

SONORA ISD DISTRICT IMPROVEMENT PLAN



2017-2018

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

Date of School Board Approval – November 30, 2017

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 21st-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.

District Educational Advisory Committee

Meeting Date: October 4, 2017

3:45 P.M.

High School Library

Committee Role	Name	Position	Signature
Administrator	Ross Aschenbeck	Superintendent	<i>Ross Aschenbeck</i>
Classroom Teacher	Wheless Baker	Elementary Teacher	<i>Wheless Baker</i>
Administrator	Sean Leamon	HS Principal	<i>Sean Leamon</i>
Administrator	Daron Worrell	MS Principal	<i>Daron Worrell</i>
Classroom Teacher	Christina Barker	Math Interventionist	<i>Christina Barker</i>
District-level Professional	Greta Ramsdell	Business Manager	<i>G Ramsdell</i>
Administrator	Michael Kissire	Elementary Principal	
Business Representative	Dorothy Jimenez	County Appraisal District	<i>D. Jimenez</i>
Administrator	Stefanie Taylor	Special Programs Director	<i>Stefanie Taylor</i>
Non-classroom Professional	Lindsey Geske	Librarian	<i>Lindsey Geske</i>
Classroom Teacher	Chely Jones	Elementary Teacher	<i>Chely Jones</i>
Classroom Teacher	Denice Arispe	Middle School ELA	<i>Denice Arispe</i>
Classroom Teacher	Shelly Shannon	Middle School Science	
Classroom Teacher	Julie Martin	HS Math	<i>Julie Martin</i>
Parent	Jerry Jimenez	Juvenile Probation	
Parent	Dawn Cahill	Rancher	
Community Representative	Steve Smith	Sutton County Judge	
Community Representative	Rachel Duran	District Clerk	<i>Rachel Duran</i>
Parent	Jeremy Robles	Intervest	<i>Jeremy Robles</i>
Parent	Pam Thorp	Chief Deputy Clerk	<i>Pam Thorp</i>

Parent
 Brenda Mungia
 David Gallogos
HS Counselor
 Kay Friess
Classroom teacher
 Loretta Friese

1 of 1 Banker
 Dean of Students HS
 HS Counselor




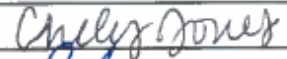


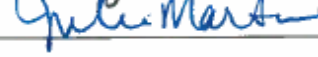


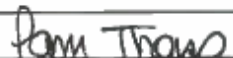
Brenda Mungia
Kay Friess
Loretta Friese

District Educational Advisory Committee

Meeting Date: November 1, 2017

3:45 P.M.

High School Library

Committee Role	Name	Position	Signature
Administrator	Ross Aschenbeck	Superintendent	
Classroom Teacher	Wheless Baker	Teacher	
Administrator	Sean Leamon	HS Principal	
Administrator	Daron Worrell	MS Principal	
Classroom Teacher	Christina Barker	Teacher	Christina Barker
District-level Professional	Greta Ramsdell	Business Manager	
Administrator	Michael Kissire	Elementary Principal	
Business Representative	Dorothy Jimenez	County Appraisal District	
Administrator	Stefanie Taylor	Special Programs Director	
Non-classroom Professional	Lindsey Geske	Librarian	
Classroom Teacher	Chely Jones	Teacher	
Classroom Teacher	Denice Arispe	Teacher	
Classroom Teacher	Shelly Shannon	Teacher	
Classroom Teacher	Julie Martin	Teacher	
Parent	Jerry Jimenez	Juvenile Probation	
Parent	Dawn Cahill	Attorney	
Community Representative	Steve Smith	Sutton County Judge	
Community Representative	Rachel Duran	District Clerk	
Parent	Jeremy Robles	Intervest	
Parent	Pam Thorp	Chief Deputy Clerk	

Parent	Brenda Mungia	Banker	<i>Brenda Mungia</i>
Classroom Teacher	Kay Friess	Counselor	<i>Kay Friess</i>
District-level Professional	David Gellagos	Dean of Students	
Classroom Teacher	Joetta Friess	Teacher	

Parent Amber Killough Parent (stay @ Home Mom) Amber Killough

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		
	2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017
Students At-Risk	83	78	84	71	63	69	61	59	59	69	82	76	76	50	66
Students Not At-Risk	96	97	94	96	96	90	83	92	92	98	100	97	93	90	100

	Drop Out Data		Completion Data	
	2014-2015	2015-2016	2014-2015	2015-2016
Students At-Risk	3%	3%	98%	97%
Students Not At-Risk	0	3%	100%	96%

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 Middle School to improve at-risk performance.

