

Anthony Independent School District
District Improvement Plan
2017-2018 Goals/Performance Objectives/Strategies

Accountability Rating: Met Standard

Vision

Anthony Independent School District commits to prepare all students with academic and interpersonal skills in order to graduate, face all challenges and be a contributing member of their community.

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Goals

Goal 1: Anthony ISD will recruit, support, and retain teachers and principals

Performance Objective 1: Professional Development for Teachers will support differentiation of instruction, SIOP, Positive Behavior Support, and Balanced Literacy, Writing

Evaluation Data Source(s) 1: Ongoing Needs assessments.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Sheltered Instruction Training for Teaching Staff.	1, 2, 3, 4, 9, 10	District Leadership Team					
Problem Statements: Student Academic Achievement 1, 2							
2) Professional Development that supports differentiated instruction for all learners.							
3) Professional Development in the 5E Model, balanced literacy, and writing.		Principals	Improved ELA scores for all students.				
4) Administration will received leadership training and support as needed.		Superintendent					
5) The District will schedule 3 planning days to support effective planning for instruction.		Principals					
6) AISD will maintain a competitive salary schedule and recruit qualified professionals through district website and regional job fairs.							
7) Professional Development and support for teachers in need of additional training in their content areas.							
8) AISD will improve writing instruction through Writer's Workshop framework professional Development		Leadership	Imrpvoed STAAR Writing scores for 4th and 7th grade				
9) Leadership meetings will occur weekly							
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Performance Objective 1 Problem Statements:

Student Academic Achievement
Problem Statement 1: There is an achievement gap in math and reading for ESL, and SPED learners Root Cause 1: Lack of interventions and differentiation in the instruction.
Problem Statement 2: Teachers do not to provide various interventions based on student's needs Root Cause 2: Teachers do not know how to differentiate instruction or interventions.

Goal 1: Anthony ISD will recruit, support, and retain teachers and principals

Performance Objective 2: Administration will evaluate and provide feedback to teachers utilizing TTESS.

Evaluation Data Source(s) 2: TTESS Domains scores

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) District will support 3 planning days for instructors		Principals	Lessons and activities aligned with standards				
2) Principals will provide ongoing feedback to teachers based on formal and informal walkthroughs		Superintendent					
3) Campuses will hold weekly PLC meetings to support quality instruction based on data		Principals	Improved student success				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Anthony ISD will recruit, support, and retain teachers and principals

Performance Objective 3: Support new teachers through orientation, mentoring and professional development opportunities.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) New Teachers will experience support through a New Teacher Academy and mentor program.		Compliance	Improved classrooms instruction/improved academic achievement for students.				
Problem Statements: School Processes & Programs 3 Funding Sources: 211 - Title I, Part A - \$3,500.00							
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Performance Objective 3 Problem Statements:

School Processes & Programs
Problem Statement 3: New Teachers do not have the support they would have from peers in a larger district. Root Cause 3: No mentor programs.

Goal 1: Anthony ISD will recruit, support, and retain teachers and principals

Performance Objective 4: Administrative staff will maintain compliance with state and/or federal statutes.

Evaluation Data Source(s) 4:

Summative Evaluation 4: Met Performance Objective

Goal 1: Anthony ISD will recruit, support, and retain teachers and principals

Performance Objective 5: AISD will recognize employees who are performing their duties above and beyond what is expected.

Evaluation Data Source(s) 5:

Summative Evaluation 5: Significant progress made toward meeting Performance Objective

Goal 2: Anthony ISD will provide a program of high quality, research based instruction based on assessment of student progress.

Performance Objective 1: AISD will ensure 100% of students who are at risk of academic failure receive accelerated instruction based on their identified area of weakness.

Evaluation Data Source(s) 1: Universal Screening

- Report Cards
- Benchmark assessments
- Eduphoria
- STAAR/EOC
- Report cards
- PBMAS
- TEA Accountability Summary
- TELPAS

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June

1) AISD will utilize an RtI model based on three Tiers of interventions.	1, 2, 3, 8, 9, 10	Principals	Improved Academic Performance for all students.				
2) AISD will identify students in need of special education services		Director Special Education					
3) Special Education Department will maintain legal compliance		Director Sped	100% federal and state compliance				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Anthony ISD will provide a program of high quality, research based instruction based on assessment of student progress.

Performance Objective 2: AISD will integrate research based instructional software to support progress monitoring, differentiated instruction, and instructional interventions.

Evaluation Data Source(s) 2: Reports and strategies from a variety of software including:

- Renaissance
- Achieve 3000
- I Station
- A+ reports
- TEKs Resource

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Class Size reduction							
2) AISD will provide researched based software to be accessed by campuses for curriculum, screening and differentiation of instruction.		Leadership Team	Improved student performance				
3) AISD Will purchase technology that will allow students accessibility and differentiation of content.		Leadership	increased accessibility and increased academic achievement for all subgroups.				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Anthony ISD will provide a program of high quality, research based instruction based on assessment of student progress.

