i>	<i>Resources Needed</i>	<i>Account Code</i>	<i>Amount</i>
1	1	1	<i>Instructional Staff, Professional Development Opportunities for Title I campuses</i>		161985.00

199 – Pic 32 PK

	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Instructional Staff, Professional Development Opportunities for Title I campuses		61714.00

255- Title II

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Instructional Staff, Professional Development Opportunities for Title I campuses		14154.00

211- Title I

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Instructional Staff, Professional Development Opportunities for Title I campuses		89099.00

289- Title IV

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Instructional Staff, Professional Development Opportunities for Title I campuses		10000.00

Title I Schoolwide Elements

Element 1: Comprehensive Needs Assessment (CNA)

Yantis ISD has created a schoolwide program that is comprehensive in nature to ensure that we are serving all students, improving all structures that support student learning, and combining all resources in order to maximize the impact of the Title I Schoolwide program. The CNA was conducted and all data listed in plan was reviewed and discussed.

Steps our district followed:

1. Establish a district committee/campus committee
2. State the district's objectives and goals
3. Identify the data sources
4. Analyze the data
5. Report data findings to through team planning, share information

Through the meetings the administrators, teachers identify the student's strengths, needs and the intervention practices we currently have in place. Recommendations are taken if the need arises. The planning practice is used to guide program development, implementation, and evaluation. The systematic development provides a common language for school improvement.

Yantis ISD is data driven, using comprehensive needs assessments to reveal areas on which our Title I will focus. The needs assessment guides the development of a comprehensive schoolwide plan and suggests benchmarks for its evaluation. The CAN is used to create a Campus Improvement Plan each year as well involving all stakeholders, including parents.

Element 2: District Improvement Plan

The district improvement plan are developed with the involvement of parents and other members of the community to be served and individuals who will carry out the plan, including teachers, principals. The district and campus plans are developed in coordination with state, federal and local services, resources, and programs such as career and technical education program, targeted support and improvement activities, violence prevention programs, nutrition programs.

The district and campus improvement committee will collect data and evaluate the progress annually. The collected information will assist in the revision process.

The district and campus improvement plans will be available on the district's website and hard copies are available at each campus.

Element 3: Parent and Family Engagement (PFE)

A strong partnership between school and parents and home is essential for the quality education of all students. Yantis ISD is dedicated to the philosophy that parent involvement is integral to the overall success of all students. For this reason parents are actively recruited as our partners in success. Parent are invited to participate in the annual revision of our parent involvement policy. An annual meeting is held to inform parents of their school's participation in Title I, Part A programs and to explain the Title I, Part A requirements and the rights of parent to be involved. The first meeting will be held at Meet the Teacher night and others throughout the year.

The policy was developed from input given by parents, campus staff, administrators, and district personnel. The format of this policy is designed to easily read and understood. A copy of this policy can be made available upon request.

Goal 1: By May 2019, 90% of all students will attain a minimum of one year's growth in all subjects taught.

Objective 1: By May, 2019, 85% of all students and each student group, including Special Education, Homeless, ESL and Migrant students tested, will meet established standards on the state assessment.

Summative Evaluation: 85% of all students pass all portions of the state tests, meet ARD expectations, and the Campus/District will meet System Safeguards.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Provide tutorial times for students who are at risk of failure in core subject areas before and after school or during advisory time.	2	Core subject teachers Principal	Every 3 weeks	Local Funds	Tutorial attendance records	Improved six weeks grades Reduced failure rate
Provide small group instruction for students who are at risk in the core subject areas using data to establish small groups based on needs.	2	Core subject teachers Principal	Every 3 weeks	Local Funds	Lesson plans, walk through data	Improved performance on concept-specific aligned assessment Student success as evidenced by walkthrough documentation
Use Professional Learning Communities (PLC) to discuss data gathered and use of best practices on a weekly basis.	2	Core subject teachers Principal	Weekly	Title	Agendas from PLC's, Data records	Improved performance noted in data displayed in data room
Use MAPS testing to test students 3 times per year in order to create an individual plan of education for each students.	2	Teachers	Three times per year	SCE	Assessment reports	Assessment reports from BOY to MOY to EOY will show an increase in RIT scores of students.
Use of supplemental programs such as Lexia, Learning A-Z, Starfall, IXL, Renaissance and Odesseyware to give students extra practice in order to meet the one year growth.	2	Teachers Principal	Daily	SCE, Title	Progress reports	

Goal 1: By May 2019, 90% of all students will attain a minimum of one year's growth in all subjects taught.

Objective 1: By May, 2019, 85% of all students and each student group, including Special Education, Homeless, ESL and Migrant students tested, will meet established standards on the state assessment.

