



“Sonora ISD, providing the best opportunity to be...”

Date of School Board Approval – 11/11/2019

This plan will be available to the district, parents, and the public in the Superintendent’s office, each principal’s office as well as online at:

<http://www.sonoraisd.net/>

## **Legal References**

- *Each school district shall have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy, by the superintendent with the assistance of the district-level committee. (Section 11.251 of the Texas Education Code)*
- *Each school year, the principal of each school campus, with the assistance of the campus-level committee, shall develop, review, and revise the campus improvement plan for the purpose of improving student performance for all student populations, including students in special education programs under Subchapter A, Chapter 29, with respect to the student achievement indicators adopted under Section 39.051 and any other appropriate performance measures for special needs populations. (Section 11.253 of the Texas Education Code)*

## **Mission Statement**

Sonora ISD recognizes the complex challenge of empowering students to succeed in a world of rapid change and is committed to meeting the ever-changing demands of 21<sup>st</sup>-century education. We are a family, a community, a team; we dedicate ourselves and our resources to provide every child with every opportunity to become more tomorrow than can be imagined today.

## THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and educational opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family and that parental involvement in the school is essential for the maximum educational achievement of a child.

### THE STATE OF TEXAS PUBLIC EDUCATION GOALS

- GOAL 1:** The students in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
- GOAL 2:** The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
- GOAL 3:** The students in the public education system will demonstrate exemplary performance in the understanding of science.
- GOAL 4:** The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

### THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

- OBJECTIVE 1:** Parents will be full partners with educators in the education of their children.
- OBJECTIVE 2:** Students will be encouraged and challenged to meet their full educational potential.
- OBJECTIVE 3:** Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
- OBJECTIVE 4:** A well-balanced and appropriate curriculum will be provided to all students.
- OBJECTIVE 5:** Educators will prepare students to be thoughtful, active citizens who have an appreciation for the basic values of our state and national heritage and who can understand and productively function in a free enterprise society.
- OBJECTIVE 6:** Qualified and highly effective personnel will be recruited, developed, and retained.
- OBJECTIVE 7:** The state's students will demonstrate exemplary performance in comparison to national and international standards.
- OBJECTIVE 8:** School campuses will maintain a safe and disciplined environment conducive to student learning.
- OBJECTIVE 9:** Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning.
- OBJECTIVE 10:** Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

**Title I, Part A**  
**Schoolwide Components**

1. Comprehensive Needs Assessment
2. Scientifically-based research reform strategies that address the needs of all children in the school, but particularly those at risk of not meeting the state academic achievement standards
3. Instruction by highly qualified teachers
4. High quality and ongoing professional development for teachers, principals, paraprofessionals and others
5. Strategies to attract high-quality highly qualified teachers
6. Strategies to increase parent involvement
7. Plans for assisting preschool children in the transition from early childhood programs, such as Head Start and Even Start, to local elementary school programs
8. Measures to include teachers in the decisions regarding the use of assessments in order to provide information on, and to improve, the achievement of students and the overall program
9. Effective, timely additional assistance for students that experience difficulty mastering state standards
10. Coordination and integration of Federal, State, and local services and programs

## STATE OF TEXAS COMPENSATORY EDUCATION ELIGIBILITY CRITERIA

### **A student under 21 years of age and who:**

1. is in PK through grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year;
2. is in grades 7 through 12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester;
3. was not advanced from one grade level to the next for one or more school years;
4. did not perform satisfactorily on a state assessment instrument and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110% of the level of satisfactory performance on that instrument;
5. is pregnant or is a parent;
6. has been placed in AEP during the preceding or current school year;
7. has been expelled during the preceding or current school year;
8. is currently on parole, probation, deferred prosecution, or other conditional release;
9. was previously reported in PEIMS to have dropped out of school;
10. is a student of limited English proficiency;
11. is in the custody or care of DPRS or has, during the current school year, been referred to DPRS;
12. is homeless; or
13. residing in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home.

