

# McLeod ISD

## District/Campus Improvement Plan

### 2024-2025



## DISTRICT/CAMPUS SITE-BASED COMMITTEE MEMBERS

|                                             |                     |
|---------------------------------------------|---------------------|
| BUSINESS MEMBER                             | FELICIA JOHNSON     |
| BUSINESS MEMBER                             | DENISE CHILES       |
| COMMUNITY MEMBER                            | LORETTA MILAM       |
| COMMUNITY MEMBER                            | MALANA JESTER       |
| PARENT                                      | MEGAN JOHNSON       |
| PARENT                                      | JOSEPH DOUGHERTY    |
| PARENT                                      | JESSICA DOUGHERTY   |
| SECONDARY STUDENT                           | MOLLY TERRY         |
| SECONDARY STUDENT                           | ANNA DEBEAUX        |
| PARAPROFESSIONAL                            | SUSAN COLLINS       |
| PARAPROFESSIONAL                            | BECKY WILDER        |
| ELEMENTARY TEACHER                          | GRETCHEN HEDGEPEETH |
| ELEMENTARY TEACHER                          | DARLA COURTNEY      |
| SPECIAL ED TEACHER                          | KIM MARING          |
| MIDDLE SCHOOL TEACHER                       | KIM WILDER          |
| MIDDLE SCHOOL TEACHER                       | JESSICA DEEL        |
| HIGH SCHOOL TEACHER                         | SANDRA MASON        |
| HIGH SCHOOL TEACHER                         | SCOTT VENABLE       |
| HIGH SCHOOL TEACHER                         | DANIELLE HOLT       |
| ELEMENTARY PRINCIPAL                        | ERIN LAMBETH        |
| MIDDLE & HIGH SCHOOL PRINCIPAL              | AUTUMN VENABLE      |
| DISTRICT ADMINISTRATOR - SUPERINTENDENT     | JENNIFER LANCE      |
| STUDENT ADVISOR                             | JANA TERRY          |
| LOCAL GOVERNMENT REPRESENTATIVE             | KIRBY JARRELL       |
| COMMUNITY-BASED ORGANIZATION REPRESENTATIVE | JAMEE PARKER        |

## Description of the 24-25 CNA Process

The above committee met on July 17, 2024. At the meeting, the committee first evaluated the previous year's DIP/CIP and state and federal programs. Then it began its comprehensive needs assessment process for 24-25 as reflected on the agenda for the meeting. The committee reviewed all data available including discipline reports, demographic reports, and attendance reports. The committee, using the data presented, analyzed the following areas using questions from TEA publications:

Demographics  
Student Achievement  
School Culture and Climate  
Staff Quality, Recruitment and Retention  
Curriculum, Instruction and Assessment  
Family and Community Involvement  
School Context and Organization  
Technology.

Afterwards, the committee determined that the top campus priorities are student achievement in reading, student achievement in math, and safety.

The committee, after completion of the comprehensive needs assessment, used its findings to develop the 24-25 campus improvement plan.

A second site-based committee meeting will be scheduled in the **fall of 2024** wherein the committee will update the 24-25 DIP/CIP and CNA with the latest information and determine progress on meeting the 24-25 DIP/CIP strategies.

A third site-based committee meeting will be scheduled for **winter of 2025** wherein the committee will update the 24-25 DIP/CIP and CNA with the latest information from TAPR and other reports and determine progress on meeting the 24-25 DIP/CIP strategies.

| <b><u>2024-2025 FEDERAL BUDGET SUMMARY</u></b> |           |
|------------------------------------------------|-----------|
| 211 Title I                                    | \$139,887 |
| 255 Title II                                   | \$13,140  |
| 288 Small Rural School Achievement             | \$41,636  |
| 289 Title IV                                   | \$10,543  |

| <b><u>2024-2025 STATE BUDGET SUMMARY</u></b>   |           |
|------------------------------------------------|-----------|
| PIC 21 Gifted and Talented                     | \$8322    |
| PIC 22 Career and Technical                    | \$225,855 |
| PIC 23 Special Education                       | \$321,138 |
| PIC 25 English as a Second Language            | \$0       |
| PIC 30 State Compensatory Education            | \$200,230 |
| PIC 36 Early Education                         | \$43,736  |
| PIC 38 College, Career, and Military Readiness | \$0       |
| PIC 43 Dyslexia                                | \$36,344  |
| Fund 429 SAFE, Cycle 2 Grant                   | \$35,157  |
| Fund 429 School Safety Standards Grant         | \$131,785 |

# **2024-2025 COMPREHENSIVE NEEDS ASSESSMENT NARRATIVE**

## ***DEMOGRAPHICS***

McLeod ISD is in the Piney Woods of East Texas and is a PK-12 district. Enrollments have been 2021-2022 = 399, 2022-2023 = 414, 2023-2024 = 431, and 2023-2024 = 428. Demographics percentages for 2023-2024 were:

American Indian/Alaskan - .23%  
Asian - 0%  
Black/African Amer. – .47%  
Hispanic/Latino – 2.34%  
White – 92.99%  
Hawaiian/Pacific Island - 0%  
Two or more races – 3.97%.

We have 5.6% more females than males.

According to the most recent Texas Academic Performance Report (TAPR), 12.1% of our students are considered mobile, meaning that they are not continuously enrolled in our district throughout the year.

Special education students represent 15.89% of our population. The economically disadvantaged percentage is 54.44%, and 49.07% of our students are identified as at-risk. We do not have any migrant students. We also do not have any Emergent Bilingual students.

Our gifted and talented percentage is 10.28%. These students are identified and served through a pullout program at the elementary and middle school level. High school students receive differentiated instruction in all core content classes with support from a GT teacher that also offers enrichment activities.

Three-fourths of our high school students were enrolled in CTE programs during the 2023-2024 school year. At the middle school level, all 8th grade students were also enrolled in a CTE program.

Also, according to the most recent TAPR, our instructional staff consists of mainly white females with bachelor's degrees and 11 to 20 years of experience.

Our average number of students per teacher is 11.3.

**STRENGTHS:** Experienced teachers are in place. Smaller class sizes have allowed for more frequent monitoring of student progress. Enrollment is increasing.

**NEEDS:** The Special Education percentage is higher than the state average.

**CONCLUSIONS/PRIORITIES:** We will continue to evaluate, identify, and serve our special education population. Much of these needs are met early, and students are dismissed from special education services such as speech only students.

**STUDENT ACHIEVEMENT**

Student achievement data is derived from the Texas Academic Performance Report (TAPR), PEIMS, RDA and State Accountability. We utilize DMAC and grade level/subject level meetings to disaggregate our student achievement data by passing rates in subject and grade, by ethnicity, by economically disadvantaged, by at-risk and not at-risk, by special education, and by mastery levels. All possible contributing factors (scope and sequence, effectiveness of tutoring, strategy classes, interventions, primary instruction, learning loss due to Covid-19 Pandemic, and rates of achievement across areas in the district) have been analyzed in conjunction with isolating instructionally weak areas. The gaps between Economically Disadvantaged and Non-Economically Disadvantaged students in all subjects are closing indicating the interventions currently in place are working and need to be continued. We need to continue to systematically utilize students’ diagnostic and benchmark data to drive targeted instructional strategies, resulting in continued growth for all students.

