

2022-2023

District Improvement Plan

Springlake-Earth ISD

Dr. Denver Crum, Superintendent

## **Springlake-Earth ISD Vision**

Our singular intent is to grow to become one school with one purpose in which each individual student and staff member strives in giving nothing less than their very best each day.

## **Springlake-Earth ISD Mission**

Our mission is to ensure our students learn the importance of leadership, education, attitude, pride, and service so that they may realize their full potential as they grow to be the very best students, citizens, and community members they can be.

### **Leadership**

Do What's Right \* Do Your Best \* Do More Than Expected

### **Education**

Work For Your Future \* Work To Your Potential \* Work To Learn For Yourself

### **Attitude**

Be Respectful \* Be Positive \* Be Honest & Responsible

### **Pride**

Show Spirit \* Show Honor \* Show Support

### **Service**

Get Active \* Get Involved \* Get Results

## Targeted Populations and Special Programs

Economically Disadvantaged  
(CTE)

African-American

Hispanic

White

Migrant

Male

Female

Homeless

At-Risk

English Language Learners (ELL)

Career and Technology Education

Dyslexia

English as a Second Language (ELL)

Gifted and Talented (GT)

Prekindergarten (PK)

Special Education (SPED)

State Compensatory Education (SCE)

Title I, Part A; Schoolwide (TIA)

Title I Part C: Migrant Migrant

Title II: Teacher and Principal Training  
and Recruiting (TII; TPTR)

**COMPREHENSIVE NEEDS ASSESSMENT FOR THE DISTRICT**

<b>Area Reviewed</b>	<b>Summary of Strengths</b>	<b>Summary of Needs</b>	<b>Priorities of the Campus &amp; How Federal/State Funds Will be used</b>
Academic Achievement	Diversity, academic rigor and expectations and unity	Additional supplemental tutorials and resources; Technology and instructional supplies; To bring elementary campus reading and math scores to meet standards; More students participating and passing TSI, SAT, ACT	Staff development; technology and instructional materials; Tutorials; Computer assisted instruction
Title I Schoolwide	Academic rigor, expectations, teamwork and unity	Additional supplemental tutorials and instructional materials for struggling students in reading and math. Teachers/paras to keep class size small; Professional Development	Summer school, tutorials, staff development, technology and teachers; PD coordinated with TIIA and local PLCs and CLT meetings; Use of DDI
Title I, Part C: Migrant	Identification and monitoring of PSF students; Coordination of services	Pass academic and STAAR tests; improve attendance; and school supplies for PFS	Tutoring of Core Content areas during the regular school day; Identification; monitoring; training on effective use of resources and tools to increase academic success; Eduphoria, Mindplay and IReady; accelerated instruction as needed through computer assisted instruction, technology resources
Title II, Part A: TPTR	Flexibility to use funds as needed under REAP	Technology upgrades- software	Continue to provide software and other technology updates
ESL/ Title III LEP SSA English Language Learners	Identified and monitoring staff training and updates, % of staff w/ESL endorsements	Continued training and development, ELPS training, SIOP training, passing STAAR	Staff development, Instructional materials, technology.
State Compensatory Education/ At Risk Students	Monitoring and identification of At-risk students	Improve attendance, passing of STAAR and academic classes, Enrichment curriculum and accelerated credit recovery	Tutorials, instructional materials, technology, summer school, transportation, staff development for at-risk
Special Education	Staff and collaborative meetings to accelerate learning	SPED identification to meet state standards; To provide classes to meet state standards in all state assessments	Specialized classes and tutorials; Professional Development; Mindplay, Iready, Eduphoria. ; implementation of accelerated instruction plans

CTE	High % of students enrolled in CTE classes; Continue to add more CTE opportunities.	Additional CTE classes	Instructional materials, travel for students, technology.
Curriculum	LEAD4FORWARD implementation, PLCs, A+ curriculum, Accelerated reading and math, Edgenuity program in HS, TEKS resource	Continue development and implementation of LEAD4FORWARD and use of PLC credit recovery and academic acceleration.	Technology; staff training; substitute teachers, peer mentoring
Family and Community Development	LPAC, Title One, SBDM, PAC meeting and involvement and solid attendance.	Greater parental involvement, increase internet access throughout community	Technology, professional development;
Instruction & Assessment	PLCs, peer mentoring, identifying student needs, joint staff meeting.	Staff training, on functions, and resources, on LEAD4FORWARD, and Eduphoria and WebCATT	Staff development and instructional materials, and technology.
Professional Development	Use SBDM to determine professional development needs; Use staff feedback to focus on needs.	Additional LEAD4FORWARD, Eduphoria, PDAS training; Training for data disaggregation and targeted instructions for struggling students, accommodations for special programs	Title I for PD TII REAP
School Culture, Climate and Organization	High standards of expectations, strong parental and community support	Scheduling time to meet, Improved understanding among staff of student demographics.	Technology and professional development.
Staff Quality, Recruitment, Retention	100% HQ; high retention rate of staff	Mentoring new staff Continue to retain staff	Mentoring program; Attend job fairs as needed; Staff development
Technology	Wireless access; smart board; additional computers on wheels	Training and implementation; Support of new technology	Technology resources and professional support of new technology; Title I

