Houston Independent School District

2020 Board of Education

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Employees of the District shall not discriminate on the basis of or engage in harassment motivated by age, race, color, ancestry, national origin, sex, handicap or disability, marital status, religion, veteran status, political affiliation, sexual orientation, gender identity, and/or gender expression.
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Expanding Educational Opportunities
Providing students with quality education requires offering innovative curriculum that challenges students’ knowledge and cultivates their creativity. The commitment to administering dynamic learning opportunities is paramount to HISD.

Ensuring Student Health, Safety and Well-being
While academics are at the heart and soul of our district, the importance of a student’s health, safety, and well-being cannot be understated. Ensuring students have access to safe spaces, transportation, mental health support, and nutritious food must continue to be a priority of our district.

Transforming Academic Outreach
As we transform the academic performance of our students, it is critical to do what is necessary to support their academic efforts. From special education to literacy, we must provide the essential support needed for success.

Increasing Organizational Efficiency
The departments that support HISD play an integral part in ensuring we serve every student. Creating an efficient structure, streamlining efforts, and operating in a transparent manner will be a key to overall success.

Cultivating Team HISD Talent
Human capital is one of our district’s greatest assets. As we move toward increased academic achievement, we must attract dynamic teachers and cultivate the leaders among us.
Houston Independent School District Goals and Constraints

Current as of August 8, 2020 with New Goal 4

Goal 1: The percentage of students reading and writing at or above grade level as measured by the percent of students at the Meets Grade Level standard on STAAR for grade 3 through English II shall increase by three percentage points annually from 37% to 46% between spring 2017 and spring 2020.

Goal Progress Measure 1.1

End of year reading data collected on the District-wide screener shall annually show a three-percentage point improvement in the percentage of students reading on grade level from 38% to 44% between spring 2018 and spring 2020. Results on the District-wide screener will be presented to the board after the beginning of the year, middle of the year, and end of the year testing windows.

Goal Progress Measure 1.2

Grades 4 and 7 students shall be assessed in writing in the Fall and Spring; the percent of students meeting the grade-level standard shall increase at least three percentage points annually from 22% in spring 2018 to 28% in spring 2020. Results will be presented to the board after the fall and spring testing windows.

Goal 2: The percentage of graduates meeting the Global Graduate standards as measured by the College, and Career, Readiness component of the Texas accountability system shall increase three percentage points annually per year from the 2017 graduates’ baseline of 52 percent up to 67 percent by 2022.

Goal Progress Measure 2.1

The percentage of students completing (earning a 70 or better) a career and technical education (CTE) course shall be reported each semester. It shall show improvement of 2 percentage points annually from 63.0 percent in Spring 2017 to 69.0 percent in Spring 2020.

Goal Progress Measure 2.2

The percentage of students completing (earning a 70 or better) an Advanced Placement (AP) or International Baccalaureate (IB) course shall be reported for each semester. It shall show an improvement of 1 percentage point annually from 39.1 percent in Spring 2017 to 42.1 percent in Spring 2020.

Goal Progress Measure 2.3

The percentage of students completing (earning a 70 or better) a dual credit or dual enrollment course shall be reported for each semester and shall show an improvement of 1 percentage point annually from 10 percent in spring 2017 to 13 percent in spring 2020.

Goal 3: Among students who exhibit below satisfactory performance on state assessments, the percentage who demonstrate at least one year of academic growth, as measured by the STAAR Progress Measure, shall increase three percentage points annually in reading and math from 57 percent in spring 2017 to 66 percent in spring 2020.
Goal Progress Measure 3.1
The percentage of students identified as needing intervention in reading on the district’s screener who demonstrates growth from the beginning to end of year benchmarks shall increase three percentage points annually from 48% in spring 2018 to 57% in spring 2021. Results will be reported after each testing window.

Goal Progress Measure 3.2
The percentage of students identified as needing intervention in math on the district’s screener who demonstrates growth from the beginning to end of year benchmarks shall increase three percentage points annually from 58% in spring 2018 to 67% in spring 2021. Results will be reported after each testing window.

Goal 4: The reading and math performance gap between historically underserved and non-historically underserved student groups, as measured by the average of the percentage-point gaps between economically and non-economically disadvantaged student groups at the Meets Grade Level Standard on STAAR between 1) economically and non-economically disadvantaged student groups, 2) African-American and White student groups, 3) Hispanic and White student groups, 4) English Learners (ELs) and non-English Learners (non-ELs), and 5) students receiving special education services and students not receiving special education services, shall annually show a one-percentage-point decrease from an average of 30.2 percentage points in spring 2018 to an average of 27.3 percentage points in spring 2021. Monitoring of student performance for all groups listed above, along with the specified gaps, will be provided to the board. All student groups should make progress; therefore, if this average gap decreases, the percentage of students at the Meets Grade Level Standard on STAAR for any of the student groups listed in this goal declines. This goal shall be considered not met.

Goal Progress Measure 4.1
End of year data collected on the District-wide screener shall annually show a one-percentage-point decrease in the gap between economically and non-economically disadvantaged students performing at or above the benchmark (40th percentile) from 24% to 21% between spring 2018 and spring 2021. Results on the District-wide screener will be presented to the board after the beginning of the year, middle of the year, and end of the year testing windows.

Goal Progress Measure 4.2
End of year data collected on the District-wide screener shall annually show a one-percentage-point decrease in the gap between English Learners (ELs) and Non-English Learners (Non-ELs) performing at or above the benchmark (40th percentile) from 11% to 8% between spring 2018 and spring 2021. Results on the District-wide screener will be presented to the board after the beginning of the year, middle of the year, and end of the year testing windows.

Goal Progress Measure 4.3
End of year data collected on the District-wide screener shall annually show a one-percentage-point decrease in the gap between students receiving special education services and students not receiving special education services performing at or above the benchmark (40th percentile) from 37% to 34% between spring 2018 and spring 2021. Results on the District-wide screener will be presented to the board after the beginning of the year, middle of the year, and end of the year testing windows.
Constraint 1: The Superintendent shall not permit the District to operate without a community school and feeder pattern framework, including a definition, processes, and goals.

- **Constraint Progress Measure 1.1**

The District shall launch cohort one of Every Community, Every School with a minimum of 15 schools (5 percent) by the end of the 2017–18 school year and shall increase annually until all schools (100 percent) are served in 2022.

- **Constraint Progress Measure 1.2**

The District shall develop tools for campuses to conduct a needs assessment, to access to a provider database, a data tracker, and professional development in 2017–18 and shall increase usage annually from 0 percent in Fall 2017 to 100 percent of campuses access the tools and training by 2022.

Constraint 2: The Superintendent shall not require teachers to administer more than two District-created assessments per semester.

- **Constraint Progress Measure 2.1**

The number of District-required, District-created assessments shall not increase from one per semester in fall 2017 to more than two per semester in spring 2020.

Constraint 3: The Superintendent shall not allow struggling schools to operate without highly qualified leaders and teachers in core subjects.*

*Struggling schools include Improvement Required (IR) schools, formerly IR schools, and schools receiving an overall accountability scale score of 65 or less. Teacher qualifications should consider certification and experience.

- **Constraint Progress Measure 3.1**

The percentage of campus administrators at struggling schools rated as effective or above shall increase by two percentage points annually from 65 percent in 2017 to 73 percent by 2020.

- **Constraint Progress Measure 3.2**

The percentage of first-year teachers at struggling schools shall decrease by two percentage points annually from 10 percent in 2017 to four percent by 2020.

- **Constraint Progress Measure 3.3**

The percentage of teaching positions at struggling schools held by teachers certified in their assigned subject areas and grade levels shall increase each semester from 99 percent in 2017 until 100 percent is reached.


**District Overview**

The Houston Independent School District, with more than 195,941 students and encompassing 333 square miles within greater Houston, is the seventh-largest public-school system in the nation and the largest in Texas. There are 280 campuses in the district. Six area superintendents oversee HISD elementary, middle, high, and alternative schools (respectively). Approximately 28 school-support officers and 26 lead principals report to the six area superintendents. These individuals provide leadership to principals, align resources and support for teachers, and ensure that the district provides equitable and quality educational opportunities to students. HISD’s organization is designed to emphasize teaching and learning, align school goals and programs for sustained improvement, eliminate duplicated services, and provide greater oversight of data and compliance with state laws and regulations.

**State Accountability Data Needs Assessment**

**Texas Education Agency Preliminary Accountability Ratings Report 2019**

The 2019 accountability system uses a performance framework that consists of three domains.

**Domain 1 – Student Achievement**

Evaluates performance across all subjects for all students, on both general and alternate assessments, College, Career, and Military Readiness (CCMR) indicators, and graduation rates.

**Domain 2 – School Progress**

Measures district and campus outcomes in two areas: the number of students that grew at least one year academically (or are on track) as measured by STAAR results and the achievement of all students relative to districts or campuses with similar economically disadvantaged percentages.

**Domain 3 – Closing the Gaps**

Uses disaggregated data to demonstrate differentials among racial/ethnic groups, socioeconomic backgrounds, and other factors. The indicators included in this domain, as well as the domain construction, align the state accountability system with the federal Every Student Succeeds Act (ESSA).

Raw scores in each domain are converted to a consistent scale and weighted to give campuses and districts an overall rating. To receive a rating at or above a D, districts and campuses must have an overall rating calculation of at least 60 with 70% of the overall calculation coming from the better outcome of the Student Achievement and School Progress domains and 30% of the calculation coming from the Closing the Gaps domain. In addition, if a campus or district receives less than a scaled score of 60 in three of the four areas (Domain 1, 2A, 2B, or 3), then the highest overall scaled score possible is 59. The domain and overall 2018–2019 ratings are based on the scaled score targets presented below.

<table>
<thead>
<tr>
<th>2019 Scaled Score Targets</th>
<th>Overall Rating</th>
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<tbody>
<tr>
<td>Overall Score</td>
<td></td>
</tr>
<tr>
<td>90 – 100</td>
<td>A</td>
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<tr>
<td>80 – 89</td>
<td>B</td>
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<td>70 – 79</td>
<td>C</td>
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<td>60 – 69</td>
<td>D</td>
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<tr>
<td>0 – 59</td>
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</table>
Campuses received an A–F letter grade for the first time in the 2018–2019 school year. In prior school years, campuses were either labeled Met Standard or Improvement Required.