Our district State Accountability Rating for 2024 has not been released. Our preliminary scores for the Spring 2024 assessments are as follows:

|                | APPROACHES | MEETS | MASTERS |
|----------------|------------|-------|---------|
| READING/ELA    | 87         | 60    | 17      |
| MATH           | 80         | 52    | 17      |
| SOCIAL STUDIES | 67         | 33    | 8       |
| SCIENCE        | 73         | 36    | 7       |

| 2023-2024 | EOY Reading Proficiency | EOY Math Proficiency |
|-----------|-------------------------|----------------------|
| PK        | 75%                     | 67%                  |
| K         | 75%                     | 79%                  |
| 1st       | 81.5%                   | 75%                  |
| 2nd       | 83%                     | 54%                  |

**STRENGTHS:** Reading/ELA preliminary results are strong both in Approaches and Meets. The lower grades reading proficiency levels are high.

**NEEDS:** Closing the gaps between at-risk and non-at-risk students needs to continue to be a priority. We need to continue our supports currently in place including: interventionists, tutoring, accelerated instruction, paraprofessional support, summer school, and credit recovery.

**CONCLUSION:** While all students receive enrichment/intervention daily, the above students should be identified by the teachers and tracked throughout the year to ensure progress. This data-based approach should help to narrow these gaps as much as possible.

## ***DISTRICT CULTURE AND CLIMATE***

The vision, mission, goals, and belief statements of the district are focused on high expectations for everyone, and our students and staff are aligned to this concept. From surveys conducted by the district, parents and staff described our district as a welcoming place where students are treated with respect and feel safe.

Staff indicated that overall, they were very satisfied with their school leadership and overall climate, as well as with the district level leadership. We have been gun-free for the last several years. However, despite our best efforts, continued school shootings have left our students and staff feeling vulnerable. We do have security in place, including our police chief, as a deterrent for “would be offenders” as well as our Guardian Program where certain staff members are armed. We have a district school counselor available for students with any mental health challenges. As of the 2023 Summer PEIMS submission, attendance for the district was at 95.83%. Our staff works closely with children in need and provides counseling, supplies, and donations of food and clothing when needed. Most of our students are involved in extracurricular activities, a reflection of their satisfaction with the school culture and climate. Overall, the community, students, and staff are proud stakeholders in our district where Longhorn Pride runs deep.

**STRENGTHS:** Surveys indicate that our students, staff and parents feel well-protected and safe on our campuses. Attendance is good.

**NEEDS:** Updates to security are always needed.

**CONCLUSIONS:** The district needs to continue to strive to meet the social emotional needs as well as the academic needs of our students. Maintaining the police department and increasing training and security measures should help maintain and improve the safe environment in our district.

## ***STAFF QUALITY, RECRUITMENT AND RETENTION***

During recent years, we have had a high staff retention rate. We believe wholeheartedly that our staff is one of the best in Texas. All K-12 teachers are certified under state requirements or District of Innovation requirements. Overall, teachers score in the proficient range or above on their appraisals and are provided assistance with any areas needing improvement. This assistance comes in the form of feedback and coaching from the campus principals. In order to build their skill set and increase knowledge and capacity for responding to the needs of our stakeholders, the staff attends high quality professional development at Region 8, online, and via conferences. New teachers are required to attend the New Teacher Institute at Region 8 for training and support.

**STRENGTHS:** The average years of experience for our teachers is 13.9 years. This is almost three years higher than the state average. We do have a pathway for our paraprofessionals to become certified teachers. Within the last few years, we have increased teacher and paraprofessional pay in order to be more competitive with surrounding districts.

**NEEDS:** There is a nationwide teacher shortage. We felt the impact of this shortage in hiring for the 22-23 school year. There was a definite lack of applicants with state certification applying for positions. We had to rely on our District of Innovation plan to certify and appropriately place candidates in positions.

**CONCLUSION:** We need to keep recruitment and retention of effective teachers at the top of our priority list.

## ***CURRICULUM, INSTRUCTION, AND ASSESSMENT***

Staff and administrators were surveyed on professional development needs. This survey and our student achievement scores drive our professional development. Curriculum, special programs, subject area vertical alignment, discipline, safety, technology, and best practices are all part of our annual staff development training. This year, we have ensured that all our K - 3rd grade teachers have been able to attend the required Reading Academies at Region 8. Our PK teacher attends 30 hours of professional development including Circle training annually at Region 8. We utilize EduHero as an online professional development platform for all staff.

In recent years, the district has made great strides in improving our instruction, thus improving our assessment results. In some areas we have seen an increase in rigor and the quality of instruction on all campuses. The district uses DMAC to disaggregate and analyze benchmark and local assessments to form data-driven instruction. This information allows us to form intervention groups and meet student needs. We have two reading interventionists, one of which is in training to be a Certified Academic Language Therapist.

Throughout the year, benchmarks inform instruction and differentiation strategies. The monitoring process for the curriculum includes vertical and grade level meetings by campus. Benchmark results have aligned well with state testing performance.

**STRENGTHS:** Classes and tutorials are designed around data-driven identified student needs.

**NEEDS:** Barriers to effective before and after school tutorial programs remain a concern. Resources that are supplemental to basic curriculum are under-utilized.

**CONCLUSION:** Our at-risk students which comprise half of our student population are the highest need group for intervention.

## ***PARENT AND COMMUNITY ENGAGEMENT***

McLeod Elementary is putting measures in place to improve parent and community engagement post COVID-19 era while also exercising caution for school safety in our very remote location. Our district recognizes the link between campus and district success and a strong partnership with stakeholders.

Parents take advantage of many opportunities for involvement in our district, and we are working to more effectively document and compile data to measure parental involvement.

Teachers are asked to document parent conferences.

Parents and community members serve on our decision-making committee that drive change at the campus and district level.

Most of our parents attend Meet the Teacher Night in the fall. Veterans Day programs are well-attended by local veterans and family members of performing students.

We ask parents and community members to serve on our School Health Advisory Committee (SHAC), as Booster Organization of McLeod (BOOM) volunteers, and our campus and district site-based committees.

The online gradebook keeps parents informed of their child's grades and attendance.

The parent notification system, school website, REMIND app (elementary), and the school district Facebook page are also avenues for parents to receive needed information about school events.

All campuses host an awards ceremony at the end of the year for parents to attend and recognize student achievement.

Our surveys from parents indicate that they feel a connection to the school and appreciate its work. As McLeod ISD continues to grow and flourish, we will continue to make efforts to ensure that every parent and community member feels welcome and connected to our school.

**STRENGTHS:** Parental engagement is high throughout the district.

**NEEDS:** Continued efforts to maintain and improve attendance by parents and community members at committee meetings will remain a priority.

**CONCLUSION:** New and greater efforts need to be made to get business/community members involved as educational stakeholders for our district.