Comprehensive Needs Assessment

A comprehensive needs assessment was conducted with the District Planning Committee on 10/4/2017.

Data Sources
STAAR Performance Reports
2017 Accountability Summary
Performance Based Monitoring Assessment System Reports (2016 & 2017)
Texas Accountability Performance Report 2016-2017
STAAR Raw Score Conversions
2017 Equity Plan Document

Summary of Findings

Areas of concern identified:

PRIORITIZED AREAS OF CONCERN	
Areas of Concern	Data Source
<i>Increase student performance in all content areas preparing for STAAR Meets Standard 2017-2018. Index 1</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. Index 2</i>	<i>STAAR Performance Reports</i>
<i>Increase percentage of students performing at Level III Masters across all content areas. Index 2 and 3</i>	<i>STAAR Performance Reports</i>
<i>Diminish and/or close the achievement gap between economically disadvantaged students and non-economically disadvantaged students. Index 3</i>	<i>STAAR Performance Reports</i>
<i>Improve performance of special education students on state assessments. Target area: Reading and Writing</i>	<i>STAAR Performance Reports, PBM</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>

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.

Program/Funding Source	
Federal Programs	
<i>Title I, Part A</i>	<i>\$114,834</i>
<i>Title II</i>	<i>\$16,990</i>
<i>Title IV</i>	<i>\$10,000</i>
<i>IDEA, Part B</i>	<i>\$175,507</i>
<i>IDEA, Preschool</i>	<i>\$ 5,190</i>
State Programs	
<i>State Compensatory Education</i>	<i>\$660,604</i>
<i>Gifted/Talented</i>	<i>\$10,404</i>
<i>Special Education</i>	<i>\$509,971</i>
<i>Bilingual Education</i>	<i>\$21,563</i>
<i>High School Allotment</i>	<i>\$73,917</i>
Total State/Federal Programs	
<i>\$2,031,140</i>	

Goals and Objectives 2017-2018.

Goal 1: Sonora ISD will establish a culture of academic excellence.

Objective 1: By May 2018, 87% of all students will meet expectations on Index 1.

Objective 2: By May 2018, 65% of special education students will meet or exceed progress on the STAAR reading and mathematics assessments.

Objective 3: By May 2018, 70% of students identified as English language learners will meet or exceed progress on all STAAR subjects.

Objective 4: By May 2018, Sonora ISD will score a 45 on Index 2, student progress, and score a 50 on Index 3, closing performance gaps.

Objective 5: By May 2017, Sonora ISD will score an 85 on Index 4, Postsecondary Readiness.

Goal 2: All Students are instructed by certified and highly effective professionals and paraprofessionals.

Objective 1: By May 2018 100% of classes will be taught by certified teachers, 100% of teachers and paraprofessionals will receive high quality professional development.

Objective 2: By May 2018, SISD will evaluate and change the current pay scale to recruit and retain effective teachers

Objective 3: By May 2018, SISD will evaluate and offer stipends for STAAR/EOC teachers in order to retain a highly effective staff.

Goal 3: All students attending SISD will be educated in learning environments that are safe and drug free.

Objective 1: By May 2018, Sonora ISD will maintain the number of violent incidents at 0% as measured by PEIMS and reduce the percentage of disciplinary referrals, especially special education discipline referrals, by 10%.

Goal 4: All students attending Sonora ISD will meet graduation requirements and receive a diploma.

Objective 1: Enhance educational opportunities for children between the ages of three and five.