Houston ISD received a grade of B based on an overall score of 88 for the 2018–2019 school year. The district received the scaled scores and corresponding letter grade for the three domains as follows:

- **Domain 1** Score: 79  Rating: C
- **Domain 2** Score: 89  Rating: B
- **Domain 3** Score: 84  Rating: B
- **Overall** Score: 88  Rating: B

Key findings include:

- Houston ISD received a grade of B based on an overall score of 88 for 2018–2019.
- 250 out of the 271 campuses that were rated (92%) were assigned a grade of D or higher, while 21 campuses (8%) received an F.
- 3 out of the 6 campuses (50%) rated Improvement Required last year were assigned a grade of D or higher. Two campuses rated Improvement Required last year were closed, and one received a grade of F.
- 6 out of the 10 campuses (60%) labeled Not Rated: Harvey Provision last year and were rated Met Standard for the 2016–2017 school year were assigned a grade of D or higher.
- 6 out of the 7 campuses (86%) that received a Not Rated: Harvey Provision label last year and were rated Improvement Required for the 2016–2017 school year were assigned a grade of D or higher.
- 6 campuses had a calculated scale score at or above 60 but received an overall rating of F due to receiving an F in three of the four areas (Student Achievement, School Progress: Academic Growth, School Progress: Relative Performance, or Closing the Gaps) measured.
- 235 campuses were eligible for Distinction Designations. 142 (60% of those eligible) received at least one, while 24 (10% of those eligible) received all eligible Distinctions.

**HISD Four-Year Longitudinal Graduation Rates by Group: Grades 9-12 with Exclusions: 2011-2018**

- From 2011 to 2018, the longitudinal four-year graduation rates with exclusions increased for the African American, Asian, Hispanic, students who were ever coded as English learners in high school (Ever EL in HS), and Students with Disabilities (SWD) student groups and decreased for the All, White, and Economically Disadvantaged student groups.
- From 2017 to 2018, longitudinal four-year graduation rates with exclusions increased for the Asian, Hispanic, Ever EL in HS, and All student groups and decreased for the African American and SWD. The White and Economically Disadvantaged student groups remained the same.

**HISD Four-Year Longitudinal Dropout Rates by Group: Grades 9-12 with Exclusions: 2011-2018**

- From 2011 to 2018, the longitudinal four-year dropout rates with exclusions increased for All students, and each of the groups presented.
- From 2017 to 2018, the longitudinal four-year dropout rates with exclusions decreased for the Asian and Economically Disadvantaged student groups. They increased for the All, African American, Hispanic, White, Ever EL in HS, and SWD student groups.

**HISD Annual Dropout Rates by Group: Grades 7–8 with Exclusions: 2011–2018**
• From 2011 to 2018, the annual dropout rates with exclusions increased for all student groups.
• From 2017 to 2018, the annual dropout rates with exclusions increased for all student groups.

**Reasons for Excluded Records as Defined by the Texas Education Agency**

According to TEA, starting 2010-2011, a student who meets one or more of the following criteria is excluded from campus and district completion rate calculations used for accountability purposes:

• A student who is ordered by the court to attend a high school equivalency certificate program but has not earned a high school equivalency certificate;
• A student previously reported to the state as a dropout;
• A student in attendance but who is not in membership for purposes of average daily attendance (i.e., students for whom districts are not receiving state Foundation School Program (FSP) funds);
• A student whose initial enrollment in a school in the United States in Grades 7-12 was as an unschooled or asylee as defined by TEC §39.054(f) and TEC §39.055); and,
• A student who is incarcerated in a state jail or federal penitentiary as an adult or as a person certified to stand trial as an adult.

According to TEA, starting in 2010-2011, a student reported to have left school for any of the following reasons is NOT considered a dropout for accountability reasons:

• A student who graduated;
• A student who died while enrolled in school or during the summer break after completing the prior school year;
• A student who withdrew from/left school to return to the family’s home country;
• A student who withdrew for/left school to enter college and is working towards an Associate’s or Bachelor’s degree;
• A student who withdrew from/left school for homeschooling;
• A student who was removed by Child Protective Services (CPS) and the district has not been informed of the student’s current status or enrollment;
• A student was expelled under the provisions of TEC §37.007 and cannot return to school;
• A student who withdrew from/left school to enroll in a private school in Texas;
• A student who withdrew from/left school to enroll in a public or private school outside of Texas;
• A student was withdrawn from school by the district when the district discovered that the student was not a resident at the time of enrollment or had falsified enrollment information, proof of identification was not provided, or immunization records were not provided;
• A student who graduated outside of Texas returned to school and left again; or
• A student who received a GED outside Texas, returned to school to work toward the completion of a high school diploma, and then left; or student earned GED outside Texas after leaving Texas public schools.
Safety and Environment

The Houston Independent School District (HISD) has established as one of its primary goals the provision of a high-quality educational program for each student in a safe school environment free of disruptions that interfere with the educational process. HISD does not discriminate on the basis of age, race, color, ancestry, national origin, sex, handicap or disability, marital status, religion, veteran status, political affiliation, sexual orientation, gender identity and/or gender expression, or physical/personal appearance. This policy includes a prohibition on racial harassment and a hostile environment, as this type of harassment denies students the right to an education free of discrimination. HISD’s expectation is that all campuses develop with all members of the school community an effective School-Based Discipline Management System that promotes and maintains the support of good student behavior is conducive to the academic and social/emotional growth of all students and supports safe and respectful teaching and learning environment.

Goal: The District, through districtwide and campus-specific training, will build the capacity of all campuses to develop effective campus-specific discipline management systems that will promote the social and emotional development of all students and that will include methodologies to address safety concerns, bullying and harassment violations, and any other violations that may jeopardize the health and safety of the campus community.

Improvement Strategies:

- Mandatory safety and bullying awareness training for all employees through OneSource that addresses the types of bullying, preemptive strategies to curtail bullying incidents, and response techniques that expediently addresses any bullying violation, including communication procedures that address the needs of all stakeholders;
- Districtwide face to face or virtual training for all campus administrators on the Texas Educational Code Chapter 37, HISD Code of Student Conduct, and other student discipline related District policies and procedures;
- Classroom management and classroom culture (development items I–9 and I–10) video exemplars and effective practices designed to provide teachers with an opportunity to watch highly effective teachers in action, paired with guidance on how to implement these practices;
- Ongoing job-embedded support provided by Teacher Development Specialists at the campus level;
- New Teacher Academy (new teachers);
- New Leadership Academy
- The Department of Social and Emotional Learning supports campuses in HISD by providing training that focus on creating environments that are safe and effective for all students. Training provides skills and framework needed for staff to create environments conducive to student growth and safety, supporting I-9 and I-10 (Classroom Management and Classroom Climate)
  - Crisis Prevention Institute
  - De-Escalation
  - Restorative Practices
  - Culturally Responsive Classrooms
  - Coaching
  - Mindfulness
  - Sanford Harmony
  - Positive and Proactive Classroom Management (CHAMPS and STOIC)
  - The Tough Kid training
  - Sandy Hook Promise
State Compensatory Education (SCE)

The goal of the SCE program is to provide additional resources to reduce any disparity in performance on assessment instruments or disparity in the rate of high school completion between educationally disadvantaged students, at-risk students, and all other students.

The purpose of the SCE program is to increase academic achievement and reduce the dropout rate for these students by providing supplemental programs and services. The legislature passed Senate Bill 1746, which added a 14th state criterion to the original 13 state criteria. The additional criterion includes a student who has been incarcerated or has a parent or guardian who has been incarcerated, within the lifetime of the student, in a penal institution as defined by Section 1.07, Penal Code.

Demographic Characteristics: At-Risk Students
• Of the 209,772 students enrolled in HISD at the fall snapshot for the 2018-2019 school year, 136,849 students (65.2 percent) were identified as being at-risk according to SCE criteria.
• In 2018-2019, a larger proportion of males than females enrolled in HISD (68.0 and 62.4 percent, respectively) were identified as at-risk.
• Hispanic students accounted for the largest total number of at-risk students (95,849) and constituted 70.0 percent of all at-risk students. African Americans made up the next largest group of at-risk students at 30,981, or 22.6 percent of all at-risk students.
• While only 33.3 percent of those who were categorized as not-economically disadvantaged were identified as at-risk, 73.3 percent of those categorized as economically disadvantaged were identified as at-risk.

Key Findings:
• Of the 209,772 students who attended HISD during the 2018-2019 academic year, 136,849 students (65.2 percent) were identified as being at-risk according to SCE criteria. More males than females were identified as at-risk (68.0 percent of males in the district were identified as at-risk and 62.4 percent of females were).
• Relative to students in other grades, a higher proportion of pre-kindergarteners (90.9.8 percent) were identified as at-risk.
• The ethnic composition of at-risk students was 73.6 percent Hispanic, followed by 63.2 percent African American, 30.0 percent white, 38.4 percent Asian/Pacific Islander, and 61.1 percent American Indian and 31.4 mixed-race. Exactly 73.3 percent of at-risk students were economically disadvantaged. Majorities of African American, Hispanic, Asian/Pacific Islander, American Indian, and mixed-race students, as well as those who were economically disadvantaged, were deemed at-risk.
• Districtwide, on the 2019 English language STAAR, the gaps in the percentage of students who achieved the Approaches Grade Level Performance Standard between not-at-risk and at-risk students were 33 percentage points in reading, 27 percentage points in mathematics, 38 percentage points in writing, 34 percentage points in science, and 40 percentage points in social studies. The gaps increased in all subjects from the 2017-2018 to 2018-2019 academic years.
• Districtwide, on the 2019 Spanish language STAAR, the gaps in the percentage of students who achieved the Approaches Grade Level Performance Standard between not-at-risk and at-risk students were 20 percentage points in reading, 22 percentage points in mathematics, 20 percentage points in writing, and 31 percentage points in science. The gaps decreased in all subjects except mathematics from 2017-2018 to 2018-2019.
• Districtwide, on the 2019 STAAR EOC, the gaps in the percent of not-at-risk and at-risk students who achieved the Approaches Grade Level Performance Standard ranged from 13 percentage points in U.S. History to 37 percentage points in English II. The gaps in performance between not-at-risk and at-risk high school students decreased slightly from 2018 to 2019 in all subjects except Biology, for which the gap increased slightly.
For the class of 2018, 84.6 percent of not-at-risk students and 79.3 percent of at-risk students graduated from HISD. The completion rate (which includes graduates, continuers, and GED recipients) for not-at-risk students was 87.9 percent and for at-risk students was 87.1 percent.