# State Compensatory Education

STAAR	Math			Reading/ELA			Writing			Science			Social Studies		
	% Met Standard			% Met Standard			% Met Standard			% Met Standard			% Met Standard		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Students At-Risk	84	75	83	69	61	68	59	43	58	76	86	88	66	59	81
Students Not At-Risk	94	97	98	90	95	95	92	82	91	97	100	99	100	100	100

	Drop Out Data		Completion Data	
	2016-2017	2017-2018	2016-2017	2017-2018
Students At-Risk	0%	0%	99%	100%
Students Not At-Risk	0%	0%	99%	100%

## State Compensatory Education

**Sonora ISD offers a comprehensive, intensive, accelerated instruction program.** Sonora ISD provides instructional support to at-risk students through three tier reading and mathematics intervention, tutorials, and remediated instruction; teachers and paraprofessionals assist students in the classroom as additional support. These efforts are closely supervised through assessment and progress monitoring. A credit recovery program is available at Sonora High School for students at-risk of not graduating due to lack of course credits. Counseling services are available at each campus and student attendance is watched closely. Students are identified as “at-risk” by the campus principal, campus counselor, and campus PEIMS clerk based on state eligibility criteria. These students are then closely monitored by the campus counselor each six weeks.

**Upon evaluation of the effectiveness of this program, the committee finds that** Sonora ISD has closed the gap in Math, but all four of the other tested subjects have not shown improvement. Concluding, we may need to add additional support at the High School and Middle School to improve at-risk performance.

## *District Improvement Committee*

*October 23 2019*

<i>Ross Aschenbeck</i>	<i>ADMN</i>
<i>Lorie Cervantez</i>	<i>Parent</i>
<i>Lionel Cervantez</i>	<i>Parent</i>
<i>Clayton Harris</i>	<i>Teacher</i>
<i>Angie Kissire</i>	<i>Teacher</i>
<i>Sean Leamon</i>	<i>ADMN</i>
<i>Heather Cearley</i>	<i>Business</i>
<i>Richelle Aschenbeck</i>	<i>Teacher</i>
<i>Michael Kissire</i>	<i>ADMN</i>
<i>Chap Traylor</i>	<i>Teacher</i>
<i>Jon Jones</i>	<i>Parent</i>
<i>David Gallegos</i>	<i>ADMN</i>
<i>Nathan Mungia</i>	<i>Business</i>
<i>Kassidy Sherrill</i>	<i>Teacher</i>
<i>Heather Cearley</i>	<i>Teacher</i>
<i>Stefanie Taylor</i>	<i>ADMN</i>

# Comprehensive Needs Assessment

A comprehensive needs assessment was conducted with the District Planning Committee on 10/23/19.

## **Perceived Strengths:**

Clean/Nice Looking Buildings

High Academics

Catch Students before they Fail

Strong Extra Curricular Programs

Community Support

High Graduation Rates

Strong School System

Disciplined Students

Program Offerings for Students

Friendly Caring Staff

Balanced Budget

High Attendance Rate

## **Perceived Weaknesses:**

Affordable Teacher Housing

Improve Staff Development for New Employees

Offer More Career Readiness Classes

Openness to New Technologies

Cafeteria Food

Retaining High Quality Staff

Secondary Parental Involvement

Communication

More Recess Time for PK-6<sup>th</sup> grade

Recess Area for 7<sup>th</sup> and 8<sup>th</sup> grade once we consolidate

# Summary of Findings

Areas of concerned identified:

PRIORITIZED AREAS OF CONCERN	
Areas of Concern	Data Source
<i>Increase student performance in all content areas preparing for STAAR Meets Standard 2019-2020.</i>	<i>STAAR Performance Reports, PBM</i>
<i>Increase the percentage of students meeting or exceeding progress from one year to the next across all content areas.</i>	<i>STAAR Performance Reports</i>
<i>Increase percentage of students performing at Level III Masters across all content areas.</i>	<i>STAAR Performance Reports</i>
<i>Diminish and/or close the achievement gap between economically disadvantaged students and non-economically disadvantaged students.</i>	<i>STAAR Performance Reports</i>
<i>Improve performance of students identified as English language learners on state assessments. Target areas: Reading and Writing</i>	<i>STAAR Performance Reports, PBM</i>
<i>Recruit and Retain Highly Effective Teachers</i>	<i>Equity Plan</i>
<i>Diminish the achievement gap between At-Risk and Non At-Risk Students at all levels. Target areas: Reading and Writing</i>	<i>Eduphoria STAAR Performance Data</i>

## Federal, State, & Local Funding Sources

Every campus in Sonora ISD is a Title I School-wide Campus. Below are the federal sources that will be integrated and coordinated, with State and Local funds, to meet the needs of the students at Sonora ISD. Revenue may fluctuate with enrollment.