## ***DISTRICT CONTEXT AND ORGANIZATION***

Central office staff members accommodate the overall staffing and financial needs of the district as funds are available. Instructional supports, classroom facilities, materials, and technologies are in place. Schedules are designed around student need and include small class sizes. Additional instructional time is offered for low-performing students. Several of our campus teachers serve on the district decision-making committee, and the district central office has an open-door policy concerning ideas and opinions. Teachers provide input on types of assessments to be used and the calendar for benchmarking. The high volume of transfer students from surrounding districts speaks highly of the good reputation and culture of our district.

**STRENGTHS:** The central office supports the campus and district needs.

**NEEDS:** Structured time for central office personnel to better assist in instructional training at the campuses is needed.

**CONCLUSION:** Priorities relating to central office and its interactions with the campuses needs to be established.

## ***TECHNOLOGY***

McLeod ISD has jumped headfirst into the world of “Digital Natives.” The district has invested a lot of time, money and energy into creating 21st Century classrooms for our students. We have classrooms using laptops, iPads, Smart Boards, document cameras, projectors, online labs, and a variety of other instructional technologies to enhance student learning. Our network allows for instant access for instructional use but is also monitored for appropriate use. This is critical since a lot of our curriculum is technology-based. We have a district Technology Director to aid teachers in the classrooms with technical expertise in the planning and implementation of effective instructional technology. Our district student to device ratio is 1:1. For the most part, our staff has eagerly embraced new technologies and are working to come up with new and innovative ways to improve their classroom instruction.

**STRENGTHS:** One-to-one student-to-device ratio has helped to make technology integration successful.

**NEEDS:** The updating and replacing of the technology equipment and devices is always a need.

**CONCLUSION:** Technology acquisitions need to be maintained as a regular item on the district/campus budgets. Grant funds should continue to be sought to alleviate the increasing technology demands.

Goal #1: McLeod ISD will provide a high-quality instructional program so that 100% of tested students, including those in special education and other special needs programs, will show growth each year on STAAR.

Performance Objective 1: All students who are tested in the state accountability system will show increased student achievement through growth or mastery with specific goals for third grade being literacy mastery of 93% for Meets and math mastery of 85% for Meets in 2025. **HB3 Goal**

**Summative Assessment:** STAAR Scores

| Strategy/Activity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Staff Responsible                                   | Resources   | Monitoring Timeline        | Formative Assessment  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|-------------|----------------------------|-----------------------|
| 1. DIP S1 & CIP F1: A comprehensive needs assessment will be conducted by the District Site-Based Committee (which includes parents, business representatives, community members, and school staff) to identify educational strengths and weaknesses in student performance, school culture and climate, staff quality, curriculum and instruction, family and community involvement, school context and organization, and technology. Supplies to support all functions of the school will be purchased. | Superintendent<br>Principals<br>Curriculum Director | Local Funds | June, October,<br>February | CNA written narrative |

|                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                            |                                           |                    |                                              |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|-------------------------------------------|--------------------|----------------------------------------------|
| 2. DIP F2, S1, S10 & CIP S4, F3, F4: To identify students individually who may be at risk for academic failure, STAAR/EOC results and other assessment data will be disaggregated (by ethnicity, socioeconomic status, gender, special education and at-risk) using DMAC to determine learning gaps; intervention strategies, including individualized, supplemental online instruction, will be utilized to reduce these gaps. | Principals<br>Curriculum Director          | Local Funds<br>State<br>Compensatory      | August - September | Disaggregated results and intervention plans |
| 3. DIP F3 & CIP F6: To provide additional educational assistance to students, paraprofessionals (under the direction of the teacher) will offer small group or one-on-one instruction in classroom settings and, where needed, supply personal care for students.                                                                                                                                                               | Principals<br>Director of Special Programs | Early Education;<br>State<br>Compensatory | Quarterly          | Report Card Grades                           |
| 4. DIP F3 & CIP F4: In accordance with HB4545, campuses will offer accelerated instruction after school for students not meeting the passing standards on STAAR. Master schedules will include extended learning time during the school day and at-risk students will be served by teachers utilizing data-driven instruction.                                                                                                  | Principals                                 | Local Funds                               | Quarterly          | Tutoring Logs                                |
| 5. DIP F3 & CIP F4, F6: To prepare for the June administration of STAAR, summer school will be offered for high school students required to retest. Summer school will be offered at the other campuses to provide accelerated instruction for students still struggling at the end of the year.                                                                                                                                | Principals                                 | Local Funds                               | June               | Daily summer school attendance reports       |

|                                                                                                                                                                                                                                                                                                                                                                                                  |                                            |                                       |           |                                                                       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|---------------------------------------|-----------|-----------------------------------------------------------------------|
| 6. F4: Strategies will be used to address the different learning styles and accommodations necessary for students in special programs to achieve success.                                                                                                                                                                                                                                        | Principals<br>Director of Special Programs | Local Funds                           | Quarterly | IEPs<br>504 Plans<br>Lesson Plans                                     |
| 7. DIP F3, F4 & CIP F3: To strengthen the core academic program and provide opportunities for all children to meet the challenging State academic standards, vertically and horizontally aligned curriculum and instruction will be utilized in all core subjects with resources from Wonders ELA Curriculum, TEKS Resource Co-op, Reg 8 ESC training, and supplemental workbooks and textbooks. | Principals                                 | Local Funds                           | Quarterly | Curriculum Contracts                                                  |
| 8. DIP F20: To strengthen the reading programs and provide digital literacy skills, a fully equipped library will be in place.                                                                                                                                                                                                                                                                   | Principals                                 | Local Funds                           | Quarterly | Circulation Records                                                   |
| 9. DIP F4 & CIP F3: Administrators and teachers will meet quarterly to evaluate student progress, discuss student needs, determine an appropriate academic assessment schedule (such as benchmarking) and collaborate on instructional strategies that will enable all students to meet the challenging State academic standards.                                                                | Principals<br>Curriculum Director          | Local Funds                           | Quarterly | Principal Logs                                                        |
| 10. DIP S10, F4: To strengthen academic programs and improve school conditions for student learning, reading and math interventionists will be provided for struggling students.                                                                                                                                                                                                                 | Principals<br>Curriculum Director          | Local Funds;<br>State<br>Compensatory | Quarterly | Interventionist Lesson Plans and Intervention Logs of Students Served |
| 11. DIP: An outdoor classroom will be available                                                                                                                                                                                                                                                                                                                                                  | Principals                                 | Local                                 | Quarterly | Lesson Plans                                                          |

|                                                                                                                                                                                                            |                                   |             |           |                                  |
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| at each campus to promote STEM activities.                                                                                                                                                                 | Curriculum Director               |             |           |                                  |
| 12. CIP F4: To increase the amount and quality of learning time, Renaissance Learning, Study Sync, Study Island, IXL, and other online accelerated instruction programs will be used to prepare for STAAR. | Principals<br>Curriculum Director | Local Funds | Quarterly | Lesson Plans;<br>Program Reports |
| 13. CIP F3: Pearl Math will be used for grades K-1 and Sharon Wells Math for grades 2-4.                                                                                                                   | Principals<br>Curriculum Director | Local Funds | Quarterly | Lesson Plans;<br>Program Reports |

Goal #1: McLeod ISD will provide a high-quality instructional program so that 100% of tested students, including those in special education and other special needs programs, will show growth each year on STAAR.