STAAR Performance Grades 3–8

- Overall, on the 2019 English language STAAR, the gap in the percentage of students who achieved the Approaches Grade Level Performance Standard between not-at-risk students and at-risk students was 23 points at the low end (grade 3 math) and 41 points at the high end (grade 6 reading) across all tests and at all grade levels. The range for the previous year was 5 to 37.
- Taking all grades combined, not-at-risk students outperformed at-risk students on each subtest of the English language STAAR: the gap was 33 percentage points for reading, 27 percentage points for mathematics, 38 percentage points for writing, 34 percentage points for science, and 40 percentage points for social studies.
- From the 2017-2018 to the 2018-2019 academic years, the gaps in the percentage of students who achieved the Approaches Grade Level Performance Standard between not-at-risk students and at-risk students increased on each of the English-language STAAR tests.
- On the 2019 Spanish language STAAR, not-at-risk students performed better than at-risk students on all subtests at all grade levels. The gap was 20 percentage points for reading, 22 percentage points for mathematics, 20 percentage points for writing, and 31 percentage points for.
- From 2017-2018 to 2018–2019, gaps decreased on the Spanish-language STAAR reading, mathematics, and writing tests, but increased on the Spanish-language STAAR science test.

STAAR End-of-Course Performance

- In 2018, the districtwide difference between at-risk and not-at-risk students who achieved the Approaches Grade Level Performance Standard was 36 percentage points on the English I test, 37 percentage points on the English II test, 13 percentage points on the Algebra I test, 18 percentage points on the Biology test, and 13 percentage points on the U.S. History test.
- The gap in performance between not-at-risk and at-risk students decreased by one percentage point on the STAAR EOC English I and Algebra I tests, and three percentage points on the STAAR EOC Biology and US History tests from the 2016–2017 to the 2017–2018 academic years. The gap in performance between not-at-risk and at-risk students on the STAAR EOC English II test remained the same over the same period. The three-year trend, however, shows a closing gap on all STAAR EOC tests.

Goal: Provide program support districtwide and for campuses to reduce the disparity between educationally disadvantaged students, at-risk students, and all other students in order to increase academic achievement and reduce the dropout rate for these students by providing supplemental services.
Improvement Strategies:

- SCE direct costs will be spent on direct services for educationally disadvantaged and students who meet one of the 14 state criteria.
- Campuses will support their at-risk students by providing supplemental programs and services with their at-risk funds in their campus budgets.
- Disciplinary Alternative Education Program (DAEP) funds will provide services to students who are referred to those programs.
- Provide Pregnancy-Related services to students who are pregnant or parenting.
- Support the Pre-kindergarten program with ½ day teachers to complete the full-day program.
- Provide supplemental support with Wraparound Services, Family and Community Engagement, and the Achieve 180 program.

Budget Information:
Total Full-Time Equivalents (FTES) - $1,115.74

Campus - Total Dollar Amount - $ 123,316,792.56
District - Total Dollar Amount- $ 41,347,821.24
Grand Total - $ 164,664,613.80

Responsible Staff: District Employees and Campus Principals are responsible for ensuring funds are being spent on supplemental programs and services according to the law.
Department Name: Elementary Curriculum and Development

Data/ Needs Assessment (include your problem statement and root cause based on your data): Elementary Curriculum and Development recognizes gains in grades 3-5 mathematics, grades 3-5 reading, and grade 5 science student achievement; however, much more work needs to be done around early literacy, grades 3–5 reading and writing to increase student achievement and to close the achievement gap.

Department Goal 1: The percentage of 3rd grade students reading at or above grade level as measured by the Meets Grade Level Standard on STARR will increase 8 percentage points from 42% in spring 2019 to 50% in spring 2024.

Strategic Priority:  
1. Ensuring Student Health, Safety and Well-Being  
2. Transforming Academic Outcomes  
3. Increasing Organizational Efficiency  
4. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:  
- Transforming Academic Outcomes

Summative Evaluation (Year-End): 2020 STAAR Reading and Writing

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<tr>
<th>Measurable Performance Objectives</th>
<th>Strategy</th>
<th>Timeline</th>
<th>Resources Including Funding Sources and Dollar Amounts</th>
<th>Title of Person(s) Responsible</th>
<th>Formative Evaluation</th>
<th>Check Point: Results (Outcomes/Data)</th>
<th>Progress</th>
<th>Next Steps</th>
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<tr>
<td>By June 2021, the percent of students reading at or above grade level for grades three through five will increase by at least three percentage points as measured by STAAR and monitored by the district-wide universal screener.</td>
<td>Implement a phonics manual for kindergarten to 3rd grade teachers that systematize phonics instruction across the district and aligns to HB3 requirements. Will provide suggested TEKS, Vocabulary, word study block,</td>
<td>August 2020 – May 2021</td>
<td>HISD Curriculum, Lead4ward, Title II - Teacher Development and GF - Curriculum Specialists</td>
<td>Elementary Curriculum Officer and Elementary Literacy Manager</td>
<td>Benchmark Running Records and Universal Screener</td>
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<tr>
<td>Provide Reading Academy training for Kinder, Special Education, Principals, and Teacher Development Specialist</td>
<td>August 2020 – May 2021</td>
<td>TEA Reading Academies Modules and Cohort Leaders</td>
<td>Elementary Curriculum Officer and Early Literacy Reading Specialist Manager</td>
<td>Benchmark Running Records, Universal Screener</td>
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<tr>
<td>Provide district wide professional development to address the New Reading Texas Essential Knowledge and Skills and process standards. Systematic</td>
<td>August 2020 – May 2021</td>
<td>HISD Curriculum, Scholastic leveled library, and Reading Specialist</td>
<td>Elementary Curriculum Officer and Early Literacy Reading Specialist Manager</td>
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<tr>
<td>Literacy by 3 Reboot Continue training and monitoring of the implementation of strategies to help improve early literacy. SG with a specific TEK to teach</td>
<td>August 2020 – May 2021</td>
<td>Principal, Tier 2, Staff development by area, Lead Teacher</td>
<td>Elementary Curriculum Officer and Early Literacy Reading Specialist Manager</td>
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<tr>
<td>By June 2021, the percent of students writing at or above grade level for grades three through five will increase by at least three percentage points as measured by STAAR and monitored by the district-wide universal screener</td>
<td>August 2020 – May 2021</td>
<td>HISD Curriculum, Scholastic leveled library, Reading Specialist, HMH - $831,000.00-Reg. GF1 funds</td>
<td>HISD Curriculum, and Lead4Ward</td>
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</table>

**Department Goal 2:** The percentage of 3rd grade students performing at or above a grade level in math as measuring by the Meets Grade Level Standard on STAAR will increase 4 percentage points from 46% in spring 2019 to 50% in spring 2024.
**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Transforming Academic Outcomes

### Summative Evaluation (Year-End): 2020 STAAR Reading and Math

<table>
<thead>
<tr>
<th>Measurable Performance Objectives</th>
<th>Strategy</th>
<th>Timeline</th>
<th>Resources Including Funding Sources and Dollar Amounts</th>
<th>Title of Person(s) Responsible</th>
<th>Formative Evaluation</th>
<th>Check Point: Results (Outcomes/Data)</th>
<th>Progress:</th>
<th>Next Steps</th>
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<td></td>
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<td></td>
<td>August 2020 – May 2021</td>
<td>Curriculum Documents, Office of Special Pops, and Title II &amp; III</td>
<td>Elementary Curriculum Officer and Elementary Math Director</td>
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<td>Provide professional development on small group instruction, focusing on strategies for at-risk-students - Guided Math</td>
<td>HISD Curriculum, Title II &amp; III, Teacher Development Specialist, and Lead4ward</td>
<td>Elementary Curriculum Officer and Elementary Math Director</td>
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<td>August 2020 – May 2021</td>
<td>Math academies; Guided Math, Kathy Richardson, and Teacher Development Specialist</td>
<td>Elementary Curriculum Officer and Teacher Development Specialist</td>
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<td></td>
<td>Implementation of Math Academies for 3rd grade; Guided</td>
<td></td>
<td>Provide ongoing professional development</td>
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<tr>
<td>Math, Math Fluency, and Kathy Richardson</td>
<td>August 2020 – May 2021</td>
<td>Curriculum Documents and Office of Special Populations</td>
<td>Elementary Math Director</td>
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<td>Provide resources within the curriculum that support diverse learners; with the collaboration of other department; with a focus on student special populations</td>
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<tr>
<td>Provide suggested activities for Tiered Learners and Special Populations within the curriculum documents</td>
<td>August 2020 – May 2021</td>
<td>Curriculum Documents</td>
<td>August 2020 – May 2021</td>
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<tr>
<td>Provide ongoing Professional Development for targeted Small Group Instruction with a focus on identified TEKS based on data</td>
<td>August 2020 – May 2021</td>
<td>HMH, Literacy by 3, Reading A to Z (RAZ), Teacher Development Specialist, $1,667,923 Reg GF1 Funds</td>
<td>Elementary Curriculum Officer and Elementary Literacy Director</td>
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</table>
**Department Name:** Secondary Curriculum and Development

**Data/ Needs Assessment (include your problem statement and root cause based on your data):** The Secondary Curriculum and Development department celebrated STAAR gains in the 2018-2019 school year (due to COVID 19, we do not have STAAR data for the 2019-2020 school year), including gains in student writing scores and gains by all student groups. To ensure that progress is sustained and all achievement gaps continue to narrow, the department proposes a plan that focuses on the needs of all student groups and continues the prioritization of literacy efforts across all secondary content areas, with a special emphasis for writing across the curriculum.

**Problem Statement 1:** HISD scores, while improved, still are below the state’s in many areas.

**Root Cause 1:** Further development and expansion of literacy practices in tier one instruction, across all content areas, are needed to ensure sustainability of a district literacy culture that advances student proficiency for all student groups.

**Department Goal 1:** The percentage of students who are economically disadvantaged reading at or above grade level as measured by the Meets Grade Level Standard on the STAAR 3-8 Reading and STAAR EOC English I and II assessments will increase 4 percentage points from 36% in spring 2019 to 40% in spring 2024.