<b>Program/Funding Source</b>	
<b>Federal Programs</b>	
<i>Title I, Part A</i>	\$148,439
<i>Title II</i>	\$23,597
<i>Title IV</i>	\$10,576
<i>IDEA, Part B</i>	\$176,863
<i>IDEA, Preschool</i>	\$ 5,284
<b>State Programs</b>	
<i>State Compensatory Education</i>	\$412,896
<i>Gifted/Talented</i>	\$2,370
<i>Special Education</i>	\$504,191
<i>Bilingual Education</i>	\$44,853
<i>High School Allotment</i>	\$0
<b>Total State/Federal Programs</b>	
\$1,329,069	



## **Goals and Objectives 2019-2020.**

### **Goal 1: By August 2020, SISD will deliver an “A” rated District in the State Accountability System.**

**Objective 1:** By May 2020, SISD will score 90% @ Approaches, 60% @ Meets, and 30% @ Masters cumulative for all subjects.

**Objective 2:** By May 2020, 100% of all sub population student groups will meet federal targets within the closing the gaps domain.

**Objective 3:** Close the equity gap to less than 15% between at-risk and non at-risk students.

**Objective 4:** All students, including all student sub-groups will meet the state attendance standard of 97%

### **Goal 2: By May 2020 SISD will Attract and Retain Highly Effective Professionals by focusing on the teacher incentives in HB3.**

**Objective 1:** By May 2020 100% of classes will be taught by certified teachers, 100% of teachers and paraprofessionals will receive high quality professional development.

**Objective 2:** By May 2020, SISD will continue to offer stipends for STAAR/EOC teachers in order to retain 100% highly effective staff.

### **Goal 3: 100% of students attending SISD will be educated in learning environments that are safe and drug free.**

**Objective 1:** By May 2020, Sonora ISD will reduce the number of bullying, vaping, and drug violations.

**Objective 2:** By May 2020, Sonora ISD will maintain the number of violent incidents at 0% as measured by PEIMS.

### **Goal 4: By Graduation day 2020, 100% of seniors attending Sonora ISD will graduate and receive a diploma.**

**Objective 1:** By May 2020, 75% of graduating seniors will be College, Career, or Military Ready.

**Objective 2:** By May of 2020, Sonora ISD will maintain a drop-out rate of 0% for all students, including all student sub-groups, and achieve a completion rate of 100%.

### **Goal 5: Parents and community members will be partners in the education of students at Sonora ISD by utilizing new technologies to communicate more effectively.**

**Objective 1:** By May 2020, SISD will encourage and educate parents on downloading the remind application on a device.

**Objective 2:** By May of 2020, Sonora ISD will revamp and enhance digital communications to include one platform to house all social media.

**Objective 3:** Enhance Literacy and Numeracy for children in grades PK-3.

**Goal 1: By August 2020 SISD will deliver an "A" rated District in the State Accountability System.**

**Objective 1: By June 15, 2020, SISD will score 90% @ Approaches, 60% @ Meets, and 30% @ Masters cumulative for all subjects.**

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline		Formative Evaluation
1. Analyze data from unit and benchmark assessments using Eduphoria: Aware. Utilize assessments, test bank, and scanning capabilities.	Campus Principals Teachers Director of Technology	Eduphoria Computers, Scanners	Local	August 2019 - May 2020		Quintile reports, heat maps, class and student reports. Progress on 'Focus Standards' for classes and individual students.
2. Analyze data from frequent progress monitoring from programs such as TPRI, Renaissance Place, Study Island, and Education Galaxy.	Campus Principals Instructional Interventionist Teachers Director of Technology	Time for analysis and team planning Program licenses and subscriptions Progress monitoring assessment Computers/tablets	Local	August 2019 - May 2020		Student progress on core foundational skills as measured by progress monitoring assessments. Improved grades in core academic areas. Improved performance on benchmark assessments. Improved performance on state assessments.
3. Continue vertical alignment of TEKS through utilization of the TEKS Resource System components.	Campus Principals Teachers	TEKS Resource System Lead4Ward Time for teacher planning	Local	August 2019 - May 2020		Improved grades in core academic areas. Improved student performance on benchmark assessments. Improved student performance on state assessments.
4. Utilize paraprofessionals and teachers to lower staff to student ratio for additional support to assist struggling learners in core content areas.	Campus Principals Director of Special Programs	Staff availability Scheduling	Title 1 IDEA Local	August 2019 - May 2020		Improved grades in core academic areas. Improved student performance on benchmark assessments. Improved student performance on state assessments.
5. Incorporate 'high yield' strategies into classroom	Campus Principals	Release time for training	Local	August 2019		Documentation of high yield strategies in lesson plans.