Performance Objective 2: S4: A varied and challenging curriculum will be offered to meet the needs of all students but especially those students identified for special programs.

Summative Assessment: STAAR results

| <b>Strategy/Activity</b>                                                                                                                                                                                                                     | <b>Staff Responsible</b> | <b>Resources</b> | <b>Monitoring Timeline</b> | <b>Formative Assessment</b> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------------|----------------------------|-----------------------------|
| 1. DIP F12: In an effort to reach more students, a Pre-K program, funded through local and state resources, will provide instruction for ages 3-5. Strategies to support the transition of PreK students into kindergarten will be in place. | Principal                | Early Education  | Quarterly                  | Circle Testing Results      |
| 2. DIP F19 & CIP S3: Identified gifted and talented                                                                                                                                                                                          | Principal                | GT               | Quarterly                  | STAAR Benchmarks.           |

|                                                                                                                                                                                                                                                                                                                                                                                                                                    |            |            |               |                                            |
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| (GT) students will be served through a weekly pullout program at the Elementary while the upper grades will utilize differentiation for GT students. A GT Night will be provided for parents of GT students to better inform them about services received through the program.                                                                                                                                                     |            |            |               | Parent Sign-in Sheets                      |
| 3. DIP F4 & CIP S3: Dyslexia student learning needs will be addressed through the Scottish Rite program.                                                                                                                                                                                                                                                                                                                           | Principal  | Dyslexia   | Quarterly     | STAAR Benchmarks.<br>Parent Sign-in Sheets |
| 4. DIP F15, S13: To provide effective transitions for students from junior high to high school, orientation services for 8th grade students will include information to help in course selection and a guided tour of the campus.                                                                                                                                                                                                  | Principal  | Local      | Quarterly     | Orientation Schedule                       |
| 5. DIP F1: To provide a well-rounded curriculum to meet the needs of all students, fine arts will be integrated into the elementary classroom and fine arts course offerings will be available at the secondary level. Art teachers will be in place at the middle and high school campuses, and students can participate in one-act play at both campuses. Photography and digital graphics will be available at the high school. | Principals | Local      | Each semester | Master schedule; lesson plans              |
| 6. DIP F4: 100% of identified Special Education students will be appropriately placed and monitored by the CIT team.                                                                                                                                                                                                                                                                                                               | Principals | Special Ed | Each semester | IEPs                                       |

|                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                      |       |               |                                   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|-------|---------------|-----------------------------------|
| 7. DIP F1 & CIP F3, S3: To provide opportunities for all students to meet the challenging State academic standards, modified instruction, accommodations and accessibilities, tutorials, and intervention classes will be provided for special education students and other struggling students (including 504) in need of intervention.                                                                                           | Principals                           | Local | Each semester | Master schedule; lesson plans     |
| 8. DIP F1 & CIP S13: A coordinated school health and wellness program, The Great Body Shop, including opportunities for physical activity, counseling, and nutrition services for Prek -8th grades will be maintained to provide a well-rounded program of instruction. For all grades, student health conditions will be monitored on a regular basis through health screenings for vision, hearing, scoliosis, and immunization. | Principals<br>Curriculum<br>Director | Local | Each semester | Lesson plans; Fitnessgram results |
| 9. CIP F4: Participation in academic UIL will be encouraged and supported.                                                                                                                                                                                                                                                                                                                                                         | Principals                           | Local | Each year     | UIL enlistment                    |
| 10. DIP S4 & CIP F6, S3: Using sheltered instruction by certified ESL teachers, the ESL program will immerse students in the English language by use of materials and experiences, both oral and written.                                                                                                                                                                                                                          | Principals<br>Curriculum<br>Director | Local | Each semester | Lesson plans                      |
| 11. CIP F6: Appropriately certified, effective teachers will provide full-day instruction for prekindergarten and kindergarten students. A                                                                                                                                                                                                                                                                                         | Principals<br>Curriculum<br>Director | Local | Each semester | Lesson plans                      |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                |            |       |             |                     |
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| special education teacher will provide PPCD services to eligible 3 & 4-year-old students. Professional development will be aligned between these two grades and transitioning strategies will be provided for students coming from prekindergarten to kindergarten. The campus will actively seek participants for the Pre-Kindergarten program through distribution of letters, pamphlets, and news articles as well as through social media. |            |       |             |                     |
| 12. CIP F6: To provide a good transition from middle to high, 8 <sup>th</sup> graders will have a spring high school tour, and the counselor will meet with the students about high school career path options.                                                                                                                                                                                                                                | Principals | Local | Each Spring | Transition Schedule |

Goal #1: McLeod ISD will provide a high-quality instructional program so that 100% of tested students, including those in special education and other special needs programs, will show growth each year on STAAR.

Performance Objective 3: S8: McLeod ISD will require 100% of the staff to attend professional development to promote professional growth in the content area taught.

Summative Assessment: STAAR results

| Strategy/Activity                                                                              | Staff Responsible                 | Resources   | Timeline  | Assessment                                      |
|------------------------------------------------------------------------------------------------|-----------------------------------|-------------|-----------|-------------------------------------------------|
| 1. DIP S8 & CIP F3, S14: Sustained professional development in teachers' content areas will be | Principals<br>Curriculum Director | Local Funds | Each year | In-Service and Professional Development Records |

|                                                                                                                                                                                                                                                                                                                  |                                   |             |           |                                                       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-------------|-----------|-------------------------------------------------------|
| offered through school-funded workshops and seminars (Region VIII instructional co-ops and individual offerings), online professional development, educational conferences, and in-house training; follow-up support will be given so that implementation of effective instructional strategies will take place. |                                   |             |           |                                                       |
| 2. CIP S14: The district will maintain the EduHero program to provide online professional development opportunities to improve teacher and administrator quality.                                                                                                                                                | Principals<br>Curriculum Director | Local Funds | Each year | Professional Development<br>Records; EduHero Contract |
| 3. DIP S5 & S14: Training/information on at-risk students, the causal factors related to dropouts, and procedures for prevention and recovery will be provided.                                                                                                                                                  | Principals<br>Curriculum Director | Local Funds | Each year | Professional Development<br>Records                   |
| 4. DIP S6, S8 & CIP S14: Staff will be provided with yearly professional development on technology, homework/reteaching policies, grading policies, curriculum alignment, state accountability process, STAAR/EOC instructional strategies, T-TESS and EDGAR.                                                    | Principals<br>Curriculum Director | Local Funds | Each year | Professional Development<br>Records                   |
| 5. Teachers and staff will be trained in CPR, Stop the Bleed, and/or refresher courses in basic first aid training.                                                                                                                                                                                              | Principals<br>Curriculum Director | Local Funds | Each year | Professional Development<br>Records                   |
| 6. DIP S4, S8 & CIP S14: GT training for all teachers will be provided through EduHero, dyslexia training will be through EduHero and/or an onsite dyslexia teacher, SPED training will be through online modules or SPED Co-op staff, and 504 and ESL training will be onsite or through Region 8.              | Principals<br>Curriculum Director | Local Funds | Each year | Professional Development<br>Records                   |

|                                                                                                                                                                                                 |                                   |       |           |                                     |
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| 7. CIP: To promote more effective teaching practices, teachers will participate in the State Reading Academy training.                                                                          | Principals<br>Curriculum Director | ESSER | Each year | Professional Development<br>Records |
| 8. CIP: To meet the training needs of all teachers, a campus-wide needs assessment and teacher survey will be conducted, and staff development for the coming year will be planned accordingly. | Principals<br>Curriculum Director | Local | Each year | Professional Development<br>Records |
| 9. To promote more effective teaching practices, teachers will participate in the State Reading Academy training.                                                                               | Principals<br>Curriculum Director | Local | Each year | Professional Development<br>Records |

Goal #1: McLeod ISD will provide a high-quality instructional program so that 100% of tested students, including those in special education and other special needs programs, will show growth each year on STAAR.