Data Sources Reviewed:  
 Comprehensive needs assessment from previous year, Benchmark assessments, IReady, demographics, Surveys, Compliance reviews; PEIMS, data, PBMAS data, Eduphoria, DDI, ACT, SAT, TSI, PSAT scores, Staff input, ARDS; 504, LPAC; PAC, RTI

## Goals and Objectives

**Goal 1: All students, including target populations, will reach or exceed state academic performance standards for a “C” rating or higher on State Accountability.**

**Performance Objective 1:** All Springlake-Earth ISD students, including target populations, will demonstrate growth in student performance on STAAR/EOC Reading/ELA, Writing, Math, Science, Social Studies

**Performance Objective 2:** 90% of all Springlake-Earth ISD students, including target populations, will reach or exceed the “Meets Level” on STAAR/EOC all areas.

**Performance Objective 3:** 95% of Springlake-Earth ISD students will meet College and Career Readiness Standards by graduation.

**Goal 2: Springlake Earth ISD will provide a curriculum and culture of success for all students.**

**Performance Objective 1:** Special Programs will be implemented for eligible students and these students will meet or exceed standards as indicated by the TAPR report.

**Performance Objective 2:** 100% of high school students will graduate within 4 years from entering 9<sup>th</sup> grade and the dropout rate will be 0%.

**Performance Objective 3:** The number of students taking dual credit classes and students graduating with college hours will increase.

**Performance Objective 4:** The number of students taking the ACT, SAT, and/or TSI will increase.

**Goal 3: Springlake-Earth ISD will encourage positive student behaviors and create a safe and drug free environment for increased student achievement.**

**Performance Objective 1:** Student attendance will be 96% or higher.

**Performance Objective 2:** Student disciplinary referrals will decrease from the previous year.

**Performance Objective 3:** School Resource Officer and DARE Officer will teach safe and drug free strategies to all students.

**Goal 4: Springlake-Earth ISD will promote parent and community involvement in order to provide the best possible education for all students.**

**Performance Objective 1:** Parent involvement will increase from the previous year as documented with parent contacts

**Goal 1: All students, including target populations, will reach or exceed state academic performance standards for a “C” rating or higher rating on State Accountability.**

**Performance Objective 1:** All Springlake-Earth ISD students, including target populations, will demonstrate growth in student performance on STAAR/EOC Reading/ELA, Writing, Math, Science, Social Studies

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide teacher training in data disaggregation and data driven instruction in reading and other core subjects	Supt.; principals	August – STAAR Testing	Title I and SIP	Benchmarks	STAAR
Provide Professional development as identified by the administration, faculty, and staff in accordance with TTESS and Federal, state, and local rules, and regulations.	Supt.; Principals	During school year and summer	Local; Title I; Title II A	Calendar of Training	Training certificates
Enhance professional collaborative efforts among faculty and staff to integrate multiple disciplines into every class and subject.	Principals	Monthly	Local	Staff Meetings	Staff meeting minutes/survey

**Performance Objective 2:** 90% of all Springlake-Earth ISD students, including target populations, will reach or exceed the “Meets Level” on STAAR/EOC all areas.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Maximize instructional time by keeping all students actively engaged in learning during the entire amount of time allotted to each instruction period.	Teachers	Daily	Local	Lesson plans	Discipline records/end of year grades
Use Accelerated Reader program	Reading teachers	Daily	Local	AR reports	TPRI; STAAR

Utilize Multiple instructional delivery models that are compatible with brain research finding to enhance the retention of information and improve problem-solving and higher -order thinking skills	Teachers	Daily	Local	6 weeks grades; benchmarks	End of year grades/STAAR
--	----------	-------	-------	----------------------------	--------------------------

**Performance Objective 3:** 95% of Springlake-Earth ISD students will meet College and Career Readiness Standards by graduation.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Writing instruction across discipline instruction and assignments at all levels	Teachers	Daily	Local	Lesson plans	STAAR; TSI; ACT; SAT
Integrate Math and Problem-Solving Skills into all content areas	Teachers	Daily	Local	Lesson plans	STAAR; TSI; ACT; SAT
Track student progress toward CCMR readiness and put strategies in place to meet student needs	Principals	Each 6 weeks	Local	Tracking data	Number of students meeting CCMR requirements