instruction and intervention groups to engage students in the content.	Teachers			- May 2020		Principal observations of classroom instruction.
6. Schedule tutorial time during the school day for struggling students failing core content areas.	Campus Principals Teachers	Master schedule	Local	August 2019 - May 2020		Improved grades in core academic areas. Improved student performance on benchmark assessments. Improved student performance on state assessments.
7. Provide training and support to core content area teachers on student expectations, identification of readiness, supporting and process standards, and the rigor/level of engagement required of students.	Campus Principals Teachers	Scheduling time Instructional programs and materials Program licenses and subscriptions Computers/tablets	Local	August 2019 - May 2020		Review of training certificates and attendance documents. Documentation of elements in lesson plans. Principal observations of classroom instruction.
8. Schedule STAAR remediation classes for students who did not meet state standards on previous year's assessments.	Campus Principals Teachers	Scheduling time Instructional programs and materials Program licenses and subscriptions	Local	August 2019 - May 2020		Improved grades in core academic areas. Improved student performance on benchmark assessments. Improved student performance on state assessments.
Summative Evaluation:	Increased performance of students on six-weeks grading periods, district end-of-unit tests, and state assessments.					

**Goal 1: By August 2020 SISD will deliver an "A" rated District in the State Accountability System.**

**Objective 2:** By May 2020, 100% of all sub population student groups will meet targets within the closing the gaps domain.

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline		Formative Evaluation
1. Provide professional development in the areas of inclusion, differentiated instruction, and scaffolding instruction.	Campus Principals Director of Special Programs	ESC 15 Release time for training	IDEA Local	August 2019 - May 2020		Review of training certificates and attendance documents. Documentation of elements in lesson plans. Principal observations of classroom instruction.
2. Utilize computers furnished with accessibility hardware and software for access of the general curriculum by students identified for special education.	Director of Special Programs Director of Technology Special Education Teachers	Instructional programs and materials Program licenses and subscriptions Computers/tablets	IDEA Local	August 2019 - May 2020		Student use logs from programs. Documentation of technology in lesson plans. Principal/supervisor observations.
3. Expand resources on special education programs to address ELAR and mathematics. Programs may include, but are not limited to: IXL, Moby Max, and Imagine Learning.	Director of Special Programs Special Education Teachers	Scheduling time for student interventions Instructional programs and materials Program licenses and subscriptions	IDEA Local	August 2019 - May 2020		Student use logs from programs. Student progress on core foundational skills as measured by progress monitoring assessments. Improved grades in core academic areas. Improved performance on benchmark assessments. Improved performance on state assessments.
Summative Evaluation:	Increased performance of students served in special education on six-weeks grading periods, district end-of-unit tests, and state assessments.					

**Goal 1: By August 2020 SISD will deliver an "A" rated District in the State Accountability System.**

**Objective 3: Close the equity gap to less than 15% between at-risk and non at-risk students.**

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline		Formative Evaluation
1. Provide professional development in the areas of sheltered instruction and scaffolding instruction.	Campus Principals Director of Special Programs	ESC 15 Release time for training	IDEA Local	August 2019 - May 2020		Review of training certificates and attendance documents. Documentation of elements in lesson plans. Principal observations of classroom instruction.
2. Require all core content area teachers to complete online ELPS training.	Campus Principals Director of Special Programs	Time to complete training	Local	August 2019 - May 2020		Participation certificates provided by each teacher.
3. All core content area teachers need to become ESL certified.	Campus Principals Director of Special Programs	Study aides and materials Release time to take test	Local	August 2019 - May 2020		Review of staff members state certifications.
4. Implement "Next Level" meetings to provide a systematic framework to address individual student needs and review individual student progress.	Campus Principals Instructional Interventionists	Time for analysis, team planning, and meetings	Local	August 2019 - May 2020		Quarterly meeting schedule and minutes.