Performance Objective 4: S9, S12, S13: All students will be assisted in college, career, and military opportunities with a goal of 71% of graduates meeting the criteria for CCMR in 2025. **HB3 Goal**

Summative Assessment: State Accountability Results for CCMR

| <b>Strategy/Activity</b>                                                                                                                                                                                                                                                                       | <b>Staff Responsible</b> | <b>Resources</b> | <b>Monitoring Timeline</b> | <b>Formative Assessment</b>                        |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------------|----------------------------|----------------------------------------------------|
| 1. CIP: High school students will be given one college/career day per year as a freshman and sophomore and two per year as a junior and senior. This will allow for college visits and job shadowing.                                                                                          | Principal                | Local            | Each semester              | Attendance Records                                 |
| 2. CIP: Students will be given information on different career opportunities and the requirements of those fields via multiple formats including Career Cruising.                                                                                                                              | Principal                | Local            | Each semester              | Lesson Plans                                       |
| 3. DIP F14 & CIP F6: To facilitate effective transitions for students from high school to post-secondary education, the high school will coordinate with institutions for higher education to provide students with dual enrollment opportunities to earn college credit while in high school. | Principal                | Local            | Each semester              | Dual Credit Course Enrollments                     |
| 4. CIP: Juniors and seniors may tour Texarkana College, Texas A&M Texarkana, and Texas State Technical School.                                                                                                                                                                                 | Principal                | Local            | Each semester              | Student Attendance                                 |
| 5. CIP: Military recruiters from all branches will frequently visit the school for individual student conferences.                                                                                                                                                                             | Principal                | Local            | Each semester              | Principal Logs                                     |
| 6. CIP: For students pursuing a military opportunity, the ASVAB will be administered onsite each year.                                                                                                                                                                                         | Principal                | Local            | Each semester              | Student Registration Records                       |
| 7. DIP F15 & CIP F6: To facilitate effective transitions for students from high school to post-secondary careers, all students will have the opportunity to participate in the Career and Technical Education program.                                                                         | Principal                | CTE              | Each semester              | Student CTE Enrollment Records;<br>Master Schedule |

|                                                                                                                                                                                                                                                                                                                                                                |           |       |               |                                         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-------|---------------|-----------------------------------------|
| 8. DIP F17: All students will be given the opportunity to obtain industry-based certifications.                                                                                                                                                                                                                                                                | Principal | Local | Each semester | Student Industry Certification Records  |
| 9. DIP F17, F18 & CIP F6: To incorporate experiential learning opportunities and promote skills attainment important to in-demand occupations and industries in the state, when available, field-based learning opportunities with area businesses that provide students in-depth interaction with industry professionals will be offered for academic credit. | Principal | Local | Each semester | CTE Course Lesson Plans                 |
| 10. CIP: To increase the passing rate on the SAT/ACT each year, ACT Prep Classes and practice resources through the counselor's office will be offered.                                                                                                                                                                                                        | Principal | Local | Each semester | Course Lesson Plans                     |
| 11. CIP: Students will be guided through course selection to enable them to complete technology/business courses to address future career plans.                                                                                                                                                                                                               | Principal | Local | Each year     | Student Course Selection Plans          |
| 12. CIP: The CTE advisory committee will meet once each semester during the academic school year to determine future curriculum course opportunities and to evaluate programs.                                                                                                                                                                                 | Principal | Local | Each semester | Meeting sign-in sheets, agenda, minutes |
| 12. CIP: The principal and CTE teachers will attend training on CTE course alignment with the goal of increasing the number of CTE course offerings.                                                                                                                                                                                                           | Principal | Local | Each semester | PD Certificates                         |

Goal #1: McLeod ISD will provide a high-quality instructional program so that 100% of tested students, including those in special education and other special needs programs, will show growth each year on STAAR.

Performance Objective 5: MISD will strengthen its curricula, instruction, and administrative programs by broadening the integration of technology into 100% of its classrooms and administrative offices.

Summative Assessment: STAAR Results

| Strategy/Activity                                                                                                                                                                                                                                                                                                                                                                                                                          | Staff Responsible           | Resources   | Monitoring Timeline | Formative Assessment                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|-------------|---------------------|----------------------------------------------------|
| 1. DIP S6: Teachers will integrate technology into classroom instruction as required by the TEKS.                                                                                                                                                                                                                                                                                                                                          | Principals                  | Local       | Each semester       | Lesson Plans                                       |
| 2. DIP S6: Campus-based technology problems will be diagnosed, repaired, reconfigured and/or managed in an expedient manner so that technology-integrated instruction will not be interrupted.                                                                                                                                                                                                                                             | Superintendent & Principals | Local       | Each semester       | Technology Reports                                 |
| 3. DIP S6 & CIP: To increase blended learning and fluency in math and reading, IStation, Renaissance Learning Programs, Social Studies Weekly, Flocabulary, IXL, Reflex Math, Education Galaxy, Freckle Math, Study Island, and Facts for All will be utilized to assess and provide individualized instruction for at-risk students and other struggling students. Technology network programs that enhance instruction will be utilized. | Principals                  | Local; SRSA | Each semester       | Lesson Plans, Instructional Online Program Reports |

|                                                                                                                                                                                                                                                                                                     |                             |       |               |                                                    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|-------|---------------|----------------------------------------------------|
| 4. DIP S6: Teachers will have access to appropriate technology, and emerging technologies will be added to classrooms to enhance instruction.                                                                                                                                                       | Superintendent & Principals | Local | Each semester | Technology Reports                                 |
| 5. CIP F3, F4: Students in grades 1-4 identified as Tier I will use the new ELA adopted digital component program to increase student achievement in reading. This program will also be used for Tiers II and III. In addition, Reading A-Z will be used for literacy improvement in PK-4th grades. | Principals                  | Local | Each semester | Lesson Plans, Instructional Online Program Reports |
| 6. CIP: TX-KEA will be used in Kindergarten and Circle will be used in PK with CLI as the data platform. The assessment data will be used to inform instruction.                                                                                                                                    | Principal                   | Local | Each semester | Technology Reports                                 |
| 7. CIP: Students in grades 1-3 will be tested, using TPRI/CLI data platform, and the data will be used to inform instruction.                                                                                                                                                                       | Principal                   | Local | BOY, MOY, EOY | CLI Reports                                        |
| 8. DIP S6: For more efficient processes, all administrative areas/programs will incorporate technology, and central office staff will utilize online programs to enable anywhere-access should off-campus processing be required.                                                                   | Superintendent              | Local | Each Year     | Program Reports                                    |

Goal #1: McLeod ISD will provide a high-quality instructional program so that 100% of tested students, including those in special education and other special needs programs, will show growth each year on STAAR.