**Goal 2: Springlake Earth ISD will provide a curriculum and culture of success for all students.**

**Performance Objective 1:** Special Programs will be implemented for eligible students and these students will meet or exceed standards as indicated by the TAPR report.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
----------	--------------------	----------	-----------	----------------------	----------------------



Provide a district-wide research-based and data driven curriculum that: contains the TEKS, identifies concepts and content skills; aligns with STAAR, SAT, PSAT, ACT, TSI; demonstrates vertical and horizontal alignment; specifies appropriate level of rigor; specifies vocabulary	Supt.	Daily	Local	Curriculum meetings and notes	Lesson plans; STAAR
Provide extended day program for students at-risk of failing	Administrator	After School	SCE	Students served	Student Promoted
Provide PK Program with availability to all students in district	Administrator	Daily	PK Grant; Local	Students served	Students promoted
Provide credit recovery, test tutorials for SAT, ACT, TSI, STAAR, EOC, and decrease academic gaps through the use of computer programs such as Edgenuity, Moby Max, IReady, Mindplay, A+ Program	Principal	School year, summer	Federal, state, Local	Students Served	Student data
Identify LEP students and provide program to develop proficiency in comprehension, speaking, reading, and composition	ESL Coordinator	Upon enrollment	ELL	Home language Survey; ELL List	TELPAS; STAAR
Incorporate the ten school wide components at both campuses	Principal	Aug-May	TIA	CIP	CIP
Conduct Comprehensive Needs Assessment to determine needs and plan instruction on a continual basis	Principal	During school year; summer	TIA	Data Disaggregation	CNA
Plan reform strategies to address needs	Site Base team	Quarterly	TIA, TIIA, Migrant, ELL, SCE, Local	Benchmark	STAAR
Determine needs for migrant STAAR, dropout, graduation plans	Administrator	TAPR and local data	Local	STAAR Release tests; transcripts	STAAR; student data
Identify and recruit eligible students age 3-21 through	MEP staff	Year round	Migrant, Local, TIA	Logs	COEs

home visits, visibility in community; churches, stores, working with agencies such as TMC					
Attend training on NGS, MSIX, IDR	MEP Staff	As scheduled	Migrant, TIA	Training schedule	Certificates of training
Provide MSC, 3-21, to coordinate programs/services for families	MSC	Daily	Migrant	Schedules	Record of services provided
Provide home-based or school based early childhood program	Administrator	Weekly	Migrant	Checklists	Annual evaluation
Enhance and track graduation by compiling data, monitoring progress, and providing hep for student needs	MEP Staff; counselor	Year round	Migrant, TIA, local	NGS Records	Graduation rates
Provide secondary credit exchange and accrual grades 9-12 and cross reference NGS with transcripts	MEP Staff	Semester	Migrant	NGS Records	Credits
Provide parent involvement/family community engagement through PAC and regular meetings, establishing communications, forming partnerships, and providing parent opportunities for learning to help their children	Administrator; MEP staff	During school year	Migrant, TIA, Local	Calendar	Sign in Sheets; logs
Conduct Comprehensive Needs assessment and include pre-school	Administrator; MEP Staff	May to Aug	Migrant Local	Meeting agenda	Needs Identified
Provide services for students with a list of PFS students and needs; tutorials, acceleration, computer assisted instruction, and support services	Administrator	Weekly	Migrant	Services offered	Log, STAAR, TAPR
Provide PD for teacher and Paras with input from MEP and research based	Administrator	As scheduled	Migrant, TIA, Local	Training calendar	Certificates

Focus on strategies to have SPED referrals in-line with state and federal standards by providing staff development, utilizing student assistance intervention teams and content mastery	Supt, SSA director, principals, ELL Coordinator	6 weeks	Local, SPED, TIA	ID	Reports
Utilize 504 and RTI as needed to gather data, input from parents, support student needs, and coordinate with SPED department	Supt, SSA, principals, 504 coordinator, RTI coordinator	6 weeks	Local SPED	ID	Reports
Implement specialized STAAR classes and tutorials focusing on individual needs to allow acceleration	Principals	Daily	SPED, Local	Schedule of classes, list of classes, AIP plans	STAAR
Implement Lead4ward district wide and provide ongoing staff development	Principals; sped staff	Regular year	Sped local	Lead4ward monitoring	Staar; completion rates

**Performance Objective 2:** 100% of high school students will graduate within 4 years from entering 9<sup>th</sup> grade and the dropout rate will be 0%.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide RTI at all levels	Teachers	During school year; summer	Federal, State, Local	6 weeks grades	End of year grades/STAAR
Offer and extend the number of CTE Courses offered	Administrator	Semester	CTE; Local	Courses Scheduled	Courses completed
Improve at-risk student performance to accelerate progress and to reduce drop out rate	Administrator	During school year; summer	Federal, State, Local	Progress reports	STAAR; Course completions
Identify students who may not graduate in 4 years and plan strategies to meet student needs	Counselor; administrator	Fall	Local	Student list	Completion rate