Objective 2: By May of 2017, Sonora ISD will maintain a drop-out rate of less than 1% for all students, including all student sub-groups, and achieve a completion rate of at least 95% or higher.

Objective 3: Close the equity gap to 2% between economically disadvantaged and not economically disadvantaged students.

Objective 4: All students, including all student sub-groups, will make progress toward meeting the state attendance standard of 97%

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

Objective 1: By May 2018, SISD will increase parental knowledge of, support for, involvement in, and contributions to the school program by 20%.

Goal 1: Sonora ISD will establish a culture of academic excellence

Objective 1: By May 2018, 87% of all students will meet expectations on Index 1.

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline	Title I Component	Formative Evaluation
<p>1. Analyze data from unit and benchmark assessments using Eduphoria: Aware. Utilize assessments, test bank, and scanning capabilities.</p>	<p>Campus Principals Teachers Director of Technology</p>	<p>Eduphoria Computers, Scanners</p>	<p>Local</p>	<p>August 2017 - May 2018</p>	<p>1,</p>	<p>Quintile reports, heat maps, class and student reports. Progress on 'Focus Standards' for classes and individual students.</p>
<p>2. Analyze data from frequent progress monitoring from programs such as TPRI, Renaissance Place, iStation, Compass Learning, Think through Math, and APEX.</p>	<p>Campus Principals Instructional Interventionist Teachers Director of Technology</p>	<p>Time for analysis and team planning Program licenses and subscriptions Progress monitoring assessment Computers/tablets</p>	<p>Local</p>	<p>August 2017 - May 2018</p>	<p>2,</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>3. Continue vertical alignment of TEKS through utilization of the</p>	<p>Campus Principals Teachers</p>	<p>TEKS Resource System Lead4Ward</p>	<p>Local</p>	<p>August 2017</p>	<p>8,</p>	<p>Improved grades in core academic areas. Improved student performance on benchmark assessments. Improved student</p>

TEKS Resource System components.		Time for teacher planning		- May 2018		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 2017 - May 2018	9,10	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 instruction and intervention groups to engage students in the content.	Campus Principals Teachers	Release time for training	Local	August 2017 - May 2018	2,9	Documentation of high yield strategies in lesson plans. 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 2017 - May 2018	2,9	Improved grades in core academic areas. Improved student performance on benchmark assessments. Improved student performance on state assessments.
7. Utilize content area specialists to assist with resources and planning in ELAR, math, science, and social studies.	Superintendent Campus Principals Teachers	ESC 15 Release time for training	Local	August 2017 - May 2018	9,	Improved grades in core academic areas. Improved student performance on benchmark assessments. Improved student performance on state assessments.

<p>8. 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.</p>	<p>Campus Principals Teachers</p>	<p>Scheduling time Instructional programs and materials Program licenses and subscriptions Computers/tablets</p>	<p>Local</p>	<p>August 2017 - May 2018</p>	<p>2,8,9</p>	<p>Review of training certificates and attendance documents. Documentation of elements in lesson plans. Principal observations of classroom instruction.</p>
<p>9. Schedule STAAR remediation classes for students who did not meet state standards on previous year's assessments.</p>	<p>Campus Principals Teachers</p>	<p>Scheduling time Instructional programs and materials Program licenses and subscriptions</p>	<p>Local</p>	<p>August 2017 - May 2018</p>	<p>2,9</p>	<p>Improved grades in core academic areas. Improved student performance on benchmark assessments. Improved student performance on state assessments.</p>
<p>10. Integrate instructional technology through the use of smart projectors and computer software.</p>	<p>Campus Principals Teachers Director of Technology</p>	<p>Active boards Computers/tablets Program licenses and subscriptions</p>	<p>Local</p>	<p>August 2017 - May 2018</p>	<p>8</p>	<p>Documentation on technology in lesson plans. Principal observations of use of technology in the classroom.</p>
<p>11. Review master schedules to maximize instructional time throughout the school day at all campuses within SISD.</p>	<p>Campus Principals</p>	<p>Time for the development of the master schedule</p>	<p>Local</p>	<p>August 2017 - May 2018</p>	<p>-</p>	<p>Improved grades in core academic areas. Improved student performance on benchmark assessments. Improved student performance on state assessments.</p>

