District Improvement Plan

"Inevitably we find ourselves tackling too many things at the same time, spreading our focus so thin that nothing gets the attention it deserves, referred to as "being busy." Being busy, however, is not the same thing as being productive." - **R. Carroll**
Requirements: Simplification with Measurable and Realistic Outcomes.

Goal 1: Increase Leadership Effectiveness and Teacher Quality through Systematic Supports, Retention, and Hiring
- Performance Objective 1: Implementation and Continued Development of Admin Team
  - o Strategy: Delegation of Duties, Instructional Rounds, Walkthroughs, Oversight of Programs, Weekly Admin Meetings, Leadership Development.
- Performance Objective 2: Development of Systematic Supports to Increase Teacher Quality.
  - o Strategy: Professional Development, In-House Training (weekly to daily), Mentor Teacher Program, Comprehensive Professional Development Plan, Timely Individualized Feedback.
- Performance Objective 3: Retention and Hiring
  - o Strategy: New Teacher Support, Off Campus Housing Upgrades, Recruitment of Highly Qualified Certified Teachers, Small School Atmosphere, Facility Upkeep and Security, Pay Incentives/Packages.

Goal 2: Foster a Fun and Nurturing District Climate
- Performance Objective 1: Praise Progress, Opportunities for Involvement, Mental Health Awareness
  - o Strategy: Incentives for Reading, Math, and Attendance, Development of Traditions List, Wildcat Way, Staff Shoutout, Monthly Meals (Tables and Chairs), Mental Health Passes, Weekly Team Building, Monthly Fun Activities (Fall Carnival/Trick-or-Treating, Turkey Run, Holiday Lunch, Snowman Village, Splash Day, December to Remember, etc.), Parent Family Engagement, Wildcat Bingo, Socio-Emotional Programs (Character Strong, Speakers, Prevention Programs), Engaging/Growth Centered Athletic Programs, Staff Accountability.

Goal 3: Develop and Sustain Competitive Ag, Academic, and Athletic Departments
- Performance Objective 1: Academics
  - o Strategy: Individual Student Game Plan Folders, Qualities and Quantities of Time, Aligned Curriculum, Increased Communication, Benchmarks (BOY, MOY, EOY), PK-12 Progress Measures, Timely Feedback (teachers and students), Data Reflection, Accelerated Learning Time, UIL Academics, 1-to-1 Technology Program, Increase Progress Measures for Each Student and Super Subpops (EB, GT, SPED/504, Eco-Dis, Hisp, White, etc.).
- Performance Objective 2: Increase Athletic Involvement and Competitiveness
  - o Strategy: Annual Goals, Expectations, and Timeline, Weekly Weightlifting, Intentional Scheduling, Purposeful Practice, Coach Support, Effectiveness, and Evaluations, Strength and Conditioning, Summer Programs/Camps, Youth Sport Involvement, Individualized Athletic Growth Plans, Long Term Planning (Jersey/Equipment, Gym Floor Reconditioning).
- Performance Objective 3: CCMR Resources, Career Paths, Ag Department
  - o Strategy: SAT/ACT/PSAT, CTE IBC's, Business Certification, FBLA, College Tours, Career Day, Military Recruitment ASVAB, TSI, College Prep Courses, Career Exploration, Dual Credit. Offer up to 18 Welding Certificates, Work Program, FFA Leadership, 8th Grade Class Offerings, and State/National FFA Degrees.

5-Year Goals:
- Third Grade Reading - By 2029, All Third Graders will read above grade level.
- Third Grade Math - By 2029, Third Grade Math Scores will exceed the state by 10% in Approaches, Meets, and Masters level as indicated by the TAPR.
- College, Career, and Military Readiness - By 2029, College, Career, and Military Ready Graduates will be 100%.

Goal 4: Maintain Fiscal Integrity
- Performance Objective 1: Long Term Planning
  - o Strategy: Prioritize; Projects, Procurement (big ticket items: off-campus housing, transportation, facilities, fencing, etc.) and Funding Sources (I&S vs M&O, Federal).
- Performance Objective 2: Maximize Funding Sources
  - o Strategy: Federal Grant Programs, 313 Agreement, Attendance, Student Enrollment with Quality Transfers.

Every Student, Every Day. It's Who We Are!