Summative Evaluation: 85% of all students pass all portions of the state tests, meet ARD expectations, and the Campus/District will meet System Safeguards.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Use DMAC for Unit assessments regularly in order for students to see STAAR quality questions on a regular basis.	2	Teachers Principal	Daily	SCE, Title	Progress Reports	Improved performance noted on report cards and state assessments
Provide summer school for students at risk of not passing during the school year.	2	Teachers Principal	Summer 2 weeks		Progress Reports State Assessment	Beginning of the year performance on report cards and state assessment.
Provide Rosetta Stone for our student who speak Spanish.	2	Teachers Principal	Daily		Progress Reports	Individual performance noted on report cards and state assessment, TELPAS.
Use individual data tracking sheets on each students in order to ensure that all students are continuing moving forward academically and provide individual instruction when necessary.	2	Teacher Principal	Daily		Individual Data Sheets	Improved performance on tests, and daily activities as noted on report cards.
All students will be provided opportunities for enrichment and growth as evidenced by participation in campus based activities such as UIL, and other student organizations.	2,3	Teacher Principal Counselor	Daily	Local	Agendas, Notices of activities sign up.	Increased participation in UIL and other organizations.

Goal 1: By May 2019, 90% of all students will attain a minimum of one year's growth in all subjects taught.

Objective 2: Use RTI process for academics as well as behavior to decrease the learning gaps that exist.

Summative Evaluation:

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources		Evidence of Impact
Provide RTI data tracking through DMAC and provide interventions if needed.	2	Teacher Principal	Daily	Title I Local	DMAC data entered by teachers.	Increase in state assessment scores.
Provide SOAR programs for those students in need in order to reduce the percentage of dropouts.	2	Teacher Principal	Daily	Local	Attendance is SOAR program. Progress on Odysseyware.	Graduation Rate
Use of data rooms on both campuses to monitor and assess instruction	2	Teacher Principal	Weekly	Local	Data room display	Student achievement

Goal 1: By May 2019, 90% of all students will attain a minimum of one year's growth in all subjects taught.

Objective 3: Yantis ISD will provide opportunities and avenues to increase the percentage of students meeting college, career and military readiness requirements.

Summative Evaluation:

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Provide communication to students and parents about the need to make informed curriculum choices in order to be prepared for success beyond high school as well as higher education information on admissions and financial aid.	3	Teacher Counselor Principal	Daily	Title I Local	Individual student achievement of state assessments. Increased scores on ACT, SAT.	Increase in state assessment scores on CCMR.
Address the identified needs in Gifted and Talented by ensuring that G/T students are provided instruction that includes differentiation with depth and complexity.	3	Teacher Principal	Daily	Local	Individual assessments Increase ACT, SAT scores.	More students getting college degrees or certifications.
Provide Family nights that will educate parents on the opportunities that are available for financial aid.	3	Counselor Principal	Monthly	Title I Local	Agendas and notices	Financial aid documentation
Attend career days and visit colleges and technical centers to demonstrate to the students the opportunities that are available.	3	Counselor Teachers Principal	Monthly	Title Local	Handouts, Pamphlets	Increased enrollment in colleges.
Integrate technology into the data to day teaching in each classroom.	2	Teachers	Daily	Title I Local	Lesson Plans	Products created by students

Goal 1: By May 2019, 90% of all students will attain a minimum of one year's growth in all subjects taught.
Objective 4: Provide a safe learning environment where students can effectively communicate, collaborate, and create in a way that enables them to connect and function effectively as a lifelong learner.
Summative Evaluation:

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Provide counselors who coordinates with teachers with promoting academic success as well as guides teachers to create a learning environment that is conducive to learning.	2	Counselor Teacher Principal	Daily	Title I	PLC agendas Date Meeting Results	Lower behavioral referrals State assessment results.
Counselor will coordinate efforts and train teachers on signs of suicide, bullying, child abuse, dating violence.	2	Counselors Teachers Principal	Weekly	Title I	Classroom Schedules Professional Development Sign in Sheets	
Students will have access to an anonymous online reporting of bullying/ harassment through the school website.	2	Counselor Principal Superintendent	Daily	Local	Website	Reduced number of anonymous reports over time.
Training each year on Emergency Operations Plan for the district for all faculty and staff.	2	Principal	Yearly	Local	Sign in Sheets	
Integrate technology into the day to day teaching in each classroom.	2	Teachers	Daily	Local Title I	Lesson Plans	Products created by students.

Goal 2: Yantis ISD will recruit and retain highly qualified teachers each year.

Objective 1: YISD staff will continue to be leaders in education profession due to their expertise and training in innovative instruction practices.

