

## Azle Independent School District Improvement Plan 2020-2021

<b>Strategic Objective/Goal 1:</b>	Ensure student achievement at the highest levels by promoting effective learning through data-driven instructional decisions. In 2020-2021 all student groups will improve to 90% in all tested areas.						
<b>Performance Objective 1:</b>	State Goals 1) Performance-English 2) Performance-Mathematics 3) Performance-Science 4) Performance-Social Studies State Objectives 2) Student Potential 3) Dropout Prevention 4) Curriculum 7) Student Performance 9) Instructional Techniques ESEA Goals and Indicators 1) Students will Reach High Standards 5) All students will Graduate from High School Effective School Correlates 2) Climate of High Expectations for Success 3) Instructional Leadership 4) Clear and focused Mission 5) Opportunity to Learn and Student Time on Task Title I - Schoolwide Programs 1) Needs Assessment 2) Student Opportunities 3) Instructional 5) Professional Staff 6) Parental Involvement 7) Student Transition to Elementary Programs 8) Include Teachers in Decisions 9) Identify and Assist with Student Difficulties						
<b>Needs Assessment:</b>	<b>Action Step(s)</b>						
	<b>Timeline Start</b>	<b>Person(s) Responsible</b>	<b>Sp.Pop</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
<b>TEKS Resource System</b>	Students will present work at the annual district-wide showcase to be held in Spring 2019. Parents and the community will be invited to learn about all the instructional programs at Azle ISD.						
	8/1/2020	Amanda Wimpee, Jordan Thiem, Sheri Welch	All Student Groups	6/1/2021	Teachers, Staff, District Admin., Campus Admin., Source of Funds: Local \$41,890.00	CBA Intermin Assessments STAAR/EOC Grades	June 2021
<b>Monitor Student Progress</b>	Curriculum based assessments (CBAs) and Interim Assessments will be administered and analyzed. Data will be evaluated and used to adjust instruction. CBAs will be administered regularly throughout the year. Instructional Specialists will facilitate.						
	8/13/2020	Amanda Wimpee, Sheri Welch, Jordan Thiem, Lori Eagleton	All Student Groups	6/1/2021	Instructional Specialist, District Admin. Staff, Campus Admin. Staff. Source of Funds: Title II, Part A \$19,900.	STAAR/EOC and Grades	October 2020, November 2020, January 2021, February 2021, March 2021, April 2021, June 2021
<b>Professional Development</b>	Teachers, specialists and administrators will receive professional development modeled to target areas as a result of CBA and STAAR/EOC scores. Professional learning will also focus on asynchronous learning environments and tools. Targeted acceleration activities will be used to form the foundation of improving achievement and student progress of all students including Gifted and Talented, Bilingual/ESL, LEP, At-Risk, Economically Disadvantaged and Special Education.						
	8/13/2020	Randy Cobb, William Manley, Brian Roberts, Gina Lee, Joni Bettis, Amy Rollmann, Heidi Nelson, Lisa Kholer, Shelly Wynns, Jessica Hanson, Dianne Boone, Jordan Thiem, Sheri Welch, Lori Eagleton, Amanda Wimpee, Gwen Shelton	All Student Groups	6/1/2021	Sources of Funds: Local \$5,600	STAAR scores; grades	May 2021