Performance Objective 3: AISD will sustain and evaluate the Gifted and Talented Program

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) AISD will develop a timeline for nomination and assessment of possible GT candidates		Director Special Programs	Identification of GT students	✓	✓	✓	
2) AISD will utilize multiple criteria for assessing GT nominees.		GT Coordinators		✓	✓	✓	

Goal 2: Anthony ISD will provide a program of high quality, research based instruction based on assessment of student progress.

Performance Objective 4: AISD will ensure all students, including sub groups and special populations receive interventions and support as required.

Evaluation Data Source(s) 4: Screening data

Summative Evaluation 4:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide appropriate software applications to increase participation in LRE settings for sped		Sped Director	Increased LRE PEIMS settings				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Anthony ISD will provide a program of high quality, research based instruction based on assessment of student progress.

Performance Objective 5: AISD will identify students who may need accommodations and/or modifications in the regular curriculum

Evaluation Data Source(s) 5:












Summative Evaluation 5:

Goal 2: Anthony ISD will provide a program of high quality, research based instruction based on assessment of student progress.

Performance Objective 6: Ensure that all migrant students reach challenging academic standards with equal opportunity for success in all programs, based on the Priority for Service Action Plan.

Evaluation Data Source(s) 6:

Summative Evaluation 6:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Migrant Priority for Service (PFS) students will be served first to assure they receive high quality instructional supplementary services to help educational disruptions and promote academic success. PFS Action Plan is attached.	1, 2	Migrant Leader					
2) Middle School Migrant Students will attend MENTE at UTEP to assist with academic success		Parent Liason					
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Anthony ISD will provide a program of high quality, research based instruction based on assessment of student progress.

Performance Objective 7: AISD will support creative and innovative inquiry based learning for all students.

Evaluation Data Source(s) 7:

Summative Evaluation 7:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) AISD will support Maker Spaces for all students.							
							

Goal 3: Anthony ISD will provide a safe, supportive and well maintained environment and facilities that meet the needs of the whole student.

Performance Objective 1: Support campuses in addressing the behavioral and social needs of students

Evaluation Data Source(s) 1: PBIS TEAMS established
Evidence of CPI Training

Summative Evaluation 1:












Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Support compliance with Positive behavior support and PBIS teams	6, 9, 10	Director Special Programs Superintendent	Decrease in number of student discipline placements Behavior Intervention Plans				
2) Counselors will ensure suicide prevention programs, conflict resolution, and violence prevention programs are ongoing, widespread, and monitored		Campus Counselors					
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Goal 3: Anthony ISD will provide a safe, supportive and well maintained environment and facilities that meet the needs of the whole student.

Performance Objective 2: Establish and maintain reciprocal community partnerships to increase experiences for students

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) District Wide Safety will be monitored by Professional Security agency.		Asst. Superintendent	Increased safety				
	Funding Sources: 199 - General - \$26,000.00						
2) Communications with parents and community will be available in English and Spanish and shared via website, letters, and school messenger service.		Campus Principals Parent Liason	Increased awareness and participation in programs.				
	Funding Sources: 211 - Title I, Part A - \$1,905.00						
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 3: Anthony ISD will provide a safe, supportive and well maintained environment and facilities that meet the needs of the whole student.

Performance Objective 3: Provide positive opportunities for parents and community to ensure success and safety of students and community.

Evaluation Data Source(s) 3: Reports from Parental Engagement Dept.

Summative Evaluation 3:

TEA Priorities: 1. Recruit, support, retain teachers and principals. 2. Build a foundation of reading and math. 3. Connect high school to career and college.

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Parent trainings on special topics		Parent Liason					
2) Conduct outreach for the involvement of parent and family members	1, 2, 4, 6, 7, 9, 10	Director Special Programs					
3) Provide coordination, technical assistance and other support for effective parent and family involvement activities	1, 2, 4, 6, 7, 9, 10	Director Special Programs					
4) Eradicate barriers to involvement of parents, including transportation and child care.		Director Special Programs					
5) Identify the needs of parents and family members to assist with the learning of their children		Parent Liason					
6) Support schools and non profit organizations in providing professional development for personnel	1, 2, 3, 4, 5, 6, 7, 8, 9, 10						
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Goal 3: Anthony ISD will provide a safe, supportive and well maintained environment and facilities that meet the needs of the whole student.

Performance Objective 4: AISD will ensure students are career or college ready upon graduation

Evaluation Data Source(s) 4:

Summative Evaluation 4: Significant progress made toward meeting Performance Objective

Goal 3: Anthony ISD will provide a safe, supportive and well maintained environment and facilities that meet the needs of the whole student.

Performance Objective 5: AISD will provide security systems and support to maintain a safe environment

Evaluation Data Source(s) 5:

Summative Evaluation 5:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Employ security guards to maintain safe grounds.		Superintendent	Increased safety.				
2) Security cameras will be placed district wide.		Superintendent	Increased safety.				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							