**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Transforming Academic Outcomes

**Summative Evaluation (Year-End):** STAAR Reading and STAAR English I and English II EOC, Spring 2021

<table>
<thead>
<tr>
<th>Measurable Performance Objectives</th>
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<th>Timeline</th>
<th>Resources Including Funding Sources and Dollar Amounts</th>
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<th>Formative Evaluation</th>
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<th>Progress:</th>
</tr>
</thead>
<tbody>
<tr>
<td>By June 2021, the percent of economically disadvantaged middle school students (6-8) reading at or above grade level will increase by at least four percentage points</td>
<td>Secondary Curriculum and Development will maintain implementation of Literacy in the Middle/Literacy Empowered program to include a focus on disciplinary literacy. In addition, this focus</td>
<td>Fall 2020-Spring 2021</td>
<td>Digital libraries, Teacher Training (GF, Title I, Title II, Instructional Materials Allotment)</td>
<td>Secondary Curriculum and Development Directors of English Language Arts, Mathematics, Social Studies, Science, and Literacy</td>
<td>Universal Screener, District Formative Assessments, Professional Learning Participation Classroom Observations of Implementation of Information Learned during</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
<td></td>
</tr>
<tr>
<td>As measured by STAAR and monitored by formative assessments in the fall and spring.</td>
<td>will drive professional development for all four core secondary teachers.</td>
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<td>Professional Learning.</td>
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<tr>
<td>Secondary Curriculum and Development will provide job-embedded professional development around reading and writing connections in all core disciplines and for each school office area.</td>
<td>Fall 2020-Spring 2021</td>
<td>Teacher Development Specialists (Title I, Title II)</td>
<td>Common writing assignments on district formative assessments and in the district curriculum</td>
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<tr>
<td>Secondary Curriculum and Development will provide job-embedded professional development around disciplinary literacy in all core disciplines and for each school office area.</td>
<td>Fall 2020-Spring 2021</td>
<td>Teacher Development Specialists (Title I, Title II)</td>
<td>Universal Screener, District Formative Assessments</td>
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<tr>
<td>By June 2021, the percent of economically disadvantaged high school students reading at or above grade level will increase by at least four percentage points as measured by STAAR English I</td>
<td>Secondary Curriculum and Development will maintain implementation of the Literacy Empowered program to include a focus on disciplinary literacy. In addition, this focus will drive</td>
<td>Digital libraries, Teacher Training (GF, Title I, Title II, Instructional Materials Allotment)</td>
<td>Universal Screener, District Formative Assessments, Professional Learning Participation Classroom Observations of Implementation of Information Learned during</td>
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<td>Department Goal 2:</td>
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<td><strong>Goal 5:</strong> The percentage of students receiving special education services reading at or above grade level as measured by the Meets Grade Level Standard on the STAAR 3–8 Reading and STAAR EOC English I and II assessments will increase 4 percentage points from 8% in spring 2019 to 12% in spring 2024.</td>
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<tr>
<th>Strategic Priority:</th>
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<td>2. Transforming Academic Outcomes</td>
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<td>3. Increasing Organizational Efficiency</td>
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<tr>
<td>4. Cultivating Team HISD Talent</td>
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<tr>
<th>List the Strategic Priority(ies) this Goal Addresses:</th>
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<tbody>
<tr>
<td>• Transforming Academic Outcomes</td>
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**Summative Evaluation (Year-End):** STAAR Reading and STAAR English I and English II EOC, Spring 2021
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<th>Measurable Performance Objectives</th>
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<th>Check Point: Results (Outcomes/Data)</th>
<th>Progress:</th>
<th>Next Steps</th>
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<tbody>
<tr>
<td>By June 2021, the percent of students receiving special education services reading at or above grade level as measured by the Meets Grade Level Standard on the STAAR 3–8 Reading and STAAR EOC English I and II assessments will increase 4 percentage points as measured on STAAR and EOC, monitored on district formative assessments, the district’s universal screener for reading, and provided through tier-one differentiation.</td>
<td>Will provide continued instructional support to teachers to ensure all students can read and comprehend complex texts, including further teacher preparation in delivering differentiated instruction based on data.</td>
<td>Fall 2020-Spring 2021</td>
<td>Title I, Title II, GF Positions</td>
<td>Secondary Curriculum and Development Directors of English Language Arts, Mathematics, Social Studies, Science, and Literacy</td>
<td>District formative assessment growth, participation in professional learning, classroom observations, Universal Screener</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
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<tr>
<td>Continued instructional supports are needed to ensure all students receive data-driven small-group instruction/small group work in all core content areas. This level of differentiation ensures all students grow in literacy abilities. Support includes curriculum embedded small-group instruction/small group work, TDS modeling, planning supports through PLCs and Professional Development, and</td>
<td></td>
<td>Fall 2020-Spring 2021</td>
<td>Title I, Title II, GF Positions, Instructional Materials Allotment</td>
<td>Secondary Curriculum and Development Directors of English Language Arts, Mathematics, Social Studies, Science, and Literacy</td>
<td>District formative assessment growth, participation in professional learning, classroom observations, Universal Screener, data from reading app.</td>
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</table>
collaboration with Data Teacher Development Specialists (DDIs).
Houston Independent School District – District Improvement Plan 2020-2021

Department Name: Coordinated School Health/ Secondary Health and Physical Education Curriculum and Development

Data/ Needs Assessment (include your problem statement and root cause based on your data):

Problem Statement:
The coordinated school health initiative has emerged in response to the state of children’s health and education. It is an organized set of policies, procedures, and activities designed to protect and promote the health and wellbeing of students and school staff. CSH consists of eight health-related areas covering all aspects of the school health education and services for the benefit and well-being of students in establishing healthy behaviors designed to last their lifetime. HISD will utilize the ASCD Model of Whole School, Whole Community Whole Child, Model a collaborative approach to learning and health. All Texas schools are required by law to implement a coordinated school health program in grades K-8. HISD School Health Advisory Council (SHAC) is requesting for all campuses to have a health and wellness teams. Our district’s Communicable Disease Plan (CDP) requires all schools and facilities to have a health and wellness team.

Root Cause: School and district leadership are not fully aware of the Whole School, Whole Community Whole Child Model in order to implement a Coordinated School Health Program that will focus on the whole child.

- Youth Risk Behavior Survey (YRBS)
- FitnessGram Data
- School Health Profiles (SHP)
- School Health Policies and Programs Study (SHPPS)
- School Health Index (SHI)

Department Goal 1: PK-12 campuses will implement a Coordinated School Health Program (CSHP) and Wellness Team as mandated by state law.

Strategic Priority:
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:
- Ensuring Student Health, Safety and Well-Being

Summative Evaluation (Year-End): School Health Profile data, School Health Index

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<tr>
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<tbody>
<tr>
<td>Support campus implementation of multidisciplinary CSHP</td>
<td>Completion of Healthy Schools Program</td>
<td>Monthly - through August 2021</td>
<td>Nutrition Services, Health Physical Education Curriculum, External</td>
<td>Curriculum Manager, Health/PE</td>
<td>School Health Index, Alliance for</td>
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<tr>
<td>Wellness teams using the WSCC model.</td>
<td>School Health Index (SHI) assessment.</td>
<td>Resources such as Foundation for Critical Thinking CATCH Resources, Coordinate with School Health Advisory Council Wellness Policy</td>
<td>Director, Food Literacy</td>
<td>Healthier Generation Health School Program</td>
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<td>Wellness teams will consist of the following:</td>
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<td>• Campus Administrators/Deans etc.</td>
<td>• Community partners will provide professional development to campus-based and nutrition services staff on establishment of multidisciplinary CSHP wellness teams campuses.</td>
<td>• Nutrition Services, Health Physical Education Curriculum, External Resources such as Foundation for Critical Thinking, Coordinate with School Health Advisory Council, Wellness Policy</td>
<td>*Curriculum Manager, Health/PE *Director, Food Literacy, *CSHP Wellness Teams</td>
<td>Teacher Evaluation, Focus Groups, Checks for Understanding, Teacher Observations</td>
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<td>• Health/Physical Education Teacher</td>
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<td>• Campus Nutrition Service Personnel</td>
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<td>• Librarian</td>
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<td>• Students</td>
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<td>• Community Members</td>
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Provide professional development or **professional learning communities** to CSHP wellness teams, including other interested district and school staff.

Multidisciplinary campus CSHP wellness teams will provide professional development: a) during district in-service days to encourage teachers to integrate physical activity into the academic curriculum where appropriate, b) during district in-service days to encourage teachers to integrate physical activity into the academic curriculum where appropriate.
Department Goal 2: Implement and monitor the district wellness policy implementation.

**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Ensuring Student Health, Safety and Well-Being
- Increasing Organizational Efficiency

**Summative Evaluation (Year-End):** Wellness Plan Survey tool
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<tr>
<td><em>Communicate and monitor the district wellness policy/plan with all district departments and schools in order to meet the requirements for CSH.</em></td>
<td>Work closely with district department, principals and health CSH teams to implement district wellness policy/plan.</td>
<td>August-2020-May 2021</td>
<td>Wellness Policy/Plan</td>
<td>*Curriculum Manager, Health/PE</td>
<td>School Health Index</td>
<td>Check Point: Results (Outcomes/Data)</td>
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**Department Goal 3:** The district shall engage students in a standard based program to lead a healthier, more active lifestyle and to make well informed decisions about their personal health and well-being.

**Strategic Priority:**

1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**

- Ensuring Student Health, Safety and Well-Being
- Transforming Academic Outcomes

**Summative Evaluation (Year End):**

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<tbody>
<tr>
<td>By June 2021, provide professional development for health and physical education teachers to</td>
<td>Provide standards-based health education curriculum and lessons to health and physical education teachers.</td>
<td>August 2020 through June 2021</td>
<td>Curriculum Resources such as district curriculum, SHAPE America Resources and OPEN Curriculum Resources</td>
<td>Health and Physical Education Curriculum Team</td>
<td>Teacher Evaluations</td>
<td>Check Point: Results (Outcomes/Data)</td>
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</table>
implement a standard based health and physical education curriculum.

<table>
<thead>
<tr>
<th>By June 2021, provide support to campuses for program implementation through Health and Physical Education Teachers and Nutrition Services.</th>
<th>Offer support to teachers/campuses</th>
<th>August 2020 through June 2021</th>
<th>Curriculum Resources such as district curriculum, SHAPE America Resources and OPEN Curriculum Resources</th>
<th>Health and Physical Education Curriculum Team</th>
<th>Teacher Evaluations</th>
</tr>
</thead>
<tbody>
<tr>
<td>By June 2021, teachers will utilize the Health Education Curriculum and CSH resources for implementation</td>
<td>Provide teachers with the standards-based curriculum for implementation with students</td>
<td>August 2020 through June 2021</td>
<td>Curriculum Resources such as district curriculum, SHAPE America Resources and OPEN Curriculum Resources</td>
<td>Health and Physical Education Curriculum Team</td>
<td>Teacher Evaluations</td>
</tr>
</tbody>
</table>

**Department Goal 4:** Annually assess the physical fitness of students in grades three or higher in a course that satisfies the curriculum requirements for physical education under Section 28.002(a) (2) (C).

