

IRAAN-SHEFFIELD ISD VISION STATEMENT

Iraan-Sheffield ISD will strive to be an exemplary educational community dedicated to equipping students with unlimited opportunities.

IRAAN-SHEFFIELD ISD MISSION STATEMENT

Iraan-Sheffield ISD will provide a learning environment that is innovative and personally rigorous that will produce graduates who are effective communicators, problem solvers, and responsible patriotic citizens that reflect the community's standards.

Iraan-Sheffield Independent School District

District Improvement Plan 2016-2018

District Goals:

- Iraan-Sheffield ISD students will be successful academically and problem solvers in society.
- Iraan-Sheffield ISD will continuously pursue innovative teaching and learning practices.
- Iraan-Sheffield ISD will contain facilities that are modern and safe.
- Iraan-Sheffield ISD will promote a climate that is patriotic, promotes good citizenship, and is reflective of community standards.
- Iraan-Sheffield ISD will recruit and retain quality staff.
- Iraan-Sheffield ISD will be financially sound and responsible.

Iraan-Sheffield Independent School District

District Improvement Plan 2016-2018

Goal #1: The district will strive to have as high a ranking as possible in the state and federal accountability system for all regular education campuses. <http://ritter.tea.state.tx.us/cgi/sas/broker>

Goal # 2: The district will work towards maintaining an alternative campus in Sheffield and other sites to help the state meet the challenges of educating at risk students and dropouts from all areas of the state.

Objective #1: All regular education campuses will work to meet new state accountability requirements and meet AYP.

Objective #2: All alternative campuses will work to be academically acceptable.

Objective #3: The district will work to have all students reach or maintain high standards, at a minimum attaining passing rate or better as assessed by the new STAAR (State of Texas Assessment of Academic Readiness) and EOC (End Of Course) state accountability testing in reading/language arts, social studies, science, and mathematics.

Objective #4: In compliance with Code of Federal Regulation-Title 34 the district will have a school wide program to improve academic achievement throughout the school district so that all students, especially low achieving students, demonstrate proficiency related to the states accountability system.

Activities (What will be done to accomplish the objective?)	Evaluation (How we will know that the objective was/was not met?)	Resources (What we will need to carry out the activities.)	Budget Allocation (Funds source and amounts)	Approx. Activity Timeline	
				Start	End
<ul style="list-style-type: none"> District teaching curriculum will be TEKS RESOURCE and vertically aligned with TEKS in grade level K-12. Region 4 material will also be used at the alternative campuses. Consistent periodic assessment of student performances by the grade level teacher in all tested areas. Disaggregation and analysis/interpretation of student performance on STAAR/EOC tested subjects using Eduphoria software. Conduct a comprehensive needs assessment from data. 	<ul style="list-style-type: none"> Each campus will use the TEKS RESOURCE curriculum in combination with teacher based curriculum with support from Region 18 staff. A variety of formative assessment instruments on file at each of four campuses. Data disaggregated by sub-student populations with Eduphoria software. 	<ul style="list-style-type: none"> Extra duty time to work on the project. Consultant to the project from Region 18. Assessment strategies/materials from TEKS RESOURCE and other sources. Technical assistance with data disaggregation from TANGO and Region 18 consultants. Promethean Boards in every classroom. 	<ul style="list-style-type: none"> General Fund \$4,000 	09/16	05/18
			<ul style="list-style-type: none"> General Fund \$4,000 	09/16	04/18

<ul style="list-style-type: none"> • Data based instruction planning using TEKS RESOURCE curriculum, teacher generated curriculum and Region 4 material at the alternative campuses. • STAAR/EOC tutorials on all campuses for students deemed in need of additional help to be successful on State tests. • Provide extended year program for math/reading in elementary and junior high. • Provide students an opportunity to recover credits with the APEX software. 	<ul style="list-style-type: none"> • Lesson plans will address needs identified by data sets. • The number of students scoring at the commended or college readiness level on STAAR/EOC will increase annually. • Summer school progress. • Data from APEX 	<ul style="list-style-type: none"> • Chrome Books in all core classes grades 3-12 • APEX, Ascend math, reading + and My Reading Coach software and computer labs 	<ul style="list-style-type: none"> • General Fund \$15,000 • General Fund \$30,000 	<p>03/16</p>	<p>06/18</p>
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Iraan-Sheffield Independent School District