	Summative Evaluation: Increased performance of students on six-weeks grading periods, district end-of-unit tests, and state assessments.					
Goal 1: Sonora ISD will establish a culture of academic excellence						
Objective 2: By May 2018, 65% of special education students will meet or exceed progress on the STAAR reading and mathematics assessments.						
Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline	Title I Component	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 2017 - May 2018	4	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 2017 - May 2018	9	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,		Scheduling time for student interventions	IDEA	August 2017		Student use logs from programs. Student progress on core foundational skills as measured by progress

but are not limited to: Don Johnston, Moby Max, and Imagine Learning.	Director of Special Programs Special Education Teachers	Instructional programs and materials Program licenses and subscriptions	Local	- May 2018	10	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: Sonora ISD will establish a culture of academic excellence						
Objective 3: By May 2018, 70% of students identified as English language learners will meet or exceed progress on all STAAR subjects.						
NCLB 1 & 2 (Special Populations/Bilingual Education)						
Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline	Title I Component	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 2017 - May 2018	4	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	Campus Principals		Local	August 2017 - May 2018	4	Participation certificates provided by each teacher.

complete online ELPS training.	Director of Special Programs	Time to complete training				
3. Encourage core content area teachers to get ESL certifications. Pay for test registration after proof of passing the exam.	Campus Principals Director of Special Programs	Study aides and materials Release time to take test ESL stipends	Local	August 2017 - May 2018	3	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 Bilingual Education Teacher	Time for analysis, team planning, and meetings	Local	August 2017 - May 2018	9	Quarterly meeting schedule and minutes.
5. Implement a reading intervention program to target instructional support based on individual student need as it relates to the 5 components of reading.	Campus Principals Instructional Interventionist Bilingual Education Teacher Director of Special Programs	Scheduling time for student interventions Instructional programs and materials Program licenses and subscriptions	Title III	August 2017 - May 2018	2	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 identified as English language learners on six-weeks grading periods, district end-of-unit tests, and state assessments.
--	--

Goal 1: Sonora ISD will establish a culture of academic excellence

Objective 4: By May 2018, Sonora ISD will score a 45 on Index 2, student progress, and score a 50 on Index 3, closing performance gaps.

NCLB 1&2

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline	Title I Component	Formative Evaluation
1. Retain the positions of Intervention Specialists to review student performance data and progress monitoring and assign and schedule instructional interventions.	SES/SIS Principal Instructional Interventionists	Staff	Local	August 2017 - May 2018	2,8,9,10	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.
2. Utilize paraprofessionals to provide academic support in inclusion and small group settings.	Campus Principals Director of Programs	Staff availability Scheduling	Title I IDEA Local	August 2017 - May 2018	9,10	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. Retain the DARE to Read Intervention program to serve students identified with dyslexia and related disorders.	Campus Principal Instructional Interventionist Dyslexia Instructor Director of Special Programs	Scheduling time for student interventions Instructional programs and materials	Local	August 2017 - May 2018	2,9,10	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.
4. Maintain 'Advanced Readers' and 'Math Extensions' to challenge advanced learners for Level III achievement.	SES/SIS Principal Instructional Interventionist	Scheduling time for student interventions Instructional programs	Local	August 2017 - May 2018	9	High level achievement on benchmark assessments. Level III 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: Sonora ISD will establish a culture of academic excellence

Objective 5: By May 2017, Sonora ISD will score an 85 on Index 4, Postsecondary Readiness.