**Strategic Priority:**
1. Expanding Educational Opportunities
2. Ensuring Student Health, Safety and Well-Being
3. Transforming Academic Outcomes
4. Increasing Organizational Efficiency
5. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Ensuring Student Health, Safety and Well-Being
- Transforming Academic Outcomes

**Summative Evaluation (Year-End):**
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<tbody>
<tr>
<td>By June 2021, the district’s HPE Department, IT Department will provide teacher/school access to the online tool to report and monitor fitness data as mandated for students in grades 3-12.</td>
<td>Provide teachers with access to the state FitnessGram Assessment tool</td>
<td>October 2020- May 2021</td>
<td>Fitness Gram Assessment Tool provided by the state</td>
<td>District Health/Physical Education Curriculum Manager, District It Department</td>
<td>Review of the number of schools completing FitnessGram Assessment</td>
<td>Check Point: Results (Outcomes/Data)</td>
<td>Progress: 1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
<td>Next Steps</td>
</tr>
<tr>
<td>By June 2021, provide professional development for physical education teachers on the state FitnessGram web-based assessment tool and date collection process.</td>
<td>Provide teachers with professional development on student assessment protocol and data entry</td>
<td>October 2020- May 2021</td>
<td>Fitness Gram Assessment Tool provided by the state</td>
<td>District Health/Physical Education Curriculum Manager, District It Department, Physical Education teachers</td>
<td>Log of teachers attending Pd events</td>
<td>Check Point: Results (Outcomes/Data)</td>
<td>Progress: 1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
<td>Next Steps</td>
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</table>

**Department Goal 5:** The District shall provide an environment that fosters safe, enjoyable, and developmentally appropriate fitness activities for all students, including those who are not participating in physical education classes or competitive sports.
<table>
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<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>By June 2021, campuses will provide opportunities for students to actively engage in physical activity programs that are safe and enjoyable for all students.</td>
<td>Work with athletics and after school programs to offer physical activity programs for students</td>
<td>August 2020 through May 2021</td>
<td>List of offerings of afterschool physical activities that are offered to students</td>
<td>Health/Physical Education Curriculum Manager/ District Athletic Director/ Afterschool Program Manager</td>
<td>List of offerings</td>
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</tbody>
</table>

**Department Goal 6:** The District shall provide appropriate staff development and encourage teachers to integrate physical activity into the academic curriculum where appropriate.

**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Ensuring Student Health, Safety and Well-Being
- Transforming Academic Outcomes

**Summative Evaluation (Year End):** List of programs offered; teacher evaluations
<table>
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<tbody>
<tr>
<td>By June 2021, the district will provide at least 4 professional development activities on brain-based physical activities and or brain energizers facilitated by the Health and Physical Education curriculum department.</td>
<td>Provide professional development on brain-based physical activities and or brain energizers</td>
<td>August 2020- May 2021</td>
<td>Health and Physical Education</td>
<td>Health and Physical Education Curriculum Department</td>
<td>Teacher evaluations; Meeting agendas</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
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</tbody>
</table>
Department Name: Intervention Office

Data/ Needs Assessment (include your problem statement and root cause based on your data): The Interventions Office, reporting to the Office of Special Populations, oversees academic interventions, behavior interventions, dyslexia services and Section 504. The Interventions Office directly impacts improving student performance through building effective Intervention Assistance Teams (IATs) on campuses that create systems for foundational literacy, math, and behavioral interventions, addressing the needs of students with dyslexia and students being served underneath Section 504. The Interventions Office will continue to implement processes and procedures to effectively identify students needing interventions support and implement a systemic approach to effectively monitoring student progress. Students skills and deficits will be identified based on the Interventions Office tiering report, REN 360, Dyslexia Starting Protocol Document (students with dyslexia) to provide individually support for students receiving intervention services.

Department Goal 1: Implement systems and processes to closing academic learning gaps and increase student achievement in the area of reading and mathematics for students identified as tier 2 and tier 3 learners.
  a. Increase number of campuses effectively implementing RtI processes and academic interventions, while providing appropriate small group instruction based on tier 2 and tier 3 students skill deficits.
  b. Implement a systemic approach to capture tier 2 and tier 3 students progress monitoring data by incorporating an interventions office monitoring tool for RtI students and HISD Connect monitoring tool to capture student data moving through the IAT process.

Strategic Priority:
  1. Ensuring Student Health, Safety and Well-Being
  2. Transforming Academic Outcomes
  3. Increasing Organizational Efficiency
  4. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:
  • Ensuring Student Health, Safety and Well-Being
  • Transforming Academic Outcomes

Summative Evaluation (Year-End):

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<tr>
<td>The Interventions Office will support schools in creating a universal method of identification for student tiering and provide all schools with the appropriate rosters</td>
<td>Interventions Office will work with campuses to appropriately assign students to the appropriate intervention programs/</td>
<td>Aug 2020 – June 2021</td>
<td>Title I Funds Title II, IV Funds General Funds</td>
<td>Director of Interventions, IAT Manager, Math and Reading Interventions Teacher Development Specialist</td>
<td>Universal Screener (BOY, MOY, EOY)</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
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of identified students. Additionally, the Interventions Office will provide support around diagnostic tools to identify skill deficits.

| Classes and resources based on the Interventions Office tiering report. | Interventions Office will provide ongoing | Director of Interventions, IAT and Reading Interventions Teacher Development Specialist | Universal Screener (BOY, MOY, EOY) Interventions Office Tiering Report RtI systems and resources for Tier 2/3 reading, math, and behavior, Progress monitoring protocols and documentation systems, Review evaluation requests/referrals parent requests; SSO checklist, campus visit feedback forms. | Universal Screener (BOY, MOY, EOY) Interventions Office Tiering Report RtI systems and resources for Tier 2/3 reading, math, and behavior, Progress monitoring protocols and documentation systems, Review evaluation requests/referrals parent requests; SSO checklist, campus visit feedback forms. |

| Training district level staff, campus liaisons, teachers, interventions staff on how to capture progress monitoring data using the OneNote Progress Monitoring and HISD Connect progress monitoring tool through PowerSchool. | Aug 2020 – June 2021 | Title I Funds Title II, IV Funds General Funds | Director of Interventions, IAT and Reading Interventions Teacher Development Specialist | Director of Interventions, IAT and Reading Interventions Teacher Development Specialist |

All HISD campuses will implement an effective progress monitoring system, in order to track tier 2 and tier 3 progress and close academic learning gaps.

| Aug 2020 – June 2021 | Title I Funds Title II, IV Funds General Funds | Director of Interventions, IAT and Reading Interventions Teacher Development Specialist | Universal Screener (BOY, MOY, EOY) Interventions Office Tiering Report RtI systems and resources for Tier 2/3 reading, math, and behavior, Progress monitoring protocols and documentation systems, Review evaluation requests/referrals parent requests; SSO checklist, campus visit feedback forms. | Director of Interventions, IAT and Reading Interventions Teacher Development Specialist | Universal Screener (BOY, MOY, EOY) Interventions Office Tiering Report RtI systems and resources for Tier 2/3 reading, math, and behavior, Progress monitoring protocols and documentation systems, Review evaluation requests/referrals parent requests; SSO checklist, campus visit feedback forms. |

The Interventions Office will provide ongoing support for Tier 2/3 reading, math, and behavior, Progress monitoring protocols and documentation systems, Review evaluation requests/referrals parent requests; SSO checklist, campus visit feedback forms.
Department Goal 2:

c. Increase number of campuses implementing behavior intervention via PBIS by 1.5 percent. Campuses will self-select.
d. Tier 2 and Tier 3 behavior interventions and strategies will be included in the IAT and RtI processes as evidenced by progress monitoring data.

Strategic Priority:

1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:

- Ensuring Student Health, Safety and Well-Being
- Transforming Academic Outcomes

Summative Evaluation (Year-End):

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<tr>
<td>Number of PBIS campuses and level of implementation</td>
<td>Collaborate and plan behavior interventions with campus leaders who have high percentages of ISS/OSS</td>
<td>Monthly</td>
<td>Title IV funds ($679,673) PBIS Professional Development Training Goalbook – web-based resource for academic and behavior strategies</td>
<td>Director of Behavior Interventions; IAT Manager of Behavior Interventions</td>
<td>Review of PBIS cohort and other selected campuses’ discipline data</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
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</table>
| campuses ISS and OSS discipline data by 2%; | Provide introduction to PBIS via MS Team meetings  
PBIS cohorts are assigned coaches to assist with implementation  
Monthly PBIS Team meetings to review implementation and data specific to student behavior  
Analysis of discipline data to help campus administrative teams to monitor and evaluation classroom management systems at Tier 1  
Restorative discipline practices to support Tier 1 classroom behavior management  
Provide targeted professional development to selected campuses based upon results of discipline data review and evaluation of | HISD Connect – progress monitoring tool - OneNote  
Tier 1 TEA Webinar Series on MTSS  
Consultation with Region 4 PBIS liaison  
PBIS Leadership Forum (virtual conference)  
SWIS – PBIS data management system | school-wide framework elements  
Campus walk-through data  
Campus beginning and end of year discipline data |
current systems of support
Monitor implementation of school-wide systems of behavior supports and intervention

**Department Goal 3:** Increase the population of students identified with dyslexia in grades K-12.

**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Transforming Academic Outcomes
- Cultivating Team HISD Talent

**Summative Evaluation (Year-End):**

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<tr>
<td>By June 2021, 100% of HISD Campuses will participate in a Dyslexia Training opportunity that aligns with the knowledge and practice standards of an international organization on dyslexia and enables educators to understand and recognize dyslexia.</td>
<td>Increase awareness of Dyslexia and best practices for identifying characteristics of dyslexia, the referral process, and supporting dyslexic students in Tier 1 across content areas Establish a parent education program that includes an overview of the characteristics of Aug 2020 – June 2021</td>
<td>General Fund Dyslexia Staff, Instructional Materials, Senior Manager, Dyslexia Services Dyslexia Team Leaders District Dyslexia Interventionists</td>
<td>OneSource Records Attendance Tracking Documents PD Feedback Forms</td>
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By June 2021, 100% of HISD Campuses will participate in a Dyslexia Training opportunity that aligns with the knowledge and practice standards of an international organization on dyslexia and enables educators to understand and recognize dyslexia.
| By June 2020, 100% of HISD campuses will have a minimum of two teachers certified to provide dyslexia services aligned with the knowledge and practice standards of an international organization on dyslexia who will implement instruction that is systematic, explicit, and evidence-based to meet the educational needs of a student with dyslexia. | Establish a TOT Model for dyslexia certification by partnering with Region IV and Reading by Design. Continue with the development and monitoring of Dyslexia Specialists in the Neuhaus Education Center Specialist Program. Target a minimum of 2 interventionists to support dyslexia services at each HISD campus. Establish monthly PD opportunities to develop dyslexia interventionists and including open labs for curriculum support, targeted curriculum PD, Interventionist PLCs. Attend dyslexia PD opportunities including local and national conferences, dyslexia seminars, and other PD opportunities hosted by accredited. | Aug 2020 – June 2021 | General Fund; Dyslexia Intervention Training Materials for Reading by Design, Dyslexia Training in Neuhaus Basic Language Skills Leadership development, conference attendance fees Instructional resources for dyslexia instruction including online intervention platform and multisensory instructional materials. | Senior Manager, Dyslexia Services Dyslexia Team Leaders District Dyslexia Interventionists Campus Interventionists Campus Leadership | Dyslexia Certification Records in OneSource Dyslexia Certification records from Neuhaus Education Center Record of attendance for state and national conferences |
| Screen 100% of kindergarten and first grade students districtwide for dyslexia risk factors | Develop a screening protocol using Ren 360 and other quantitative and qualitative data to identify students at-risk for dyslexia | Aug 2020 – June 2021 | General Fund, Instructional Materials, Evaluation Materials | Senior Manager, Dyslexia Services, Dyslexia Team Leaders, District Dyslexia Interventionists, Campus Staff, Dyslexia Evaluators | Ren360 participation data, Dyslexia Screening Protocol Reports, Evaluation Referrals |
Department Name: Gifted and Talented