District Improvement Plan 2016-2018

Goal #3: All limited English proficient students will be moving toward proficient in English and will reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

Activities (What will be done to accomplish the objective?)	Evaluation (How we will know that the objective was/was not met?)	Resources (What we will need to carry out the activities.)	Budget Allocation (Funds source and amounts)	Approx. Activity Timeline	
				Start	End
<ul style="list-style-type: none"> • Identify students who meet criteria for being categorized ESL. • Provide ESL instruction through pull-out, sheltered instruction, and direct class instruction • Provide staff development on alignment of ESL curriculum with TEKS, ELPS, pre-referral process, assessment, sheltered instruction, preparation for TExES ESL exam. • Provide teachers with strategies for teaching ESL students. 	<ul style="list-style-type: none"> • Rosters of ESL students at each campus with teachers. • Diagnostic assessment data provided teachers, ESL student lesson plans. • Monitoring data on file at campuses. • Staff development agendas on file. 	<ul style="list-style-type: none"> • Lists of LEP students by campus. • Use of My Reading Coach software. • Use of Rosetta Stone • Forms on which to communicate data. <ul style="list-style-type: none"> • A staff member dedicated to conduct the assessment. • Consultant or district resource person. 	<ul style="list-style-type: none"> • General Fund ESL teacher and ESL aide 	09/16	10/18
				09/16	04/18
				09/16	04/18
				10/16	02/18

Iraan-Sheffield Independent School District

District Improvement Plan 2016-2018

Goal #4: The district will recruit and retain highly qualified teachers. [As defined by P.L. 107-110.]

Objective # 1: The district will offer a competitive salary and benefit package.

Objective # 2: The district will provide ongoing professional development in areas that enhance teaching skills in meeting the requirements of the state and federal accountability system.

Activities (What will be done to accomplish the objective?)	Evaluation (How we will know that the objective was/was not met?)	Resources (What we will need to carry out the activities.)	Budget Allocation (Funds source and amounts)	Approx. Activity Timeline	
				Start	End
<ul style="list-style-type: none"> • Review personnel folders to identify any need for advising teachers/teacher aides of upgrading requirements. • Assist teachers/teacher aides requiring upgrading in enrolling in programs to remove deficiencies. • Assign mentors to staff in upgrading program(s). • Review annually the district salary and benefits plan including stipends to attract highly qualified staff. • Provide professional development to enhance teachers' use of TEKS RESOURCE and Promethean boards in the classroom. • Provide other professional development that the superintendent or campus principal deems necessary for improved student performance across all demographics. 	<ul style="list-style-type: none"> • Personnel folder reviews submitted to superintendent. • Each teacher/teacher aide requiring upgrading enrolled in an academic program that removes deficiencies. • Each candidate assigned a mentor. • Analyses of surrounding school districts pay and benefits package. • State accountability ratings on all area of the state assessment. 	<ul style="list-style-type: none"> • A designated person to review personnel folders. • Academic courses available at a given site or through Distance Learning. • Volunteer mentors. • Principals • Superintendent • The district salary schedule is posted on the website. 	<ul style="list-style-type: none"> • General Fund \$34,000 for professional development and training 	08/16	09/18
				09/16	05/18
				09/16	05/18

Iraan-Sheffield Independent School District

District Improvement Plan 2016-2018

Goal #5: All students will be educated in learning environments that the district works to have that are safe, drug free, and conducive to learning.

Objective #1: The principal and counselor will have in the student handbook a policy to address the action needed regarding issues of child or sexual abuse.

Objective #2: The principal and counselor will have in the student handbook a policy to address dating violence that includes physical, sexual or emotional with the intent to do harm threaten, intimidate or control another person defined by Family Code 71.0021.

Goal #6: The district will conduct a district wide comprehensive needs assessment based on academic achievement with a focus on the lowest achieving students as set forth in the Code of Federal Regulations-Title 34: Education.