NCLB 1 & 2

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline	Title I Component	Formative Evaluation
1. Increase participation and program offerings for Advanced Placement and Dual Credit Courses.	SHS Principal SHS Assistant Principal SHS Counselor	Scheduling instructional programs and materials	Local	August 2017 - May 2018	2,3,9	Six-weeks grades, Improvement on the ACT, SAT, and AP exams. Number of students achieving Level III.
2. 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 2017 - May 2018	2,3,9	Student performance at each six-weeks grading period. Increased percentage of students achieving Level III on STAAR assessments.
3. Offer courses to assist students in getting high school credit at the middle school level.	SMS Principal SMS Counselor	Scheduling time Instructional programs and materials	Local	August 2017 - May 2018	2,3	Student performance at each six-weeks grading period. Increased percentage of students achieving Level III on STAAR assessments.
4. Expand CTE course and program offerings.	SHS Principal SHS Assistant Principal	Scheduling time	Carl Perkins Local	August 2017 - May 2018	1,2	Course completion. Review of student graduating with endorsements.

	SHS Counselor	Instructional programs and materials				
5. Implement a Career Investigations program.	SMS Principal SMS Counselor	Scheduling time Instructional programs and materials	Local	August 2017 - May 2018	1,2	Review of student projects.
	Summative Evaluation: Increased performance of students on six-weeks grading periods, district end-of-unit tests, and state assessments.					

Goal 2: All Students are instructed by certified and highly effective professionals and paraprofessionals.

Objective 1: By May 2018, 100% of classes will be taught by certified teachers, 100% of teachers and paraprofessionals will receive high quality professional development.

NCLB 3

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline	Title I Component	Formative Evaluation
1. Actively review staff and paraprofessionals to determine certified and HQ status.	Superintendent Human Resources Officer	Time for review	Local	August 2017 - May 2018	3	Review of staff records.
2. Provide opportunities for teacher to attend content specific professional	Campus Principals	Release time for training	Title II Local	August 2017	4	Review of training certificates and attendance documents.

development opportunities.				- May 2018		
3. Invite content area specialists to SISD for workshops.	Superintendent Campus Principals	ESC 15 Release time for training	Title II Local	August 2017 - May 2018	4	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 2017 - May 2018	4	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 2017 - May 2018	4	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 2017 - May 2018	4	Review of training certificates and attendance documents.
7. 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 2017 - May 2018	3	Increased number of applicants.
8. Retain high quality teachers through district benefits, including above base pay scale, life insurance policy,	Superintendent Campus Principals	Benefits packages Budget planning	Local	August 2017 - May 2018	3	Increased number of applicants.

contribution to health insurance, and low cost housing.						
	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 3: All students attending SISD will be educated in learning environments that are safe and drug free.						
	Objective 1: By May 2017, Sonora ISD will maintain the number of violent incidents at 0% as measured by PEIMS, and reduce the percentage of disciplinary referrals by 10%.					
	NCLB 4					
Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline	Title I Component	Formative Evaluation
1. Retain the position of School Resource Officer in cooperation with the Sonora City Police Department.	Superintendent	Sonora Police Department	Local	August 2017 - May 2018	10	Reduction in disciplinary office referrals.
2. Develop a clear, well-structured disciplinary policy.	Superintendent Campus Principals	Time for development and review	Local	August 2017 - May 2018	1	Reduction in disciplinary office referrals.

3. Provide training to staff, parents, and students on disciplinary policies.	Campus Principals	Scheduling time	Title IV Local	August 2017 - May 2018	10	Reduction in disciplinary office referrals.
4. Participate in Red Ribbon Week for anti-drug education.	Campus Counselors	Scheduling time	Title IV Local	August 2017 - May 2018	10	Schedule of student events/guidance classes. Student participation log.
5. Provide awareness programs on cyber bullying and sexting for staff and students.	Campus Counselors	Scheduling time Instructional programs and materials	Title IV Local	August 2017 - May 2018	10	Schedule of student events/guidance classes. Student participation logs.
6. Provide hotline for students to report bullying anonymously.	Campus Principals Campus Counselors	Program for reporting	Local	August 2017 - May 2018	10	Reduction in the number of bullying specific office referrals.
7. Maintain the drug testing requirements.	Superintendent SHS Principals SMS Principal	Southwest Consortium	Local	August 2017 - May 2018	10	Reduction in number of positive tests.
8. Provide professional development on classroom management, behavior, and discipline strategies.	Campus Principals	ESC 15	Title II Title IV Local	August 2017 - May 2018	4	Review of training certificates and attendance documents. Reduction in disciplinary office referrals.