<p>5. Implement an Early Childhood Literacy and Numeracy Program.</p>	<p>Campus Principals Instructional Interventionist Director of Special Programs</p>	<p>Scheduling time for student interventions Instructional programs and materials Program licenses and subscriptions</p>	<p>Local</p>	<p>August 2019 - May 2020</p>		<p>Student use logs from programs. Student progress on core foundational skills as measured by progress monitoring assessments. Improved grades in core academic areas. Improved performance on benchmark assessments. Improved performance on state assessments.</p>
<p>6. Retain the positions of Intervention Specialists to review student performance data and progress monitoring and assign and schedule instructional interventions.</p>	<p>SES Principal Instructional Interventionists</p>	<p>Staff</p>	<p>Local</p>	<p>August 2019 - May 2020</p>		<p>Student progress on core foundational skills as measured by progress monitoring assessments. Improved grades in core academic areas. Improved performance on benchmark assessments. Improved performance on state assessments.</p>
<p>7. Utilize paraprofessionals to provide academic support in inclusion and small group settings.</p>	<p>Campus Principals Director of Programs</p>	<p>Staff availability Scheduling</p>	<p>Title I IDEA Local</p>	<p>August 2019 - May 2020</p>		<p>Student progress on core foundational skills as measured by progress monitoring assessments. Improved grades in core academic areas. Improved performance on benchmark assessments. Improved performance on state assessments.</p>

<p>8. Retain the DARE to Read Intervention program to serve students identified with dyslexia and related disorders.</p>	<p>Campus Principal Instructional Interventionist Dyslexia Instructor Director of Special Programs</p>	<p>Scheduling time for student interventions  Instructional programs and materials</p>	<p>Local</p>	<p>August 2019 - May 2020</p>		<p>Student progress on core foundational skills as measured by progress monitoring assessments. Improved grades in core academic areas. Improved performance on benchmark assessments. Improved performance on state assessments.</p>
<p>9. Maintain 'Advanced Readers' and 'Math Extensions' to challenge advanced learners for Level III achievement.</p>	<p>SES Principal Instructional Interventionist</p>	<p>Scheduling time for student interventions Instructional programs</p>	<p>Local</p>	<p>August 2019 - May 2020</p>		<p>High level achievement on benchmark assessments. Level III performance on state assessments.</p>
<p>Summative Evaluation:</p>	<p>Increased performance of students on six-weeks grading periods, district end-of-unit tests, and state assessments. Increased performance of students identified as English language learners on six-weeks grading periods, district end-of-unit tests, and state assessments.</p>					

**Goal 1: By August 2020 Sonora ISD will deliver an "A" rated District in the State Accountability System**

**Objective 4: All students, including all student sub-groups will meet the state attendance standard of 97%**

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline		Formative Evaluation
1. Contact parents when student is absent from school.	Campus Principals	PEIMS data Staff	Local	August 2019 - May 2020		Decrease in the number of students with excessive absences. Increased number of students receiving required credits for graduation.
2. Review attendance records weekly and follow through with legal action according to school policy.	Campus Principals	PEIMS data	Local	August 2019 - May 2020		Decrease in the number of students with excessive absences. Increased number of students receiving required credits for graduation.
3. Provide student incentives for perfect attendance.	Campus Principals	PEIMS data Business Partners	Local	August 2019 - May 2020		Decrease in the number of students with excessive absences.
4. Implement an intervention program targeted at reducing truancy.	Campus Principals Campus Counselors	Scheduling time Instructional programs and materials	Local	August 2019 - May 2020		Decreased number of students with excessive absences.
Summative Evaluation:	Sonora ISD will maintain a 97% attendance rate					

**Goal 2: By May 2020 SISD will Attract and Retain Highly Effective Professionals by focusing on the teacher incentives in HB3.**

**Objective 1: By May 2020, 100% of classes will be taught by certified teachers, 100% of teachers and paraprofessionals will receive high quality professional development.**