Activities (What will be done to accomplish the objective?)	Evaluation (How we will know that the objective was/was not met?)	Resources (What we will need to carry out the activities.)	Budget Allocation (Funds source and amounts)	Approx. Activity Timeline	
				Start	End
<ul style="list-style-type: none"> • Provide for education throughout the curriculum about the effects/consequences of drug use. • Implement a drug testing policy for students participating in extracurricular activities. • Review the section(s) of the student handbook concerning use of drugs and the possession of weapons. • Incorporate the DAVE and other programs deemed necessary. • Provide character education classes in grades K-8. • Programs and speakers will be provided to address the importance of character and self discipline in making good decisions • Incorporate a health curriculum that addresses the harmful effects of drugs and alcohol on the body. • Adopt and implement a dating violence, sexual harassment, suicide prevention, conflict resolution, and violence prevention policy in student handbooks. Follow Family Code 71.0021 	<ul style="list-style-type: none"> • Lesson plans reflect the teaching about drug use consequences. • Principals • Counselors • Teachers • Student responses to randomly conducted questionnaires and surveys. • Counselor's log of any sessions conducted. • Teacher lesson plans 	<ul style="list-style-type: none"> • Technical assistance to teachers in planning lessons. • Invitations to participate. • Student Handbooks, Student Code of Conduct • Staff development by Region 18 personnel • Counselor(s) • TEA resources on prevention of child abuse. • Teachers 	<ul style="list-style-type: none"> • General Fund \$1,500 • Drug testing \$5,000 	09/16	05/18
			<ul style="list-style-type: none"> • Title IV Part A SDSFC, SSA, ESC 18 	09/16	05/18
			08/16	09/18	
			09/16	05/18	

<ul style="list-style-type: none">• Develop a comprehensive needs assessment to focus on improving academic achievement.	<ul style="list-style-type: none">• TEA website on state accountability.• State AEIS report and federal accountability rating	<ul style="list-style-type: none">• Region 18 personnel.		09/16	05/18
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Iraan-Sheffield Independent School District

District Improvement Plan 2016-2018

Goal #7: Each student completing four years of academic studies at Iraan High School will graduate under the graduation plan designed for him/her. All students will be prepared to further his/her education after graduation from Iraan High School.

Objective #1: While attending Iraan High School/Junior High/Elementary, students will be expected to follow the Student Code of Conduct and all other policies adopted annually by the Board of Trustees for Iraan-Sheffield ISD.

Goal #7A: All four year old children within the school district boundaries will be allowed to attend full day pre-Kindergarten.

Objective # 1: During the spring of each year the pre-Kindergarten teachers will meet with Kindergarten teachers to discuss student's strengths and weaknesses in the pre-kindergarten class.

Goal #7B: By 2016-2017 students completing the five and a half month program for the National Guard Challenge Program will have recovered or earned high school credits, passed the GED and/or received a High School diploma from Sheffield High School.

Objective # 1: The district will work to place high school graduates and GED recipients in programs that further the student's education.

Objective # 2: The district will work to place students that did not receive a high school diploma or GED back in his/her home school to complete their education.

Activities (What will be done to accomplish the objective?)	Evaluation (How we will know that the objective was/was not met?)	Resources (What we will need to carry out the activities.)	Budget Allocation (Funds source and amounts)	Approx. Activity Timeline	
				Start	End
<ul style="list-style-type: none"> • Design graduation plan for each student. • Monitor student academic progress. • English teachers in grades 6-12 will teach the student handbook, student code of conduct, and all other policies adopted by the Board of Trustees annually. 	<ul style="list-style-type: none"> • Each high school student receives and signs off on a graduation plan. • Three, six, and nine weeks grades and STAAR/EOC test performance analyzed for needs. 	<ul style="list-style-type: none"> • Principal • Counselor 	<ul style="list-style-type: none"> • General Fund Academic/Testing Coordinator salaries 	09/16	05/18
				09/16	05/18