<p>9. 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.</p>	<p>Campus Principals Campus Counselors</p>	<p>Scheduling time Instructional programs and materials</p>	<p>Title IV Local</p>	<p>August 2017 - May 2018</p>	<p>10</p>	<p>Schedule of student events/guidance classes. Student participation logs.</p>
<p>10. Implement an intervention program targeted for students involved in drugs and bullying.</p>	<p>Campus Principals Campus Counselors</p>	<p>Scheduling time Instructional programs and materials</p>	<p>Local</p>	<p>August 2017 - May 2018</p>	<p>10</p>	<p>Reduction of numbers of students repeating disciplinary placements.</p>
	<p>Summative Evaluations: PEIMS data will demonstrate that violent incidents will continue to be reported at 0% and disciplinary referrals have decreased.</p>					

Goal 4: All students attending Sonora ISD will meet graduation requirements and receive a diploma.

Objective 1: Enhance educational opportunities for children between the ages of three and five.

Preschool Transition

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline		Formative Evaluation
1. Invite preschool children to participate in age appropriate special events, accompanied by parent or care-giver.	SES Principal	Scheduling	Local	August 2017 - May 2018	6	Schedule of events. Participation records.
2. Continue PK and kindergarten Spring Round-up.	SES Principal	Scheduling	Local	August 2017 - May 2018	7	Pre-registration and enrollment records.
3. Continue "Meet the Teacher". Invite PK and kindergarten students to visit their classrooms and meet their teacher prior to the first day of school.	SES Principal PK and Kinder Teachers	Scheduling	Local	August 2017 - May 2018	6,7	Participation records.

Summative Evaluation: PK and kindergarten student performance on district and state readiness assessments.

Goal 4: All students attending Sonora ISD will meet graduation requirements and receive a diploma.

Objective 2: By May 2017, Sonora ISD will maintain a drop-out rate of less than 1% for all students, including all student sub-groups, and achieve a completion rate of 95% or higher.

NCLB 5

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline		Formative Evaluation
1. Maintain A Chance to Success (ACTS) Credit Recovery Program.	SHS Principal SHS Assistant Principal	Scheduling time Instructional programs and materials Program licenses and subscriptions	Local	August 2017 - May 2018	2,9	Increased number of students receiving required credits for graduation.
2. Continue providing opportunities for distance learning and online courses for dual credit.	SHS Principal SHS Assistant Principal SHS Counselor	Scheduling time Cooperating universities/colleges	Local	August 2017 - May 2018	10	Increased number of students receiving required credits for graduation.
3. Schedule STAAR remediation classes for students who did not meet state standards of previous year's assessments.	SHS Principals	Scheduling time Instructional programs and materials Program licenses and subscriptions	Local	August 2017 - May 2018	2,9	Improved grades in core academic areas. Improved student performance on benchmark assessments. Improved student performance on state assessments.

Summative Evaluation: The district drop-out rate will remain at less than 1% and completion rate will remain above 95%.

Goal 4: All student attending Sonora ISD will meet graduation requirements and receive a diploma.

Objective 3: By May 2018 SISD will close the equity gap to 5% between economically disadvantaged and non economically disadvantaged students.

NCLB 5

Activity/Strategy	Person(s) Responsible	Resources	Funding	Timeline		Formative Evaluation
1. Recruit and retain highly effective teachers by raising the SISD Teacher Pay Scale. *Equity Plan	Superintendent	SISD Budget	Local	August 2017 - May 2018	2,9	Increased number of economic disadvantaged students being taught by highly effective teachers in STAAR Subjects
2. Continue providing opportunities for distance learning and online courses for dual credit.	SHS Principal SHS Assistant Principal SHS Counselor	Scheduling time Cooperating universities/colleges	Local	August 2017 - May 2018	10	Increased number of economic disadvantaged students being taught by highly effective teachers in STAAR subjects
3. Schedule STAAR remediation classes for students who did not meet state standards of previous year's assessments.	SHS Principals	Scheduling time Instructional programs and materials Program licenses and subscriptions	Local	August 2017 - May 2018	2,9	Improved grades in core academic areas. Improved student performance on benchmark assessments. Improved student performance on state assessments.
Summative Evaluation: The district drop-out rate will remain at less than 1% and completion rate will remain above 95%.						