Data/ Needs Assessment (include your problem statement and root cause based on your data):
1. African American students are 11.16% of the HISD GT population. This equates to underrepresentation based on equity guidelines.
2. Economically Disadvantaged students are 50.76% of the HISD GT population. Based on district enrollment, this equates to underrepresentation per equity guidelines.
3. Ongoing improvements for student performance are an expectation. Current averages of DLA/December STAAR/EOC Release are:
   a. 12.6% DID NOT MEET
   b. 87.4% APPROACHES
   c. 66.8% MEETS
   d. 34.9% MASTERS

Department Goal 1: Close the equity identification gap for gifted learners as evidenced by an increase from 11.16 % to 15% of African American students identified as gifted learners by June 2021.

Strategic Priority:
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:
- Transforming Academic Outcomes

Summative Evaluation (Year-End): Increase from 11.16 % to 15% of African American students identified as gifted learners

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<tbody>
<tr>
<td>15% identification</td>
<td>June 2021</td>
<td>Identification Equity Analysis ii. Parent and District-Wide Awareness and Education iii. Parent Information Sessions</td>
<td>GT Department Campus Leaders Teachers</td>
<td>Assessment Rosters</td>
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</table>
Department Goal 2: Close the equity identification gap for gifted learners as evidenced by an increase from 50.76% to 55% of Economically Disadvantaged students identified as gifted learners by June 2021.

Strategic Priority:
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:
- Transforming Academic Outcomes

Summative Evaluation (Year-End): Increase from 50.76% to 55% of Economically Disadvantaged students identified as gifted learners

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<tr>
<td></td>
<td>2. Depth and Complexity</td>
<td></td>
<td>Parent and District-Wide Awareness and Education</td>
<td>Teachers</td>
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<td></td>
<td>3. Questioning Strategies</td>
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<td>Parent Information Sessions</td>
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<td>4. Choice Boards</td>
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<td>5. Tiered Assignments</td>
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6. Instructional Differentiation
7. Data-Driven Supports
8. Data Analysis
9. Thinking Routines
10. Implementing Texas Performance Projects

iv. District and Campus communication platforms
v. Gifted and Talented Education Supporters (GATES)
vi. GT Department, Campus GT Coordinator, Campus Leadership
vii. Teacher and Parent Recommendation Data Reports

**Department Goal 3:** Increase student achievement for gifted learners as evidenced by the following metrics using DLA/December STAAR/EOC Release data by January 2021:

1. A decrease from **12.6% DID NOT MEET** to 9%
2. An increase from **87.4% APPROACHES** to 90%
3. An increase from **66.8% MEETS** to 70%
4. An increase from **34.9% MASTERS** to 40%

**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:
- Transforming Academic Outcomes

**Summative Evaluation (Year-End):**
- A decrease from **12.6% DID NOT MEET** to 9%
- An increase from **87.4% APPROACHES** to 90%
- An increase from **66.8% MEETS** to 70%
- An increase from **34.9% MASTERS** to 40%

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<tbody>
<tr>
<td>See above (4 metrics)</td>
<td>Data-driven Instructional</td>
<td>September 2020 – May 2021</td>
<td>1. Instructional Design and Delivery Feedback for GT</td>
<td>GT Department Campus Leaders</td>
<td>DLA/December STAAR/EOC Release data</td>
<td></td>
<td>1. No Progress</td>
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</tbody>
</table>
Department Name: Social and Emotional Learning

Data/ Needs Assessment (include your problem statement and root cause based on your data): The district shall create a safe environment conducive to learning for all students and provide safety and security measures at district schools and facilities, and while attending district-related events. The district Disciplinary Actions Report indicate significant disparities among race, disability status, and socio-economic status in how students are disciplined.

Department Goal 1: Establish and support Multi-Tiered Systems of Support (MTSS) models through Positive Behavior Interventions Supports (PBIS) by integrating Social/Emotional practices into academics, including Restorative Discipline Practices (RDP) and Culturally Responsive Teaching (CRT) to address inequities in discipline and behavior.

<table>
<thead>
<tr>
<th>Strategic Priority</th>
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<tbody>
<tr>
<td>1. Expanding Educational Opportunities</td>
<td>• Ensuring Student Health, Safety and Well-Being</td>
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<tr>
<td>2. Ensuring Student Health, Safety and Well-Being</td>
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<td>3. Transforming Academic Outcomes</td>
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<tr>
<td>4. Increasing Organizational Efficiency</td>
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<tr>
<td>5. Cultivating Team HISD Talent</td>
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</table>

Summative Evaluation (Year-End): Research and Accountability Discipline end of year report June 2021 capturing In-School and Out-of-School suspension data.

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<tbody>
<tr>
<td>Decrease the overall number of Code Violations that have resulted in Out of School Suspensions (OSS) and In-School Suspension (ISS) by 10%</td>
<td>Establish protocols of the Multi-Tiered Systems of Support to include expectations, timelines, functional behavior plans, and ongoing communication with all stakeholders</td>
<td>Bi-Weekly and Monthly through June 2021</td>
<td>(PBIS) Positive Behavior Interventions Support budget allotment of $350,444.02 for Social and Emotional Learning.</td>
<td>Director &amp; Sr. Behavior Manager</td>
<td>Monthly tracking, review and dissemination of ISS (In-School Suspensions) and OSS (Out of School Suspensions) by schools and areas.</td>
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<tr>
<td>Decrease the overall rate of</td>
<td>Increase the number of campuses trained</td>
<td>Bi-Weekly and Monthly</td>
<td>(PBIS) Positive Behavior Interventions</td>
<td>Director &amp; Sr. Behavior Manager</td>
<td>Monthly tracking, review and dissemination of ISS</td>
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<tr>
<td>disproportionality among racial groups and special populations resulting in In-School Suspension by (ISS) and Out of School Suspension (OSS), and DAEP placement approvals by 5%</td>
<td>in Implicit Bias /Cultural Responsiveness and Restorative Discipline Practices to address racial disparity.</td>
<td>through June 2021</td>
<td>Support budget allotment of $350,444.02 for Social and Emotional Learning.</td>
<td>(In-School Suspensions) and OSS (Out of School Suspensions) by schools and areas.</td>
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<tr>
<td>Decrease the overall percentage of approved discretionary DAEP referrals by 5%</td>
<td>Implement strategies to improve school disciplinary policies, including monitoring data on disciplinary placements among campuses, coaching campuses with high numbers of placements to develop and implement alternative strategies, including progressive disciplinary responses.</td>
<td>Bi-Weekly and Monthly through June 2021</td>
<td>(PBIS) Positive Behavior Interventions Support budget allotment of $350,444.02 for Social and Emotional Learning.</td>
<td>Director &amp; Sr. Behavior Manager Monthly review through the Social and Emotional Learning Department</td>
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**Department Goal 2:** Increase district campaigns, practices, and programs for mental health, substance abuse, and suicide awareness.

**Strategic Priority:**
1. Expanding Educational Opportunities
2. Ensuring Student Health, Safety and Well-Being
3. Transforming Academic Outcomes
4. Increasing Organizational Efficiency
5. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Ensuring Student Health, Safety and Well-Being
- Cultivating Team HISD Talent
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<td>Increase the overall number of campus crisis teams and build their capacity to respond to crisis events and to manage escalated behavioral concerns by 30%</td>
<td>Offer campus CPI trainings in addition to supporting the establishment of campus crisis teams. Continue training for campuses in Sandy Hook Say Something/Know the Signs Program</td>
<td>Bi-Weekly and Monthly through June 2021</td>
<td>Title IV grant budget allotment of 1,300,729.51 for Social and Emotional Learning.</td>
<td>Director &amp; Sr. Behavior Manager</td>
<td>Monthly review through the Social and Emotional Learning Department</td>
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<tr>
<td>Increase the number of campus administrative/leadership teams trained in Behavioral Threat Assessment by 30%.</td>
<td>Increase the number of campus staff trained in threat assessment, Youth Mental Health First Aid, and Trauma Informed Practices in addition to providing campuses with mental health wellness programs.</td>
<td>Bi-Weekly and Monthly through June 2021</td>
<td>Title IV grant budget allotment of 1,300,729.51 for Social and Emotional Learning.</td>
<td>Director &amp; Sr. Behavior Manager</td>
<td>Monthly review through the Social and Emotional Learning Department</td>
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<tr>
<td>Increase number of trainings and supports to build capacity and efficacy for campus administration/leadership on prevention of</td>
<td>Conduct trainings on mental wellness, Self-Care, Compassion Fatigue and Burnout. Provide opportunities for school staff to</td>
<td>Bi-Weekly and Monthly through June 2021</td>
<td>Title IV grant budget allotment of 1,300,729.51 for Social and Emotional Learning.</td>
<td>Director &amp; Sr. Behavior Manager</td>
<td>Monthly review through the Social and Emotional Learning Department</td>
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</tbody>
</table>
Department Goal 3: The District, through districtwide and campus specific training will build the capacity of all campuses to develop effective campus specific discipline management systems that will promote the social and emotional development of all students and that will include methodologies to address safety concerns, bullying and harassment violations, and any other violations that may jeopardize the health and safety of the campus community.