**Performance Objective 3:** The number of students taking dual credit classes and students graduating with college hours will increase.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Complete MOU with area colleges	Administrator; counselor	During the year; summer	Local	Courses scheduled	Course completions
Provide transition for work/post-secondary education	CTE Staff; counselor	During school year	CTE; Local	Lesson plans	Participating students
Provide career awareness programs	Administrator	Semester	Local	Courses scheduled	Course completions
Inform parents of curriculum choices	Counselor	Spring	Local	Courses	PGP

**Performance Objective 4:** The number of students taking the ACT, SAT, and/or TSI will increase.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide on campus opportunity for students to take ACT, SAT, ASVAB, PSAT	Principals; counselor	During school year	Local	Students signed up to take tests	Student records of test taken
Provide free on campus opportunity for students to take TSI	Principals; counselor	Twice yearly	Local	Student signed up to take test	Student scores
Inform parents of importance of tests beginning in 8 <sup>th</sup> grade	Principals, counselors	Fall and Spring	Local	Activity Planned	PGP signatures; sign in sheets

**Goal 3: Springlake-Earth ISD will encourage positive student behaviors and create a safe and drug free environment for increased student achievement.**

**Performance Objective 1:** Student attendance will be 96% or higher.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide quality instruction by appropriately certified and highly qualified faculty and staff	Supt.; Principals; Site Base Team	When hiring	Local; Title II A	Personnel Records	Highly qualified report
Support HQ instruction by paying for exam fees if needed and provide high quality PD	Supt.; Site Base Team	Quarterly	TIA, TIIA, ELL, SCE, Local	Progress reports Staff Development Calendar	Personnel Files, STAAR, Campus reports

Provide campus specific attendance incentives	Administrators	6 weeks	Local	Attendance	ADA
---	----------------	---------	-------	------------	-----

**Performance Objective 2:** Student disciplinary referrals will decrease from the previous year.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide PD on student code of conduct, conflict resolution, classroom management, crisis management	Administrator	Fall	Local	Training calendar	Sign-in sheets
Review areas of referrals and put strategies in place to decrease referrals	Administrator	Summer	Local	Disaggregated Data	Number of referrals

**Performance Objective 3:** Safe and drug free strategies will be presented to all students, parents, and teachers.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide prevention and education awareness for parent, students, and teacher in the areas of child abuse (including staff member child abuse plan, recognizing signs, prevention strategies, resources, counseling), dating violence sexual harassment including sexting, forms of bullying	Administrators, counselors, SRO officer, DARE officer	During school year	Local	Incidents reported each 6 weeks, information training handouts Sign-ins	PEIMS incidents; Reported incidents; activities initiated, counseling log, training certificates
Review policy and procedures for 5 areas	Supt, SRO	Yearly	Local	Policy and procedures	incidents
Form partnerships with local and county law enforcement through site base meeting and assistance in training/prevention techniques	Principals, SRO	Yearly	Local	Sign in	Meeting with local law enforcement
Utilize drug council to plan an promote safe and drug	Drug Council, SRO	Spring	Local	Activities planned	Sign in sheets

free district with DARE program					
Discuss code of conduct, discipline policy, sexual harassment, violence prevention, active shooter, with SBDM committee and distribute information to students and stakeholder including local law enforcement	Supt, SRO, SBDM team	August – May	Local	Activity planned Agenda SBDM	Referrals handbook website
Utilize AEP/DAEP when needed	Administrators	As needed	SCE, Local	Referrals	Student placements

**Goal 4: Springlake-Earth ISD will promote parent and community involvement in order to provide the best possible education for all students.**

Performance Objective 1: Parent involvement will increase from the previous year as documented with parent contacts

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Increase Parental Involvement to improve academic success and provide parents opportunities to participate in educational decisions	Principals	Monthly	TIA, Local	Event planned	Sign In Sheet
Coordinate and integrate federal/state/local programs by holding planning meetings and discussing coordination ideas	Principal, site base team	During school year	TIA, Migrant, TIIA, ELL, CTE, GT, SCE, SPED, Local	Meeting agendas	Grades, STAAR, Sign in sheets
Hold regular meetings of the SBDM team	SBDM	Quarterly	Local	Meetings scheduled	Sign in sheets agendas
Provide parents with information on state assessments, proficiency levels required general curriculum, special programs, higher education admissions, financial aid, curriculum choices,	Counselor	Fall/spring	Local	Meetings scheduled	Meetings held

Survey parents to evaluate school climate; special programs, parent involvement	Administrator	Surveys	Local	Principals	Survey results
---	---------------	---------	-------	------------	----------------