<ul style="list-style-type: none"> • Encourage participation in college courses. • Encourage students to participate in Career and Technology classes. • Provide students timely feedback on what might be needed to remain on a graduation track. • Offer ACT and SAT practice and tutorial opportunities. • Inform students and parents of the top 10% college admission policy for Texas. • Provide students and parents information on higher education admissions and financial aid opportunities. • Inform students and parents about requirements for grants and scholarships. • Monitor student attendance and contact parents by phone, email or letter regarding absences. • Allow time for pre-kindergarten and kindergarten teachers to discuss strengths and weakness in the prekindergarten students. • Work toward all students who attend the National Guard Youth Challenge Program to further their education by going on to higher education or their home high school to graduate. 	<ul style="list-style-type: none"> • Principals, counselors, teachers, student meeting logs. • Campus principals will enforce all policies adopted by the Board of Trustees. • Student plans provided for keeping on graduation track. • Counselor and Principal review transcripts on regular bases. • Principal will be a part of meeting with the pre-kindergarten and kindergarten teachers • Sheffield campus principal works toward all students continuing their education after completing the National Guard Youth Challenge Program. 	<ul style="list-style-type: none"> • College and University Personnel. • Teaching staff • Literature and resources of the benefits of participation. • Personalized student plans for keeping on graduation track. • PEIMS coordinator 	<ul style="list-style-type: none"> • General Fund \$20,000 college tuition, books, fees 	<p>09/16</p> <p>09/16</p> <p>09/16</p> <p>08/16</p>	<p>05/18</p> <p>05/18</p> <p>05/18</p> <p>06/18</p>
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Iraan-Sheffield Independent School District

District Improvement Plan 2016-2018

Goal #8: The district will engage in continuous program improvement to meet the needs of students in special programs based on the criteria set by the state and federal government.

Activities (What will be done to accomplish the objective?)	Evaluation (How we will know that the objective was/was not met?)	Resources (What we will need to carry out the activities.)	Budget Allocation (Funds source and amounts)	Approx. Activity Timeline	
				Start	End
<ul style="list-style-type: none"> • Curriculum and researched based instruction will be provided for students in special population. • Appropriate assessment for individual special population students. • Counseling • Monitor PBMAS data from TEA • Reading + Program in grades 3-12 • My Reading Coach Program • Waterford and Success Maker Programs • ASCEND math grades 3-12 • Promethean Boards • Individual and peer tutoring before and/or after school • Extended year program in math and reading for K-8 grade. • Pull-out time with math and/or reading specialist 	<ul style="list-style-type: none"> • State Accountability testing data • TAPR data • PBMAS monitoring • ARD reports • LPAC meetings • PEIMS data • Compensatory Education list • TPRI • TANGO 	<ul style="list-style-type: none"> • Special Education Director • ARD committee • Special education teacher • Principal • Counselor • Academic/Testing Coordinator • Diagnostician • Classroom teacher 	<ul style="list-style-type: none"> • Title II part D \$20,988 • Budgeted special education funds • General Funds • Pecos-River Valley Co-op \$220,000 • REAP \$32,200 • Title I Part D \$96,000 	09/16	05/18

Iraan-Sheffield Independent School District

District Improvement Plan 2016-2018

Goal #9: The district will implemented the use of the TEKS RESOURCE curriculum in all core classes K-12.

Objective #1: Teachers will utilize the TEKS RESOURCE Year at a Glance (YAG), Vertical Alignment Document (VAD), and Instructional Focus Document (IFD).

Objective #2: The district will also make use of the Region 4 curriculum on the alternative campuses.

Goal #10: The district will have a Technology plan written by a district wide committee of district employees, students, parents and community members.

Objective #1: The curriculum will make use of technology to deliver instruction on almost a daily routine. Promethean boards will be used almost daily in the classroom by teachers and students.