Goal 4: All student attending Sonora ISD will meet graduation requirements and receive a diploma.

Objective 4: All student, including all student sub-groups, will make progress toward meeting the state attendance standard of 97%.

NCLB 5

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 2017 - May 2018	6	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 2017 - May 2018	10	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 2016 - May 2017	-	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 2017 - May 2018	10	Decreased number of students with excessive absences.

Summative Evaluation: Sonora ISD will maintain a 97% attendance rate

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

Objective 1: By May of 2018, Sonora ISD will increase parental knowledge of, support for, involvement in, and contributions to the school program by 20%.

Activity/Strategy	Person	Resources	Funding	Timeline	Title I Component	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 2017 - May 2018	6,10	Look at the service reports to determine if 100% of parents were contacted.
2. Promote the school app for Apple and Android devices.	Director of Technology	Program licenses and subscriptions	Local	August 2017 - May 2018	6,10	Increased parental awareness of and attendance to school events.
3. Utilize 'Remind Me' text messaging system for teacher correspondence with parents.	Campus Principals Teachers	Program licenses and subscriptions	Local	August 2017 - May 2018	6,10	Increased parental awareness of and attendance to school events.
4. 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 2017 - May 2018	6,10	Review of subscriptions for each class. Increased parental awareness of student progress and class requirements.

5. Maintain use of the digital marquee at the SHS, SMS, and SES.	Campus Principals	School website Program licenses and subscriptions	Local	August 2017 - May 2018	6,10	Review of number of parents who signed up. Increased parental awareness of student progress and class requirements.
6. Continue weekly visits to the local radio station to discuss events and happenings in the district.	Administrative Team	Program licenses and subscriptions	Local	August 2017 - May 2018	6,10	Increased parental awareness of and attendance at school events.
7. Calendar of events and newsletters will be sent home and posted on the website.	Campus Principals	Release time	Local	August 2017 - May 2018	6,10	Increased parental awareness of and attendance at school events.
8. Schedule parent-teacher conferences.	Campus Principals Teachers	Time for development	Local	August 2017 - May 2018	6,10	Increased parental awareness of and attendance at school events.
9. Continue the parent volunteer program, and recruit more parents for participation.	Campus Principals Campus Counselors	Release time for meetings	Local	August 2017 - May 2018	6,8,10	Increased parental awareness of student progress and class requirements.
10. Offer English classes to parents and others in the community that are not native English speakers.	Superintendent Director of Technology	Time for staff to meet with volunteers Training for parent volunteers	Local	August 2017 - May 2018	6,10	Review of number of documented volunteers. Increased parental awareness of and attendance at school events.

11. 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 2017 - May 2018	6,9,10	Review of number of participants.
12. Host a 'FAFSA Night' to assist parents in completing FAFSA	SHS Principal SHS Assistant Principal	Scheduling time	Local	August 2017 - May 2018	6,10	Review of visitor logs and increased parental awareness of student progress and class requirements.
13. Continue 'Evening of the Arts and GT Showcase.'	SHS Principal SHS Assistant Principal	Scheduling time	Local	August 2017 - May 2018	6,10	Review number of participants.
14. Host a fall festival as an opportunity for parents to attend a fun, school sponsored event with their children.	Superintendent SES/SIS Principal	Scheduling time Early release from school	Local	August 2017 - May 2018	6,10	Review of ticket sales and money raised from event.
15. Provide a reliable 100 mb fiber optic internet connection.	Technology Director	Connect to Fiberlight's fiber optic cable running along SISD Elementary School	Local	August 2017 - May 2018	6, 10	Ability to connect daily to a fast reliable internet connection.
	Summative Evaluation: Increased parental involvement in school sponsored activities					