Performance Objective 6: 100% of core academic teachers and instructional paraprofessionals will be appropriately certified, and sufficient district personnel for all school functions will be in place.

Summative Assessment: Certification Reports

| Strategy/Activity                                                                                                                                                                                                                                                                                                                                 | Staff Responsible           | Resources         | Monitoring Timeline | Formative Assessment   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|-------------------|---------------------|------------------------|
| 1. DIP: Appropriately certified teachers, counselors, and paraprofessionals will be recruited and retained by offering a quality work environment, retention stipends, above-base pay, administrative support and ample professional development opportunities in content knowledge and classroom practices through Region 8 and other providers. | Superintendent & Principals | Title I, II, & IV | Each semester       | Personnel records      |
| 2. DIP: Available positions will be posted on the McLeod ISD website, Region 8 website, and at all campuses to inform prospective employees of available positions.                                                                                                                                                                               | Superintendent & Principals | Local             | Each semester       | Web Postings           |
| 3. DIP: Mentoring for first-year teachers through Region 8's New Teacher Orientation Program will be provided.                                                                                                                                                                                                                                    | Superintendent & Principals | Local             | Each semester       | Mentor Program Records |

|                                                                                                                                                                                                                                                                      |                             |       |               |                       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|-------|---------------|-----------------------|
| 4. DIP: MISD will encourage all teachers to obtain training to meet state certification requirements and will develop a plan for state certification.                                                                                                                | Principals                  | Local | Each semester | Certification Reports |
| 5. DIP: Paraprofessionals will be provided with Region 8 training on academic best practices and, if needed, Region 8 online training to become Highly Qualified.                                                                                                    | Principals                  | Local | Each semester | Certification Reports |
| 6. CIP: Staff members' input is valued by the district, and they may submit written requests to the site-based committee chairperson for items to be placed on the district site-based agenda. SBDM meeting agendas and minutes will be sent via email to the staff. | Superintendent & Principals | Local | Each year     | Announcement Script   |

Goal #1: McLeod ISD will provide a high-quality instructional program so that 100% of tested students, including those in special education and other special needs programs, will show growth each year on STAAR.

Performance Objective 7: McLeod ISD's dropout rate will be less than or equal to the state average.

Summative Assessment: Dropout Rate

| <b>Strategy/Activity</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>Staff Responsible</b>     | <b>Resources</b> | <b>Monitoring Timeline</b> | <b>Formative Assessment</b>             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|------------------|----------------------------|-----------------------------------------|
| 1. DIP S5: MISD will monitor student attendance and provide necessary interventions including contacting parents and scheduling opportunities for students to make up missed days. Truancy will be regarded as a legal issue, and the district will work with the proper authorities where needed.                                                                                                                                                                                              | Principals<br>Police Officer | Local Funds      | Quarterly                  | Attendance Reports                      |
| 2. DIP S4, S5 & CIP F6: Documentation of each student's participation in the Pregnancy Related Services (PRS) program will be complete, verified and on file in the counselor's office. This includes verification of pregnancy, CEHI teacher's logs, copy of ARD/IEP, if applicable, PRS entry date, date of delivery, doctor's notes, and PRS exit date. Teens who are parents will be eligible to receive additional services to prevent these at-risk students from dropping out of school. | Principal<br>Counselor       | Local Funds      | Quarterly                  | PRS Documentation                       |
| 3. DIP S5, F2: An Accelerated Lab utilizing Edgenuity for credit recovery and for individualized, instructional assistance for at-risk students will be utilized at the High School. The program facilitator will monitor student progress.                                                                                                                                                                                                                                                     | Principals<br>Counselor      | Local            | Quarterly                  | Edgenuity Reports                       |
| 4. DIP F10 & CIP F6, F8: The district will provide homeless children and youths with                                                                                                                                                                                                                                                                                                                                                                                                            | Principals                   | Title I          | Quarterly                  | Attendance Records;<br>Homeless Reports |

|                                                                                                                                                                   |                |       |           |                     |
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| counseling services, housing information, personal toiletry items, and tutoring services, as needed, to support their enrollment, attendance, and success.        |                |       |           |                     |
| 5. DIP S5, F2: To assist with dropout prevention, all leavers will be monitored until they have entered another district or have provided proof of homeschooling. | Superintendent | Local | Each year | PEIMS Reports       |
| 6. CIP: Students will be provided with information about local GED programs.                                                                                      | Principals     | Local | Each year | Announcement Script |

Goal 2: McLeod ISD will foster effective parent, family, and community engagement by ensuring 100% of parents are invited each year to be educational stakeholders in their child's learning and by creating at least one new partnership with a community organization or community member each year.

Performance Objective 1: Through social media or direct contact, every parent will be provided with current, timely information about his/her child's academic achievement and related school events.

Summative Assessment: Extent of Parent and Family Engagement

| <b>Strategy/Activity</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>Staff Responsible</b>     | <b>Resources</b> | <b>Monitoring Timeline</b> | <b>Formative Assessment</b>       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|------------------|----------------------------|-----------------------------------|
| 1. DIP F6, F7: Understanding that the current research on parental involvement indicates that predictors of student achievement in school include a home environment that encourages learning with expectations for the child to do well and parents who become involved in the child's education at school, the district has incorporated strategies to lower barriers to parent participation in the school's planning and the child's learning experiences. Parents are encouraged to contact teachers and principals and are welcomed at the school. | Superintendent<br>Principals | Local            | Each year                  | Website<br>Announcements/Calendar |
| 2. CIP S12: MISD will utilize a parent notification system to inform parents of important information and/or send printed information home as needed.                                                                                                                                                                                                                                                                                                                                                                                                    | Superintendent<br>Principals | Local            | Quarterly                  | Notification System<br>Reports    |
| 3. DIP F11 & CIP S12: MISD will post news relating to the district and campuses on the district website, Facebook page, and digital marquee sign.                                                                                                                                                                                                                                                                                                                                                                                                        | Superintendent<br>Principals | Local            | Quarterly                  | Postings                          |
| 4. DIP F7, F11 & CIP S12: Parents will be invited to serve on the District Site-Based Committee, and their input will be used in district decision making.                                                                                                                                                                                                                                                                                                                                                                                               | Superintendent<br>Principals | Local            | Each year                  | District SBDM sign-in<br>sheets   |
| 5. DIP F7, F11: Parents will be encouraged to participate in the educational process                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Principals                   | Local            | Each year                  | Parent Event Sign-in              |