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline		Formative Evaluation
1. Actively review staff and paraprofessionals to determine certified and HQ status.	Superintendent Human Resources Officer	Time for review	Local	August 2019 - May 2020		Review of staff records.
2. Provide opportunities for K-3 teachers to attend Reading Academy Workshops.	Campus Principals	Release time for training	Title II Local	August 2019 - May 2020		Review of training certificates and attendance documents.
3. Invite content area specialists to SISD for workshops.	Superintendent Campus Principals	ESC 15 Release time for training	Title II Local	August 2019 - May 2020		Review of training certificates and attendance documents.
4. Assist with study aids for teacher taking TExES exams in content areas for which they are currently assigned.	Campus Principals Teachers	Study materials	Local	August 2019 - May 2020		Teacher TExES results.
5. Allow teachers to attend review sessions and/or workshops in preparation for the TExES exam.	Campus Principals Teachers	Release time for training	Title II Local	August 2019 - May 2020		Review of training certificates and attendance documents. Teacher TExES results.
6. Send paraprofessionals to the Paraprofessional Academy.	Campus Principals Paraprofessionals	Release time for training	Title II Local	August 2019 - May 2020		Review of training certificates and attendance documents.
Summative Evaluation:	100% of SISD teachers will be certified, 100% of paraprofessionals will be highly qualified, and 100% of staff members will attend high quality professional development.					

**Goal 2: By May 2020 SISD will Attract and Retain Highly Effective Professionals by focusing on the teacher incentives in HB3.**

**Objective 2: By May 2020, SISD will increase stipends for STAAR/EOC teachers in order to retain 100% highly effective staff.**

NCLB 3

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline		Formative Evaluation
1. Recruit highly effective teachers by increasing the STAAR/EOC Stipend	Superintendent	Budget Planning	Local	Spring 2020		Increase Retention of Highly Effective Teachers
2. Recruit teachers that meet state certification criteria by attending job fairs and advertising with surrounding universities.	Superintendent Campus Principals	Leave time and travel	Local	August 2019 - May 2020		Increased number of applicants.
3. Retain high quality teachers through district benefits, including above base pay scale, life insurance policy, contribution to health insurance, free PK for employee children, and low cost housing.	Superintendent Campus Principals	Benefits packages Budget planning	Local	August 2019 - May 2020		Increased number of applicants.
Summative Evaluation:	SISD will effectively manage the budget to ensure we retain highly effective staff.					

**Goal 3: 100% of students attending SISD will be educated in learning environments that are safe and drug free.**

**Objective 1: By May 2020, Sonora ISD will reduce the number of bullying, vaping, and drug violations.**

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline		Formative Evaluation
1. Develop a clear, well-structured disciplinary policy.	Superintendent Campus Principals	Time for development and review	Local	August 2019 - May 2020		Reduction in disciplinary office referrals.
2. Provide training to staff, parents, and students on disciplinary policies.	Campus Principals	Scheduling time	Title IV Local	August 2019 - May 2020		Reduction in disciplinary office referrals.
3. Participate in Red Ribbon Week for anti-drug education.	Campus Counselors	Scheduling time	Title IV Local	August 2019 - May 2020		Schedule of student events/guidance classes. Student participation log.
4. Provide awareness programs on cyber bullying and sexting for staff and students.	Campus Counselors	Scheduling time Instructional programs and materials	Title IV Local	August 2019 - May 2020		Schedule of student events/guidance classes. Student participation logs.
Summative Evaluation:	Sonora ISD will report zero incidents in the final PEIMS submission					

**Goal 3: 100% of students attending SISD will be educated in learning environments that are safe and drug free.**

**Objective 2: By May 2020, Sonora ISD will maintain the number of violent incidents at 0% as measured by PEIMS.**

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline		Formative Evaluation
1. Provide hotline for students to report bullying anonymously.	Campus Principals Campus Counselors	Program for reporting	Local	August 2019 - May 2020		Reduction in the number of bullying specific office referrals.
2. Maintain the drug testing requirements.	Superintendent SHS Principals SMS Dean of Students	Southwest Consortium	Local	August 2019 - May 2020		Reduction in number of positive tests.
3. Provide professional development on classroom management, behavior, and discipline strategies.	Campus Principals	ESC 15	Title II Title IV Local	August 2019 - May 2020		Review of training certificates and attendance documents. Reduction in disciplinary office referrals.
4. Provide awareness programs and character education classes dealing with topics such as bullying, conflict resolution, suicide prevention, sexual harassment, dating violence, self-esteem, and making positive choices.	Campus Principals Campus Counselors	Scheduling time Instructional programs and materials	Title IV Local	August 2019 - May 2020		Schedule of student events/guidance classes. Student participation logs.
5. Provide Trauma Awareness programs to comply with SB 11.	Campus Principals Campus Counselors	Scheduling time Instructional programs and materials	Local	August 2019 - May 2020		Increase staff and student awareness of trauma-informed care, required training and counseling options for students affected by trauma or grief.