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<b>Full Day Pre-K @ Pre-K Center</b>	Azle ISD will budget funds to offer full day pre-k to all eligible students and transition all pre-k classrooms to a centralized pre-k center.						
	6/2/2019	Todd Smith, Amanda Wimpee, Mark Kehoe, Matt Adams, Sheri Welch, Dianne Boone	All Student Groups	6/1/2021	Sources of Funds:\$1,207,000	Kindergarten Readiness	May 2021
<b>Multi Tiered Support Systems Team</b>	Three tiered model designed to provide early interventions to struggling students. MTSS is designed to address the needs of struggling learners and make them successful while reducing referrals to special education. The Model will be implemented in grades K-8.						
	8/13/2020	Gwen Shelton, Amanda Wimpee, Amy Rollmann, Shelly Wynns, Heidi Nelson, Lisa Kohler, Joni Bettis, Gina Lee, Brian Roberts, William Manley, Jessica Hanson	All Student Groups	6/1/2021	Teachers, District Administration, Campus Administration	STAAR Scores; grades; Education Galaxy; DRA; MTSS Model; Math Inventory	May 2021
<b>Continue Alternative High School</b>	To reduce the number of dropouts from the high school and to increase the graduation rate. Azle ISD will continue to implement the Azle Hornet Academy. This alternative high school allows former students to quickly accrue credits and complete the requirements for a high school diploma. Students ages 20-25 can access from a remote location.						
	8/13/2020	Amanda Wimpee, Todd Smith, Dianne Boone	All Student Groups	6/1/2021	Teachers, computers, APEX, E Dynamics	Number of students who successfully complete the program	September 2020, November 2020, January 2021, March 2021, May 2021
<b>SAT, ACT, AP and Dual Credit/Enrollment Preparation. Administer PSAT test to 10th and 11th grade through College Board</b>	Continue implementing a preparation program to increase SAT and ACT test scores. Continue offering dual credit/enrollment courses and Advanced Placement courses.						
	8/13/2020	Randy Cobb, Heather Huffaker, Erica Fox, Melissa McPerson, Amanda Terrell, Nicole Murray	All Student Groups	6/1/2021	Teachers, Campus Administration Cost: none	SAT scores; ACT scores; number of students receiving college credit, AP scores	January 2021, May 2021, July 2021
<b>Technology Integration in the Face to Face Classroom &amp; Virtual Classroom</b>	Azle ISD will budget funds to improve interactive technology for all classrooms (face to face & virtual). Technology integration training will continue to be provided to all teachers and administrators. Hotspots will be provided to families without access to internet at home.						
	8/13/2020	Todd Smith, Eddie Alford, Amanda Wimpee, Amy Tong, Brian Conner, Diedra Schmalz	All Student Groups	6/1/2021	Resources Required: Source of Funds: tile II, \$10,000; Local Funds \$143,000	STAAR Results, grades, state and federal accountability	October 2020, January 2021, May 2021
<b>Strategic Objective/Goal 2:</b>	Provide timely, open communication to encourage parental and community partnership opportunities in our schools.						
<b>Performance Objective 1:</b>	State Objectives 1) Partnering Parents with Educators 3) Dropout Prevention 5) Prepare Students 8) School Environment. Effective School Correlates 7) Home-School Relations. Title 1 - Schoolwide Programs 6) Parental involvement						
<b>Needs Assessment:</b>	<b>Action Step(s)</b>						

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	Timeline Start	Person(s) Responsible	Sp.Pop	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented
<b>Communication</b>	Azle ISD provides effective communication to encourage parental and community partnership opportunities. Azle ISD is committed to forming a partnership between the schools, parents, and the community. Azle ISD is partnering with City of Azle, Azle Chamber of Commerce, and Texas Health Resources-Azle to improve customer service throughout our town. The district Webmaster will continually monitor and maintain the district website. Weekly e-mail is sent to parents who subscribe. District newsletter, relevant announcements and district events are highlighted. Updates and information will be communicated via the Azle ISD App.						
	8/13/2020	Todd Smith, Amanda Moore	All Student Groups	6/1/2021	View Student Information, Twitter, School Marquees, Parent Link, Open House, Family Nights, Facebook, District Webpage, District Newsletter, Career Day, Campus Newsletters, Azle News Source of Funds: Local \$37,145	Teacher/parent survey	Monthly
<b>Continue Partnership with Azle Education Foundation</b>	Continue to partner with the AEF that will provide scholarships to students and mini-grants to teachers. The foundation will help foster a partnership between Azle ISD and the community. The foundation will also award \$250.00 gift cards to new teachers and \$1,000 professional development scholarships to elementary and secondary teachers of the year.						
	8/13/2020	Matt Adams, Todd Smith, Amanda Wimpee	All Student Groups	6/1/2021	Cost: none	Monies/grants awarded to students and teachers	September 2020, December 2020, April 2021
<b>Community in Schools and Social Workers</b>	Provide social workers in Grades 5-12 that offer counseling and social services to students. This support system will help students become successful academically. The Community in Schools Social Workers program is regulated by the Texas Education Agency (TEA).						
	8/13/2020	Amanda Wimpee, Todd Smith, Randy Cobb, William Manley, Joni Bettis, Gina Lee, Brian Roberts	All Student Groups	6/1/2021	CIS Social Workers Source of Funds: Local Funds \$135,000	STAAR, grades, released STAAR benchmarks, TEA measurement, completion rate, graduation rate, attendance rate, Principal survey	January 2021, May 2021
<b>Strategic Objective/Goal 3:</b>	Recruit, develop, retain and recognize an exceptional motivated staff to optimize student engagement and learning.						
<b>Performance Objective 1:</b>	State Objective 5) Prepare Students 6) School Personnel 7) Student Performance 9) Instructional Techniques ESEA Goals and Indicators 3) Title I - Schoolwide Programs 3) Instructional 4) Professional Development 5) Professional Staff						
<b>Needs Assessment:</b>	<b>Action Step(s)</b>						
	Timeline Start	Person(s) Responsible	Sp.Pop	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Documented