|                                                                                                                                                                                                                                                                                                                                                                     |                        |       |           |                                |
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| by volunteering, attending award assemblies, attending STAAR Math and Reading Nights, helping with classroom activities and attending extracurricular activities.                                                                                                                                                                                                   |                        |       |           | Sheets                         |
| 6. DIP F6, F7: Parent/teacher conferences will be held at least once yearly at the elementary level wherein the Parent-School Compact will be discussed.                                                                                                                                                                                                            | Principal              | Local | Each year | Teacher logs                   |
| 7. DIP S12, S13, S14: Presentations on scheduling options and graduation plans to prepare students for success beyond high school will be given and information concerning the Teach for Texas Grant and the Toward Excellence, Access, and Success Grant (TEXAS) and other higher education financial aid opportunities and admission requirements will be shared. | Principal<br>Counselor | Local | Each year | Parent Event Sign-in<br>Sheets |
| 8. CIP S12: “Meet the Teacher” will be held before school begins in order for parents/guardians to understand teacher expectations and to form parent-teacher relationships.                                                                                                                                                                                        | Principal              | Local | Each year | Parent Event Sign-in<br>Sheets |
| 9. CIP: The Dyslexia Audit and the most current Dyslexia Handbook will be posted on the District website under “Parent Resources” tab.                                                                                                                                                                                                                              | Superintendent         | Local | Each year | Website Posting                |
| 10. CIP S12: An awards assembly will be held at the end of the year to recognize student achievements.                                                                                                                                                                                                                                                              | Principal              | Local | Each year | Parent Event Sign-in<br>Sheets |

|                                                                                                                                                                                                                                                                                                                                                                   |                |       |               |                                                            |
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| 11. CIP: Teachers will send home progress reports and interim report cards to keep parents informed of student progress.                                                                                                                                                                                                                                          | Principal      | Local | Each 3 weeks  | Progress Reports                                           |
| 12. CIP S12: Parents/guardians will be encouraged to monitor student progress by accessing GradeBook via the school website.                                                                                                                                                                                                                                      | Principal      | Local | Each quarter  | Gradebook Usage Reports                                    |
| 13. DIP & CIP S12: A Title I Meeting will be held annually, and flexible meeting times and days will be scheduled (i.e, Monday at 9:00 AM and Tuesday at 7:00 PM). At this meeting, the current Campus and District Parent and Family Engagement Policies and the School-Parent Compact will be evaluated, and new ones will be developed for later distribution. | Superintendent | Local | May           | Sign-in Sheets, Agenda, Minutes, Materials Used in Meeting |
| 14. CIP S12: Parents/guardians will be invited to join their child's Google classroom.                                                                                                                                                                                                                                                                            | Principal      | Local | Each semester | Announcement Script                                        |
| 15. CIP S12: The PreK Family Engagement Plan will be updated annually and posted on the district website under the "Parent Resources" tab.                                                                                                                                                                                                                        | Principal      | Local | Each year     | Website Posting                                            |
| 16. CIP S12: In the elementary grades parents/guardians will be asked to join the REMIND App for campus specific and grade specific information as well as communication with the teacher utilizing both text and calling communication options.                                                                                                                  | Principal      | Local | Each year     | Announcement Script                                        |

|                                                                                                                                                                                                                                                           |           |       |           |                       |
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| 17. S13: “Pastries with Parents” will be held at the elementary level to encourage a partnership with parents.                                                                                                                                            | Principal | Local | Each year | Parent Sign-in Sheets |
| 18. S13: Teacher-Parent Conferences, wherein the School-Parent Compact is discussed, will be held individually in the elementary grades to better inform parents of their child's progress and encourage their participation as educational stakeholders. | Principal | Local | Each year | Teacher Logs          |

Goal #2: McLeod ISD will foster effective parent, family, and community engagement by ensuring 100% of parents are invited each year to be educational stakeholders in their child's learning and by creating at least one new partnership with a community organization or community member each year.

Performance Objective 2: At least one new partnership with a community organization or member will be created in the year.

Summative Assessment: Extent of Community Engagement

| Strategy/Activity                                                                                                                                                               | Staff Responsible | Resources | Monitoring Timeline | Formative Assessment                   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-----------|---------------------|----------------------------------------|
| 1. DIP: Community organizations and individuals will be contacted to serve as educational stakeholders for the district through service on school committees and booster clubs. | Principals        | Local     | Each year           | Community Event/Meeting Sign-in Sheets |

|                                                                                                                                                                                                |                |       |                      |                                |
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| 2. DIP: Community participation will be sought for the following activities scheduled in the upper grades: National Honor Society Induction, EOY awards, pep rallies, Prom, and the Book Fair. | Principals     | Local | Each year            | Community Event Sign-in Sheets |
| 3. DIP: SBDM meeting agendas and minutes will be posted on the district's webpage for viewing by community members.                                                                            | Superintendent | Local | Fall, Winter, Summer | Website Posting                |
| 4. DIP: The community will be invited to attend school fine arts performances, student project displays, Fall Fest, Veterans Day, and Community Bonfire Pep Rally.                             | Principals     | Local | Each year            | Community Event Sign-in Sheets |
| 5. DIP: Members of the community will be invited to mentor/volunteer in the school.                                                                                                            | Principals     | Local | Each year            | Community Sign-in Sheets       |
| 6. CIP: Grandparents will be invited to "Goodies with Grandparents" activities to promote community and family-school relations.                                                               | Principals     | Local | Each year            | Community Sign-in Sheets       |

Goal #3: McLeod ISD will ensure that all students are able to learn in a safe, positive environment.

Performance Objective 1: According to surveys, 100% of students, staff, and parents will believe that McLeod ISD is a safe environment.