Summative Evaluation: Sonora ISD will report zero violent incidents on the summer PEIMS submission.

**Goal 4: 100% of students attending Sonora ISD will meet graduation requirements and receive a diploma.**

**Objective 1: By May 2020, 90% of graduating seniors will be College, Career, or Military Ready according to the state standard.**

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline		Formative Evaluation
1. Continue providing opportunities for distance learning and online courses for dual credit	SHS Principal SMS Dean of Students SHS Counselor	Scheduling time  Cooperating universities/colleges	Local	August 2019 - May 2020		Increased number of students receiving required credits for graduation
2. Increase participation and program offerings for Advanced Placement and Dual Credit Courses.	SHS Principal SMS Dean of Students SHS Counselor	Scheduling instructional programs and materials	Local	August 2019 - May 2020		Six-weeks grades, Improvement on the ACT, SAT, and AP exams. Number of students achieving Level III.
3. Schedule advanced ELAR and math courses as pre-requisites for Pre-AP and AP courses.	SMS Principal SMS Counselor	Scheduling time Instructional programs and materials	Local	August 2019 - May 2020		Student performance at each six-weeks grading period. Increased percentage of students achieving Level III on STAAR assessments.
4. Offer courses to assist students in getting high school credit at the middle school level.	SMS Dean of Students SMS Counselor	Scheduling time Instructional programs and materials	Local	August 2019 - May 2020		Student performance at each six-weeks grading period. Increased percentage of students achieving Level III on STAAR assessments.
5. Expand CTE course and program offerings	SHS Principal SHS Counselor SHS Principal	Scheduling time Instructional programs and materials	Carl Perkins  Local	August 2019 - May 2020		Course completion. Review of student graduating with endorsements.

6. Expand Partnership with Howard College to include CTE Dual Credit Courses	SHS Counselor	Incoming Freshmen Class of 2024	Local	August 2019 - May 2020		Number of students pursuing Industry Based Certifications
7. Implement a Career Investigations program.	SMS Dean of Students SMS Counselor	Scheduling time Instructional programs and materials	Local	August 2019 - May 2020		Review of student projects.
Summative Evaluation:	Sonora ISD will score at least 90% on the CCMR domain in the accountability system					

**Goal 4: 100% of students attending Sonora ISD will meet graduation requirements and receive a diploma.**

**Objective 2:** By May of 2020, Sonora ISD will maintain a drop-out rate of 0% for all students, including all student sub-groups, and achieve a completion rate of 100%.

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline		Formative Evaluation
1. Maintain A Chance to Success (ACTS) Credit Recovery Program.	SHS Principal SMS Dean of Students	Scheduling time Instructional programs and materials Program licenses and subscriptions	Local	August 2019 - May 2020		Increased number of students receiving required credits for graduation.
2. Schedule STAAR remediation classes for students who did not meet state standards of previous year's assessments.	SHS Principal	Scheduling time Instructional programs and materials Program licenses and subscriptions	Local	August 2019 - May 2020		Improved grades in core academic areas. Improved student performance on benchmark assessments. Improved student performance on state assessments.
3. Recruit and retain highly effective teachers by raising the SISD Teacher Pay Scale.	Superintendent	SISD Budget	Local	August 2019 - May 2020		Increased number of economic disadvantaged students being taught by highly effective teachers in STAAR Subjects
Summative Evaluation:	The district drop-out rate will remain at 0% and completion rate will remain at 100%.					