Strategic Priority:
1. Expanding Educational Opportunities
2. Ensuring Student Health, Safety and Well-Being
3. Transforming Academic Outcomes
4. Increasing Organizational Efficiency
5. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:
- Ensuring Student Health, Safety and Well-Being
- Cultivating Team HISD Talent

Summative Evaluation (Year-End): End of year data June 2021 report capturing Bullying

<table>
<thead>
<tr>
<th>Measurable Performance Objectives</th>
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</thead>
<tbody>
<tr>
<td>Increase the overall number of employees trained in bullying awareness and interventions to include David’s Law by 90%.</td>
<td>Mandatory safety and bullying awareness training for all employees through OneSource that addresses the types of bullying, preemptive strategies to curtail bullying incidents, and response techniques that expediently</td>
<td>Bi-Weekly and Monthly through June 2021</td>
<td>(PBIS) Positive Behavior Interventions Support budget allotment of $350,444.02 for Social and Emotional Learning.</td>
<td>Director &amp; Sr. Behavior Manager</td>
<td>Monthly review through the Social and Emotional Learning Department</td>
<td>1. No Progress</td>
<td>4. On Track to Meet Goal</td>
<td></td>
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<tr>
<td>Topic</td>
<td>Description</td>
<td>Frequency</td>
<td>Title IV grant budget allotment of 1,300,729.51 for Social and Emotional Learning.</td>
<td>Director &amp; Sr. Behavior Manager</td>
<td>Monthly review through the Social and Emotional Learning Department</td>
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<tr>
<td>Increase the number of students trained in the Sandy Hook Say Something/Know the Signs Program by 100% of secondary</td>
<td>Support campus teachers and staff by providing trainings which focus on creating environments that are safe and effective for all students. Trainings provide skills and framework needed for staff to create environments conducive to student growth and safety, supporting I-9 and I-10 (Classroom Management and Classroom Climate)</td>
<td>Bi-Weekly and Monthly through June 2021</td>
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<tr>
<td>Increase opportunities and collaborative efforts targeted to Campus Behavior Coordinators designated by Campus Administrators by 100%</td>
<td>Provide training and supports for all campus administrators on the Texas Educational Code Chapter 37, HISD Code of Student Conduct, and other student discipline related District policies and procedures.</td>
<td>Bi-Weekly and Monthly through June 2021</td>
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</table>
**Houston Independent School District – District Improvement Plan 2020-2022**

**Department Name:** Equity and Outreach Department – Wraparound Services

### Data/ Needs Assessment (include your problem statement and root cause based on your data):

- **Problem Statement:** Inequities in the areas of basic needs, mental health services, and stable housing frequently lead to students’ academic achievement being adversely impacted, which can have cascading effects on their health, wellness, and long-term success.

- **Academics, Behavior, & Attendance Data extracted from PowerSchool; Health Needs Survey (Rice University) 2019 and 2020 data results, Board Policy (Regulations & Constraints), Boston Consulting Group (BCG) Report, Achieve 180 Board Monitoring Reports and Purple Data Results (2019 and 2020)**

- **Root Causes:** Lack of student basic needs, mental health services and stable housing; Lack of non-academic services and opportunities provided to our students; Lack of Service Providers and Community Partnerships

### Department Goal 1: By the end of the 2020-2021 school year, Wraparound Resource Specialists will increase their attendance support from at least 3 meaningful strategies per campus to at least 5 meaningful strategies per campus. Attendance support strategies include...

- Student-at-the-Center Meetings
- Student Check-Ins
- Attendance Incentives
- Graduation Support Meeting Participation
- Home Visits
- Student Assistance Form (SAF) Campaigns
- Virtual Parent “Attendance Matters” Meetings
- Collaborating w/ Campus Leadership to Develop an Attendance Plan

### Summative Evaluation (Year-End):

- By the end of the 2020-2021 school year, student attendance will increase by at least 1% on every campus that a Wraparound Resource Specialist serves.

### Strategic Priority:

1. Expanding Educational Opportunities
2. Ensuring Student Health, Safety and Well-Being
3. Transforming Academic Outcomes
4. Increasing Organizational Efficiency
5. Cultivating Team HISD Talent

### List the Strategic Priority(ies) this Goal Addresses:

- Ensuring Student Health, Safety and Well-Being
- Transforming Academic Outcomes
<table>
<thead>
<tr>
<th>Measurable Performance Objectives</th>
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</thead>
<tbody>
<tr>
<td>Increase attendance by reducing absenteeism.</td>
<td>Implement at least 5 of 7 strategies to increase attendance support:  - Student-at-the-Center Meetings  - Student Check-Ins  - Attendance Incentives  - Graduation Support Meeting Participation  - Home Visits  - SAF Campaigns  - Virtual Parent “Attendance Matters” Meetings  Collaborating with Campus Leadership to Develop and Attendance Plan</td>
<td>August 2020-June 2021</td>
<td>Title IV, Community Partners and Non-Profit Organizations</td>
<td>Executive Director, Director, Senior Managers, Managers and Wraparound Resource Specialists</td>
<td>Weekly review of student attendance through data tracking tool and the number of times the WRS signs in to use the system.</td>
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<tr>
<td>Frequently and Collaboratively meet with each campus’ Student Support Team</td>
<td>Increase school collaboration of non-academic supports through weekly and bi-weekly meetings to problem solve barriers that impedes attendance</td>
<td>August 2020-June 2021</td>
<td>Title IV, Community Partners, Non-Profit Organizations, Communities in Schools and the Student Assistance Department</td>
<td>Managers and Wraparound Resource Specialists, Counselors, Nurses, Social Workers, Outreach Workers, and Communities in Schools Staff, Campus</td>
<td>Meeting agenda, minutes and sign-in sheets.</td>
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</tbody>
</table>
**Department Goal 2:** By the end of 2020-2021 school year, the **well-being** of HISD students will improve by the WRS connecting resources to students and families by 10% from 628,753 in 2020 to 691,628:

- a) Increasing the number of student and family interventions
- b) Decreasing the number of high-risk students through targeted intervention.
- c) Increasing the number of student assistance referrals by all stakeholders
**Strategic Priority:**
1. Expanding Educational Opportunities
2. Ensuring Student Health, Safety and Well-Being
3. Transforming Academic Outcomes
4. Increasing Organizational Efficiency
5. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Expanding Educational Opportunities

**Summative Evaluation (Year-End):** By the end of 2020-2021 school year, the well-being of HISD students will improve by a 25% increase of students linked to services in the data tracking tool.

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<tr>
<td>Connecting students and families to non-academic resources to Enhance academic outcomes.</td>
<td>Increase the number of student and family interventions.</td>
<td>August 2020-June 2021</td>
<td>Title IV, Community Partners, Non-Profit Organizations, ProUnitas, and the Student Assistance Department</td>
<td>Managers and Wraparound Resource Specialists, Counselors, Social Workers, Outreach Workers, ProUnitas Impact Managers and Communities in Schools Staff</td>
<td>Baseline of providers identified through the data tracking tool. Use of Service Provider Review Form to track student impact and well-being</td>
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<tr>
<td>Targeted interventions</td>
<td>Decrease the number of high-</td>
<td>August 2020-</td>
<td>Title IV, Community Partners, Non-Profit</td>
<td>Managers and Wraparound</td>
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</table>
are given and tracked using the data tracking tool.

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<thead>
<tr>
<th>SAF referrals increase due to frequent campus presentations given by the WRS.</th>
<th>Organizations, ProUnitas, and the Student Assistance Department</th>
<th>Resource Specialists, Counselors, Social Workers, Outreach Workers, ProUnitas Impact Managers and Communities in Schools Staff</th>
<th>entered in the data tracking tool.</th>
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</thead>
</table>

| Department Goal 3: By the end of the 2020-2021 school year, the Community School Standards will allow the WRS to increase the number of approved service providers and programs by 10% from 170 in 2020 to 187 by creating and maintaining partnerships as well as building a strong feeder community collaborative to share resources and best practices. |
|---|---|---|---|

<table>
<thead>
<tr>
<th>Strategic Priority:</th>
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<tbody>
<tr>
<td>1. Expanding Educational Opportunities</td>
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<td>2. Ensuring Student Health, Safety and Well-Being</td>
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<tr>
<td>• Transforming Academic Outcomes</td>
</tr>
<tr>
<td>• Increasing Organizational Efficiency</td>
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</table>

<p>| Summative Evaluation (Year-End): By the end of the 2020-2021 school year, all feeder pattern groups will have met 5 times throughout the school year through the Wraparound Advisory Council to identify and address student needs. |</p>
<table>
<thead>
<tr>
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<tbody>
<tr>
<td>The effectiveness of the Feeder Pattern Community Councils and how it functions to meet the needs of students.</td>
<td>Develop strong Feeder Pattern Community Councils to give input and assess community needs.</td>
<td>September 2020-May 2021</td>
<td>Title IV, Community Partners</td>
<td>Managers and Wraparound Resource Specialists, Principal and appointed Parent, Student and Staff Member</td>
<td>Meeting agenda, minutes and sign-in sheets. Manager will complete survey for evaluation of feeder pattern council.</td>
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<tr>
<td>laborate with community stakeholders to gain an understanding of community needs.</td>
<td>The Feeder Pattern Community Council will communicate their asset mapping results that will identify existing resources within them surrounding campuses.</td>
<td>September 2020-May 2021</td>
<td>Title IV, Community Partners</td>
<td>Managers and Wraparound Resource Specialists, Principal and appointed Parent, Student and Staff Member</td>
<td>Meeting agenda, minutes and sign-in sheets and Service Provider Evaluations.</td>
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</tbody>
</table>
Develop a Feeder Pattern Community Council bi-monthly meeting to allow members to identify student and community needs.

To collaborate with the Feeder Pattern Community Council as resources are shared, advocate for new resources, as well as review progress of the implementation of resources.

<table>
<thead>
<tr>
<th>Timeframe</th>
<th>Title IV, Community Partners</th>
<th>Managers and Wraparound Resource Specialists, Principal and appointed Parent, Student and Staff Member</th>
<th>Meeting agenda, minutes and sign-in sheets and Service Provider Evaluations.</th>
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<tbody>
<tr>
<td>September 2020-May 2021</td>
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</table>
### Department Name: FAMILY AND COMMUNITY ENGAGEMENT

Data/ Needs Assessment (include your problem statement and root cause based on your data): Families’ requests to have access to resources and information to support learning in digital spaces.

Department Goal 1: By the end of the 2020-2021 academic year, increase awareness of **Online Learning Resources for Parents** by completing related parent workshops in 100 campuses.