Summative Evaluation:

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Provide teachers with an incentive stipend in November.	1	Principal, Human Resources Dept.	Nov., 2017		Bank records	100% core academic classes taught by certified teachers; 100% paraprofessionals meet ESSA requirements
Ensure that low income and minority students are not taught at higher rates than other students by unqualified, out-of-field, or inexperienced teachers	1,3	Principal, Human Resources Dept.	Beginning of each semester		PEIMS data HR records	Low income and minority students are taught by certified teachers
Present teachers with service awards for staying with the district over a period of time.	1	Principal Superintendent	End of the year		End of year teacher recognition ceremony	Teachers service record
Provide teachers with the Non Negotiables needed in order to maintain the high level of academic performance in the classroom.	1,2	Principal Superintendent	Beginning of year	Local	Copy of non negotiable requirements. Walk through forms.	TTESS
Offer surveys to continuously evaluate the professional development we offer at YISD.	1,2	Principal Superintendent	2 times per year	Local	Copy of survey	Results of survey

Goal 3: All students in Yantis ISD will be educated in learning environments where students feel safe, drug free, bully free and conducive to learning.

Objective 1: By May, 2019 the number of incidents involving violence, tobacco, alcohol and other drug use, will be reduced by 10% as measured by PEIMS and number of discipline referrals.

Summative Evaluation: Example: There is a reduction in both incidents noted and discipline referrals by the amount stated.

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Conduct assembly with the purpose of disseminating information with regard to current rules and regulations including consequence for bullying, violence including date violence, harassment, alcohol and drug use.	1, 4	Principal, Counselor	First grading period Monitor: end of each grading period		Agenda Lesson Plans Campus Calendar	Reduction in PEIMS and discipline referrals
Use of drug dog and random drug testing	1,4	Principal	6 times per year	Local		
Conduct monthly safety drills on campuses to ensure that students are informed and knowledgeable in the event of an emergency.	1,4	Principals	Monthly		Monthly Documentation	Organization in the event of an emergency.
Continue with the employment of a police chief who maintain the Yantis ISD police department.	1.4	Superintendent Police Department	Daily	Title Local	Training Agendas Certifications	Number of discipline referrals

Goal 4: 100% of the students in Yantis ISD will graduate from high school.

Objective 1: By May 2019, a dropout rate of less than 1% for all students and all student groups will be maintained and achieve a completion rate of 90%.

Summative Evaluation: Dropout rate of less than 1% and a completion rate of 90%

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Provide credit recovery/ SOAR program and/or acceleration program for students at-risk for failure/dropout	2, 3, 4	Principal, Designated teachers	End of each semester		Attendance records for program	Successful completion of course work to recover credits
Offer CTE courses with a certification attached in order to give students opportunities for better jobs.	2,3,4	Principal CTE Teachers			Attendance records	Completion of certification
Provide incentives to increase attendance rate. Communicate with students and parents when student are in fear of absenteeism.	2,3,4	Principal Attendance Clerk	Daily		Attendance Rate	PEIMS attendance rate
Provide opportunities for students to visit college, career fairs in order to open opportunities for employment.	2,3,4	Counselor Principal Teachers	Monthly		Agenda Sign in Sheets	Tracking of graduated students.

Goal 5: *Parents and Community will be partners in the education of students' in Yantis ISD.*

Objective 1: *Example: By May 2019, at least 90% of all students' parents/guardians and/or family members will participate in at least one school sponsored academic activity for/with their child(ren).*

Summative Evaluation: *Example: School records indicate that at least 90% of students' parents/family members participated in partnership in education opportunities.*

Activity/Strategy	Priority #	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Provide State assessment results to parents in a language they can understand.	2, 4	Principal	Within 10 days of receipt of reports		Copy of reports; Conference agenda/sign in sheet	Parents receive reports of assessment results
Provide and advertise a "Parent Center" where educational and parenting information can be accessed.	2, 4	Counselor, Principal	Monitor usage each 6 weeks	Title I, State and local funds, PTA funds, Parent Liaison, Web-based resources, Community agencies	Website; Advertisements	Documentation of usage
Use parent involvement committee to create a parent, student, teacher compact that the district adopts for the year.	2	Counselor Principal Teachers	Regularly	Title I	Sign in sheets Agendas Presentations	Better community relations on surveys.
Encourage parents to use Tx Connect Parent Portal to have real time access to view grades and attendance.	3	Principals Teachers	Daily	Title I Local	Parent Portal note	Better student achievement on report cards
Provide a translator at programs and meetings	3	Principal Counselor Teachers	Daily	Title Local	Translator sign in	Individual student achievement on state/local assessments.
YISD will hold at least one parent/teacher conference to discuss student progress	3	Teacher	One per year	Title I	Teacher appointment list	Individual student achievement
Provide academic nights and encourage parent participation.	2,3	Teacher Principal Superintendent	Monthly	Title i	Flyers Sign In sheets	Better student performance.