**Goal 5: Parents and community members will be partners in the education of students at Sonora ISD.**

**Objective 1: By May of 2020, Sonora ISD will increase parental knowledge of, support for, involvement in, and contributions to the school programs.**

Activity/Strategy	Person	Resources	Funding	Timeline		Formative Evaluation
1. Encourage parents to register for 'Parent Connection' to access the child's grades and attendance.	Campus Principals Director of Technology	Remind Me 101	Local	August 2019 - May 2020		Review of subscriptions for each class. Increased parental awareness of student progress and class requirements.
2. Maintain use of the digital marquee at the SHS, SMS, and SES.	Campus Principals	School website Program licenses and subscriptions	Local	August 2019 - May 2020		Review of number of parents who signed up. Increased parental awareness of student progress and class requirements.
3. Continue weekly visits to the local radio station to discuss events and happenings in the district.	Administrative Team	Program licenses and subscriptions	Local	August 2019 - May 2020		Increased parental awareness of and attendance at school events.
4. Schedule parent-teacher conferences.	Campus Principals Teachers	Time for development	Local	August 2019 - May 2020		Increased parental awareness of and attendance at school events.
5. Continue the parent volunteer program, and recruit more parents for participation.	Campus Principals Campus Counselors	Release time for meetings	Local	August 2019 - May 2020		Increased parental awareness of student progress and class requirements.
6. Schedule parent appreciation events during the school day such as a Thanksgiving luncheon and Veteran's Day luncheon.	Campus Principals Director of Food Services	Computer lab/facilities	Local	August 2019 - May 2020		Review of number of participants.

7. Host a 'FAFSA Night' to assist parents in completing FAFSA	SHS Principal SMS Dean of Students	Scheduling time	Local	August 2019 - May 2020		Review of visitor logs and increased parental awareness of student progress and class requirements.
8. Continue 'Evening of the Arts and GT Showcase.'	SHS Principal Fine Art/CTE Teachers	Scheduling time	Local	August 2019 - May 2020		Review number of participants.
9. Host a fall festival as an opportunity for parents to attend a fun, school sponsored event with their children.	Superintendent SES Principal	Scheduling time Early release from school	Local	August 2019 - May 2020		Review of ticket sales and money raised from event.
Summative Evaluation:	SISD will survey the parents and community to ensure effective communication and partnerships have been established.					

**Goal 5: Parents and community members will be partners in the education of students at Sonora ISD.**

**Objective 2: By May of 2020, Sonora ISD will revamp and enhance digital communication methods.**

Activity/Strategy	Person	Resources	Funding	Timeline		Formative Evaluation
1. Maintain a messaging service that delivers voice, e-mail, and emergency messages of important and/or time sensitive material.	Director of Technology	School website	Local	August 2019 - May 2020		Broadcast Summary reports
2. Promote the school app for Apple and Android devices.	Director of Technology	Program licenses and subscriptions	Local	August 2019 - May 2020		Increased parental awareness of and attendance to school events.
3. Utilize 'Remind' App - messaging system for teacher correspondence with parents, including translations.	Campus Principals Teachers	Program licenses and subscriptions	Local	August 2019 - May 2020		Increased parental awareness of and attendance to school events.
4. Calendar of events and newsletters will be sent home and posted on the website.	Campus Principals	Release time	Local	August 2019 - May 2020		Increased parental awareness of and attendance at school events.
5. Redesign school website to allow for social media integration	Technology Director	Purchase order Program license and subscriptions	Local	August 2019 - May 2020		Usage reports Parent/faculty survey
Summative Evaluation:	Increased student learning and parental involvement in school sponsored activities					

**Goal 5: Parents and community members will be partners in the education of students at Sonora ISD.**

**Objective 3: Enhance Literacy and Numeracy for children in grades PK-3.**

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline		Formative Evaluation
1. Invite preschool through 3 <sup>rd</sup> grade children to participate in age appropriate special events, accompanied by parent or care-giver.	SES Principal	Scheduling	Local	August 2019 - May 2020		Schedule of events. Participation records.
2. Continue PK and kindergarten Spring Round-up.	SES Principal	Scheduling	Local	August 2019 - May 2020		Pre-registration and enrollment records.
3. Continue "Meet the Teacher". Invite PK-3 students to visit their classrooms and meet their teacher prior to the first day of school.	SES Principal PK-3 Teachers	Scheduling	Local	August 2019 - May 2020		Participation records.
4. K-3 Reading Academy	SES Principal	Summer PD	Local	August 2019-July 2020		Professional Development Records
Summative Evaluation:	Grade 3 student growth measures on reading and math assessments.					