Activities (What will be done to accomplish the objective?)	Evaluation (How we will know that the objective was/was not met?)	Resources (What we will need to carry out the activities.)	Budget Allocation (Funds source and amounts)	Approx. Activity Timeline	
				Start	End
<ul style="list-style-type: none"> • Region 18 personnel will work with math, science, social studies and reading/ELA teachers to continue full implementation of TEKS RESOURCE curriculum. • Principals will work with teachers on lesson plan design that fits the needs of the district students and is TEKS RESOURCE based. • The teaching staff will be trained on the use of the Promethean boards during the year. • The principal at the alternative campus in Sheffield will work with teachers on lesson plans using the Region 4 material and TEKS RESOURCE that fit the needs of a program that has students for five and a half months. 	<ul style="list-style-type: none"> • Principals will check lesson plans, do walk-throughs and formal evaluations. 	<ul style="list-style-type: none"> • Continued in-service from Region 18 on TEKS RESOURCE curriculum. • Ongoing training on the use of the Promethean boards. 	<ul style="list-style-type: none"> • Ed Link 18 from Region 18 Service Center 	08/16	06/18

Iraan-Sheffield Independent School District

District Improvement Plan 2016-2018

Goal #11: Maintain an attendance rate of at least 97% and a dropout rate of less than 1%.

Activities (What will be done to accomplish the objective?)	Evaluation (How we will know that the objective was/was not met?)	Resources (What we will need to carry out the activities.)	Budget Allocation (Funds source and amounts)	Approx. Activity Timeline	
				Start	End
<ul style="list-style-type: none"> • Monitor the accuracy of all student attendance reporting. • Continue the daily practice of calling the home of each student who is absent or make personal contact with the parent or guardian. • Utilize the attendance committee to determine extenuating circumstances for absentee makeup. • Continue to provide credit recovery through APEX computer software program. • Provide academic counseling and related interventions regarding failure and other at-risk issues. • Sheffield campus will continue to work toward all students being accurately coded in PEIMS and placed in a higher education facility with a diploma or GED or return to their home high school to compete their education upon graduation from the National Guard Challenge Program. 	<ul style="list-style-type: none"> • Principal review attendance reports from attendance clerk. • Counselor review transcripts from all returning students and all new students. • Teacher three, six, and nine week grade reports. • District PEIMS coordinator reviews data on a regular bases. • Principal will review student folders and make every effort to place students in higher education or return home to finish high school. 	<ul style="list-style-type: none"> • PEIMS data • Attendance clerk • Principal • Counselor • Academic/Testing Coordinator • Teacher • Campus secretary 	<ul style="list-style-type: none"> • General Fund \$18,000 • PEIMS Coordinator salary 	08/16	07/18

Iraan-Sheffield Independent School District

District Improvement Plan 2016-2018

Goal #12: The district will continue to strive for a balanced budget and strive to add to fund balance annually. New state laws on funding public education in Texas may have an impact on reaching this goal. For the next several years the state plans to decrease funds to public education.

Objective #1: The district will show financial transparency to the public and have a high score on the Financial Integrity Rating System of Texas (FIRST). <http://tuna.tea.state.tx.us/First/forms/District.aspx?year=2008&district=186903>

Objective # 2: The district will manage federal funding so that it is maximized and meets the requirements set forth by the ESSA Every Student Succeeds Act.

Objective # 3: The district will evaluate facilities to ensure they are safe and modern.

Activities (What will be done to accomplish the objective?)	Evaluation (How we will know that the objective was/was not met?)	Resources (What we will need to carry out the activities.)	Budget Allocation (Funds source and amounts)	Approx. Activity Timeline	
				Start	End
<ul style="list-style-type: none"> • Maintain the maximum legal tax rate to effectively fund the general operating budget and protect the "Hold Harmless" provision that exists in current school law. • Maintain a 3% early discount for all tax payers. • Maintain a 96% or higher collection rate. • Monitor property values established by the State Comptroller to ensure state funding is maximized. • Monitor PEIMS reporting to ensure accuracy on weighted funding for students. • Continually monitor state funding templates and Summary of Finance. • Maximize the use of federal program revenue for available grants. 	<ul style="list-style-type: none"> • Tax rate will be set at \$1.00 per \$100 value. • An additional \$.06 will be voted on by the board annually that is not subject to recapture. As long as allowed by law. • Pecos County will continue to collect school taxes for the district. • State templates will be recalculated frequently by the business manager. • Region 18 and 20 will help evaluate the use of federal money along with the business manager. 	<ul style="list-style-type: none"> • The district accounting auditor. • Region 18 personnel • Region 20 software • Region 13 templates • Business Manager 	<ul style="list-style-type: none"> • General Fund CAD \$200,000 • Tax collection \$50,000 • Title I Part A \$69,976 • Title I Part D \$90,918 • Title II Part A \$23,000 	08/16	08/18

Iraan-Sheffield Independent School District

District Improvement Plan 2016-2018

Goal #13: The district will instill in its students; citizenship, responsibility, pride, and respect for peers, school employees, and school facilities.