Summative Assessment: Parent, Staff, and Student Survey Results

| <b>Strategy/Activity</b>                                                                                                                                                                                                                                                                                            | <b>Staff Responsible</b>            | <b>Resources</b> | <b>Monitoring Timeline</b> | <b>Formative Assessment</b>                        |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|------------------|----------------------------|----------------------------------------------------|
| 1. DIP S11: To reduce the threat of student violence, bullying, verbal/sexual harassment, and suicide, a comprehensive school counseling program will be in place with a guidance plan (regularly updated) to teach conflict resolution, honesty, and concern for others and to provide socio-emotional learning.   | Principals Counselor                | ESSER            | Each semester              | Guidance Plan                                      |
| 2. DIP S4 & CIP S11: A crisis management team will annually receive specialized training and then provide crisis management plan training for the rest of the staff on violence prevention and violence intervention. All staff members will be apprised of their roles as described in the crisis management plan. | Principals Counselor                | Local            | Each year                  | Professional Development Records<br>Sign-in Sheets |
| 3. DIP S4: Age-appropriate programs such as internet safety and what to do in the event of an intruder will be presented to students at all campuses.                                                                                                                                                               | Principals Counselor                | Local            | Each year                  | Training Schedules                                 |
| 4. DIP S4 & CIP S11, F2: MISD will employ a district police officer to facilitate between the district and state and local police, conduct necessary tornado, lockdown, and fire drills, and ensure the safety of students and staff according to the crisis management plan.                                       | Superintendent Principals           | Local            | Each year                  | Police Personnel Record; Police Log; Training Log  |
| 5. DIP S20: In accordance with the district's trauma-informed care policy, the district will provide training to increase staff and parent awareness of trauma-informed care and implementation of trauma-informed practices and care by district staff.                                                            | Superintendent Principals Counselor | Local            | Each year                  | Professional Development Records<br>Sign-in Sheets |
| 6. DIP S19: In accordance with district policy, annual training will be provided to address sexual abuse and other maltreatment of children. Training will include techniques to prevent and recognize sexual abuse, trafficking, and                                                                               | Principals Counselor                | Local            | Each year                  | Professional Development Records<br>Sign-in Sheets |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                     |       |               |                                                          |
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| other maltreatment of children. Training for reporting child abuse and neglect will also be conducted annually. The counselor will provide services to help in the victim's recovery.                                                                                                                                                                                                                                                                |                                     |       |               |                                                          |
| 7. DIP: All visitors will be required to sign in at the office and wear a visitor tag while on campus.                                                                                                                                                                                                                                                                                                                                               | Principal                           | Local | Quarterly     | Visitor Sign-in Sheets                                   |
| 8. DIP: The door-locking system will be utilized to restrict access and increase protection.                                                                                                                                                                                                                                                                                                                                                         | Principal<br>Police Officer         | Local | Each semester | Safety Checklist                                         |
| 9. DIP: Basic first aid safety, Stop the Bleed, CPR, and defibrillator use training will be in place.                                                                                                                                                                                                                                                                                                                                                | Principal                           | Local | Each year     | Professional<br>Development<br>Records<br>Sign-in Sheets |
| 10. DIP: All classroom doors will have the capability of being locked from the inside as well as the outside.                                                                                                                                                                                                                                                                                                                                        | Superintendent                      | Local | Each year     | Safety checklist                                         |
| 11. DIP S4: Applicable members of the Behavioral Threat Assessment Team (BTAT) will carry a concealed handgun and will be annually trained through a face-to-face training and a virtual course by Texas SVT on active shooter situations.                                                                                                                                                                                                           | Superintendent<br>Police Officer    | Local | Each year     | Professional<br>Development<br>Records                   |
| 12. DIP S4: A School Health Advisory Council will be in place to provide coordinated school health advice concerning student mental health.                                                                                                                                                                                                                                                                                                          | Principal<br>Curriculum<br>Director | Local | Each semester | Sign-in Sheets;<br>Agenda; Minutes                       |
| 13. DIP S4: Dating violence will not be tolerated and should be reported to the campus principal; parents of the alleged victim or perpetrator will be contacted, and an investigation will follow. Victims will be referred to a licensed professional counselor for immediate assistance and follow-up. Age-appropriate educational materials on the dangers of dating violence, including resources for students seeking help, will be available. | Principal                           | Local | Each semester | Principal Log                                            |

|                                                                                                                                                                                                                    |                |                                                    |               |                    |
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| 14. DIP S4: Students can report bullying, sexual harassment, dating violence, and sexual violence through the anonymous online reporting system.                                                                   | Principal      | Local                                              | Each semester | Website Hits       |
| 15. CIP S11: Teachers and paraprofessionals will communicate with the administrative office through phone while outdoors.                                                                                          | Principal      | Local                                              | Weekly        | Communication Logs |
| 16. Safety grant funding will be utilized to purchase a wrap for the police vehicle, a gun safe, body armor, an AR rifle, upgrades to the radio tower, police radios, handheld radios, and security gate upgrades. | Superintendent | SAFE, Cycle 2 Grant; School Safety Standards Grant | Yearly        | Safety Reports     |

Goal #3: McLeod ISD will ensure that all students are able to learn in a safe, positive environment.

Performance Objective 2: F16: Discipline measures to protect all students and staff as well as school property will be rigorously followed. Discipline incident and action codes will be accurately reported in PEIMS.

Summative Assessment: Yearly Discipline Reports

| Strategy/Activity                                                                                                                                | Staff Responsible | Resources               | Timeline  | Assessment         |
|--------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-------------------------|-----------|--------------------|
| 1. DIP: For students removed from the classroom for severe disciplinary infractions, a disciplinary alternative education program (DAEP) will be | Principals        | Local Special Education | Quarterly | Discipline Records |

|                                                                                                                                                                                                                                                                                                        |                                   |       |           |                                                       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-------|-----------|-------------------------------------------------------|
| provided. Students assigned to DAEP will continue to receive grade level instruction. The in-school suspension program (ISS), after-school detention and lunch detention will be used as discipline interventions for less severe disciplinary infractions.                                            |                                   |       |           |                                                       |
| 2. DIP: To promote good conduct and academic achievement, qualifying students will be spotlighted on social media and on the district website.                                                                                                                                                         | Principals                        | Local | Quarterly | Social Media Posts                                    |
| 3. DIP S7, F16: To reduce the overuse of discipline practices that remove students from the classroom, training/information on the discipline management plan, Student Code of Conduct, crisis management, conflict resolution, positive behavior supports, and classroom management will be provided. | Principals<br>Curriculum Director | Local | Each year | Professional<br>Development Records                   |
| 4. DIP & CIP S11: Staff development regarding classroom management, discipline policies, gang awareness, conflict resolution, restraint training, and student code of conduct will be provided.                                                                                                        | Principals<br>Curriculum Director | Local | Each year | Professional<br>Development Records<br>Sign-in Sheets |
| 5. DIP: Campus staff will annually review the Student Code of Conduct and the Student Handbook with students.                                                                                                                                                                                          | Principals                        | Local | Each year | Training Schedule                                     |
| 6. CIP: Character Education along with classroom sessions with the counselor will be in place.                                                                                                                                                                                                         | Principals<br>Counselor           | Local | Quarterly | Lesson Plans                                          |

Goal #3: McLeod ISD will ensure that all students are able to learn in a safe, positive environment.

Performance Objective 3: McLeod ISD campuses will maintain positive climates and pleasing physical appearances to inspire respect in all students and staff.

**Summative Assessment:** Climate Surveys

| Strategy/Activity                                                                                                                                                                                                | Staff Responsible | Resources | Timeline     | Assessment          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-----------|--------------|---------------------|
| 1. DIP: The appearance of all classrooms and each campus will be the responsibility of all staff members.                                                                                                        | Principal         | Local     | Each 9 weeks | Maintenance Records |
| 2. DIP: Students will treat campus property respectfully.                                                                                                                                                        | Principal         | Local     | Each 9 weeks | Maintenance Records |
| 3. DIP: Custodial and other personnel will utilize checklists to ensure that an attractive physical appearance of the campuses is maintained.                                                                    | Principal         | Local     | Each 9 weeks | Maintenance Records |
| 4. CIP: Flowerbeds and flowerpots will be nurtured and sustained to promote the beauty of the campus. Students at the elementary level will receive on-the-job training as “helpers” in maintaining these areas. | Principal         | Local     | Each 9 weeks | Maintenance Records |
| 5. CIP: Anti-bullying alerts will be periodically played during the morning announcements.                                                                                                                       | Principal         | Local     | Each 9 weeks | Announcement Logs   |
| 6. CIP: Positive Behavior Reinforcement (PBI) incentives directly related to school behavior will be in place.                                                                                                   | Principal         | Local     | Each 9 weeks | Incentive Plan      |

ATTACHMENTS TO THIS PLAN WILL INCLUDE THE POLICE OFFICER’S LIST OF DUTIES, SCE MANUAL, DOI PLAN, PFE POLICY, AND PROFESSIONAL DEVELOPMENT PLAN.