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<b>Retention and Recognition</b>	Azle ISD will provide incentives to retain and recognize staff by providing day care, longevity pay, sick leave bank, Employee Appreciation Breakfast, and Teacher of the Year.						
	8/13/2020	Amanda Wimpee, Mark Kehoe, Jordan Thiem, Sheri Welch, Randy Cobb, Dianne Boone, Joni Bettis, Gina Lee, Amy Rollmann, Heidi Nelson, Jessica Hanson, Shelly Wynns, Lisa Kohler, Brian Roberts, William Manley	All Student Groups	6/1/2021	Central Office, Campus Administration Source of Funds: Local Funds for Longevity Pay \$255,210.91	100% of teachers and para professional will be certified	October 2020
<b>Strategic Objective/Goal 4:</b>	All classrooms and schools will be safe, secure, and nurturing for students, staff and parents.						
<b>Performance Objective 1:</b>	State Goals 1) Performance-English 2) Performance-Mathematics 3) Performance-Science 4) Performance-Social Studies State Objectives 2) Student Potential 3) Dropout Prevention 5) Prepare Students 7) Student Performance 8) School Environment ESEA Goals and Indicators 1) Students will Reach High Standards 4) Safe, Drug Free Learning Environments Effective School Correlates 1) Safe and Orderly Environment 2) Climate of High Expectations for Success Title 1 - Schoolwide Programs 3) Instructional						
<b>Needs Assessment:</b>	<b>Action Step(s)</b>						
	<b>Timeline Start</b>	<b>Person(s) Responsible</b>	<b>Sp.Pop</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
<b>Safe, Secure Learning Environment</b>	Azle ISD ensures that students, staff, and parents are provided a safe and secure educational environment while at school.						
	8/13/2020	Todd Smith, Matt Adams, Darren Brockway, Heather Chandler	All Student Groups	6/1/2021	Parent Support, Community, Central Office, Campus Administration, Businesses	Establish prevention measures to provide increased overall campus security. 100% of all emergency and security situations are resolved quickly and efficiently.	September 2020, Noevmber 2020, January 2021
<b>Performance Objective 2:</b>	Azle ISD will require all staff to recieve sexual harassment, dating violence, internet safety and child abuse reporting training. Please see FFH Legal/Local for adopted policy.						
<b>Performance Objective 3:</b>	Dating violence prevention and awareness activities will be covered through the Teen Leadership and English classess at Azle High School. Please see FFI Local and FFH Legal/Local for the adopted policy.						
<b>Performance Objective 4:</b>	Access controls and secured vestibules at all campuses.						
<b>Performance Objective 5:</b>	Azle ISD will adopt and implement a policy on the implementation of trauma-informed care practices in each school environment. Please see FFBA LEGAL for the adopted policy.						
<b>Performance Objective 6:</b>	Azle ISD will adopt and implement protocols for safety practices related to COVID-19.						

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<b>Strategic Objective/Goal 5:</b>	Identify migratory students and provide supplemental information to families.						
<b>Performance Objective 1:</b>	State Objectives 1) Partnering Parents with Educators 3) Dropout Prevention 5) Prepare Students 8) School Environment. Effective School Correlates 6) Parental involvement						
<b>Needs Assessment:</b>	<b>Action Step(s)</b>						
	<b>Timeline Start</b>	<b>Person(s) Responsible</b>	<b>Sp.Pop</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documented</b>
<b>Migrant Education Program (MEP)</b>	Azle ISD will secure a shared service agreement with ESC Region 11. The 2020-2021 ESC Region 11 Identification and Recruitment Plan and Priority for Service Action Plan for Migrant Students are on file with Azle ISD.						
	8/13/2020	Sheri Welch	Migrant	6/1/2021	Central Office, Campus Administration Source of Funds: Local Funds	Enrollment, CBA, STAAR	October 2020, January 2021, May 2021