Activities (What will be done to accomplish the objective?)	Evaluation (How we will know that the objective was/was not met?)	Resources (What we will need to carry out the activities.)	Budget Allocation (Funds source and amounts)	Approx. Activity Timeline	
				Start	End
<ul style="list-style-type: none"> • All campuses will integrate citizenship, pride, and personal responsibility in each grade's curriculum. • This may include: <ul style="list-style-type: none"> ✓ Safe and Drug Free Schools ✓ Red Ribbon Week ✓ Assemblies ✓ Character Education ✓ Moment of silence ✓ Pledge to the flags ✓ Curriculum outlined by TEKS and supported by TEKS RESOURCE ✓ Constitution Day ✓ Declaration of Independence Week and further special emphasis days as required. • The district will facilitate an ongoing health curriculum and wellness plan for students in grades K-12 	<ul style="list-style-type: none"> • District expectations • Community expectations • State and Federal requirements. 	<ul style="list-style-type: none"> • Principals • Counselors • Academic/Testing Coordinator • Teachers • Students • Parents • Community 	<ul style="list-style-type: none"> • Local funding • Shared Service Arrangement with Region 18 • Title IV Part A • SDFSC • SSA • General Fund \$10,000 	08-16	06-18

Iraan-Sheffield Independent School District

District Improvement Plan 2016-2018

Goal #14: The district will continue to improve communication between staff, students, parents, and community members with professionalism and use technology as much as possible.

Objective #1: The district will use technology to keep parents informed of school activities, emergencies, and all other information that the district believes parents should be aware of pertaining to the district.

Activities (What will be done to accomplish the objective?)	Evaluation (How we will know that the objective was/was not met?)	Resources (What we will need to carry out the activities.)	Budget Allocation (Funds source and amounts)	Approx. Activity Timeline	
				Start	End
<ul style="list-style-type: none"> • Continue to have a district website to keep all shareholders knowledgeable about past, current, and future events that students are involved in. • Title I parent contact will occur through district web site postings, campus meeting, email and postal mail. • A marquee digital sign will display current and future events to inform the community. • Campus principals in Iraan will email weekly bulletins to all parents that have email accounts. Parents with no email will be notified by mail where to find the weekly bulletins on the district website. • Continue to have on the district website a link to "txGradebook" for parents to check student grades. • Other methods of communication to parents and/or the community are: <ul style="list-style-type: none"> ✓ Open House at all campuses in the spring. ✓ Elementary and Junior High will have a meet the teacher/title I parent meeting in the fall. ✓ Parent/Teacher conferences. ✓ Progress reports sent to parents every three weeks. ✓ Report cards sent to parents every nine weeks. ✓ Student newspaper. Posted on the district web site ✓ Local newspaper. ✓ Financial aid workshop for parents of high school students. ✓ Parents are invited to attend field trips, activities, plays, and all assemblies. ✓ Results of State assessments mailed to parents. 	<ul style="list-style-type: none"> • The principal at each campus will monitor communication between teachers and parents. • Technology director will install and monitor software that will allow electronic calling and email to parents. • Parents will be given a password to monitor their child's grades. • The sponsor of the student newspaper "The Broadcaster" will put out at least four newspapers a year. • Principals will monitor feedback from parents. 	<ul style="list-style-type: none"> • Teachers • Principal • Technology Director • Parents • Community members 	<ul style="list-style-type: none"> • General Fund • Tech Coordinator and CATE salaries • Other expenses \$5,000 • TXEIS \$26,036 	08/16	07/18