#### Strategic Priority:
1. Expanding Educational Opportunities
2. Increasing Organizational Efficiency

#### Summative Evaluation (Year-End): Completion of 75 Two-Way Communication Workshops for Parents

<table>
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<tbody>
<tr>
<td>By July 2, 2021 FACE will complete 100 parent workshops focused on Online Learning Resources for Parents</td>
<td>Host virtual workshops for families focused on Online Learning resources.</td>
<td>9/8/2020–7/2/21</td>
<td>Title I, Part A Funding for: Salaries, Materials, Presentation kits, Supplies, Flyers, Professional Development, digital platforms, digital resources.</td>
<td>FACE Specialists. FACE Sr. Manager. FACE Director Designated Campus Staff.</td>
<td>By Dec. 2020 have a first report on number of completed Online Learning Resources for Parents Workshops.</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
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</table>

### Department Goal 2: Support the development of parent advocacy and decision-making skills through parent groups

#### Strategic Priority:
1. Expanding Educational Opportunities
2. Increasing Organizational Efficiency

#### List the Strategic Priority(ies) this Goal Addresses:
- Expanding Educational Opportunities
- Increasing Organizational Efficiency
### Summative Evaluation (Year-End):

Tracking of school campuses with specific parent group(s) – PTA/O, PAC, SDMC, Other

<table>
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<tbody>
<tr>
<td>By July 2, 2021 FACE will have supported at least 80 campuses on establishing a parent group focused on developing advocacy and decision-making skills.</td>
<td>Develop electronic tools to track the number of school campuses having an established parent group.</td>
<td>9/8/2020 – 7/2/21</td>
<td>Title I, Part A Funding for: Salaries, Materials, PTO/PTA kits, Supplies, Flyers, events, professional development.</td>
<td>FACE Specialists. FACE Sr. Manager. FACE Director Designated Campus Staff.</td>
<td>By Dec. 2020 have a first report on number of campuses with a parent group.</td>
<td></td>
<td>1. No Progress</td>
<td>2. Some Progress</td>
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<tr>
<td>By July 2, 2021 FACE will have awarded at least 50 campuses as a PTA/PTO</td>
<td>Award official HISD Parent Org seal to legally established PTA/O</td>
<td>9/8/2020 – 7/2/21</td>
<td>Title I, Part A Funding for: Salaries, Materials, PTO/PTA kits, Supplies, Flyers, events, professional development; digital platform, digital resources.</td>
<td>FACE Specialists. FACE Sr. Manager. FACE Director Designated Campus Staff.</td>
<td>By Dec. 2020 have a first report on number of campuses with a parent group with proof of their 501c3 certificate.</td>
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<td>1. No Progress</td>
<td>2. Some Progress</td>
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<tr>
<td>By July 2, 2021 FACE will have host two parent group collaborating and training events.</td>
<td>Host two parent groups meetings during the 2020-21 school year</td>
<td>9/8/2020 – 7/2/21</td>
<td>Title I, Part A Funding for: Salaries, Materials, PTO/PTA kits, Supplies, Flyers, events, professional development; digital platform, digital resources.</td>
<td>FACE Specialists. FACE Sr. Manager. FACE Director Designated Campus Staff.</td>
<td>By Dec. 2020 have a first report on progress.</td>
<td></td>
<td>1. No Progress</td>
<td>2. Some Progress</td>
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</table>

**Department Goal 3:** Increase public support and confidence in schools by increasing the number of learning opportunities for HISD families by hosting at least 6 community events to connect HISD families with community organizations and corporate partners supporting the district’s academic and non-academic needs.
### Strategic Priority:
1. Expanding Educational Opportunities
2. Increasing Organizational Efficiency

#### List the Strategic Priority(ies) this Goal Addresses:
- Expanding Educational Opportunities
- Increasing Organizational Efficiency

### Summative Evaluation (Year-End):
Number of Family Friendly School Activities completed across the district.

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<tr>
<td>Increase the number of campuses offering Family Friendly School Activities by 5 percent.</td>
<td>Enroll 5 first-time campuses participating in the Family Friendly School Program.</td>
<td>9/8/2020–7/2/21</td>
<td>Title I, Part A Funding for: Salaries, Materials, PTO/PTA kits, Supplies, Flyers, events, professional development, digital platform, digital resources.</td>
<td>FACE Specialists. FACE Sr. Manager. FACE Director Designated Campus Staff.</td>
<td>By Dec. 2020 have a first report on number of campuses enrolled in the program.</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
<td>Next Steps</td>
</tr>
<tr>
<td>Offer 4 Parent University Sessions across the district.</td>
<td>Provide a variety of informational sessions for parents to learn how to better support their children.</td>
<td>9/8/2020–7/2/21</td>
<td>Title I, Part A Funding for: Salaries, Materials, PTO/PTA kits, Supplies, Flyers, events, professional development, digital platform, digital resources.</td>
<td>FACE Specialists. FACE Sr. Manager. FACE Director Designated Campus Staff.</td>
<td>By Dec. 2020 have a first report on number of sessions hosted.</td>
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</table>
Houston Independent School District – District Improvement Plan 2020-2021

**Department Name:** Student Assistance Services (SAS) – Counseling and Compliance

**Data/ Needs Assessment (include your problem statement and root cause based on your data):**

**Root Cause:**
At-risk students are at elevated risk for a range of adverse educational outcomes and are more likely to dropout than other students.

**Problem Statement:** At-risk student populations require programs to address non-academic barriers to attendance and achievement to promote academic success.

**Department Goal 1:** Improve academic success by providing comprehensive services and/or referrals to 100% of identified homeless, unaccompanied, foster care, residential treatment center, students with attendance challenges or dropouts by the end of the 2020 – 2021 school year.

**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency

**Summative Evaluation (Year-End):** With the appropriate interventions, academic outcomes will improve for targeted students.

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<tr>
<td>1. By June 2021, 100% of identified homeless, foster care and residential treatment center students will be provided services and supports such as transportation, Metro Money, required dress, school supplies, referrals for</td>
<td>Provide additional supports to remove barriers to attendance and performance</td>
<td>August 2020 – June, 2020</td>
<td>Texas Education for Homeless Children and Youth grant funds - $317,435 Title I - $457,503 Title IV - $255,017 GF1 funds - $29,282</td>
<td>Sr. Manager/Homeless Liaison Program Managers Foster Care Liaison Outreach Workers Compliance Analysts Data Clerks Campus Administrators and staff</td>
<td>Mid – Point – January, 2021 Final – June, 2021</td>
<td>As evidenced by: SAS Direct Service Logs ADA Absence Report data SAS Transportation Logs</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
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<tr>
<td>Department Goal 2: Increase graduation rates in all student groups by 2%.</td>
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**Strategic Priority:**

1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency

**List the Strategic Priority(ies) this Goal Addresses:**

- Expanding Educational Opportunities
- Transforming Academic Outcomes

**Summative Evaluation (Year-End):** A structured plan to support deficient students that focuses on ongoing dropout prevention, intervention and recovery efforts will reduce dropout rates and increase graduation rates by 2%.
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<tr>
<td>1. Training and technical assistance implementing an on-going Dropout Recovery Plan, Dropout Tracking System and the three Student Achievement Domains and at each secondary campus.</td>
<td>Train campus staff on Dropout Prevention protocol to reduce the dropout rate and increase graduation rates.</td>
<td>August, 2020 – June, 2020</td>
<td>Texas Education for Homeless Children and Youth grant funds- $317,435 Title I - $457,503 Title IV - $255,017 GF1 funds - $29,282</td>
<td>Sr. Manager/Homeless Liaison Program Managers Foster Care Liaison Outreach Workers Campus Administrators and staff Compliance Analysts</td>
<td>Mid – Point – January, 2021</td>
<td>Final – June, 2021</td>
<td>As evidenced by: Graduation Support Meeting agendas, minutes and sign in sheets SAS Weekly Logs</td>
<td></td>
</tr>
<tr>
<td>2. Training and technical assistance to campuses in implementing the three-Tiered Attendance Intervention System at each campus.</td>
<td>Train campus staff on truancy prevention protocol to reduce the dropout rate and increase graduation rates.</td>
<td>August, 2020 – June, 2020</td>
<td>Texas Education for Homeless Children and Youth grant funds- $317,435 Title I - $457,503 Title IV - $255,017 GF1 funds - $29,282</td>
<td>Sr. Manager/Homeless Liaison Program Managers Foster Care Liaison Outreach Workers Campus Administrators and staff Compliance Analysts City of Houston Juvenile Case Managers</td>
<td>Mid – Point – January, 2021</td>
<td>Final – June, 2021</td>
<td>As evidenced by: Graduation Support Meeting agendas, minutes and sign in sheets SAS Weekly Logs</td>
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<tr>
<td>3. Training and technical assistance to campuses in implementing campus-based Graduation Support Meetings.</td>
<td>Train campus staff on Graduation Support Meeting protocol to reduce the dropout rate and increase graduation rates.</td>
<td>August, 2020 – June, 2020</td>
<td>Texas Education for Homeless Children and Youth grant funds- $317,435 Title I - $457,503 Title IV - $255,017 GF1 funds - $29,282</td>
<td>Sr. Manager/Homeless Liaison Program Managers Foster Care Liaison Outreach Workers Campus Administrators and staff Compliance Analysts</td>
<td>Mid – Point – January, 2021</td>
<td>Final – June, 2021</td>
<td>As evidenced by: Graduation Support Meeting agendas, minutes and sign in sheets SAS Weekly Logs</td>
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</table>
4. Training and technical assistance to campuses via six monthly districtwide Graduation Support Meetings.

| Internal and external stakeholders together collaborate in an effort to remove nonacademic barriers to student achievement. | August 2020 – June 2020 | Texas Education for Homeless Children and Youth grant funds - $317,435 Title I - $457,503 Title IV - $255,017 GF1 funds - $29,282 | Sr. Manager/Homeless Liaison Program Managers Foster Care Liaison Outreach Workers Campus Administrators and staff Compliance Analysts | Mid – Point – January, 2021 | August, 2020 – June, 2020 Texas Education for Homeless Children and Youth grant funds - $317,435 Title I - $457,503 Title IV - $255,017 GF1 funds - $29,282 | Sr. Manager/Homeless Liaison Program Managers Foster Care Liaison Outreach Workers Campus Administrators and staff Compliance Analysts | Final – June, 2021 As evidenced by: Graduation Support Meeting agendas, minutes and sign in sheets SAS Weekly Logs |

**Department Goal 3:** Increase staff knowledge of laws that govern the education of homeless and foster care students, students with attendance issues and who have failed to return to an educational setting.

**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Expanding Educational Opportunities
- Transforming Academic Outcomes

**Summative Evaluation (Year-End):** Staff will become more knowledgeable of laws and available resources and services to support special populations.

<table>
<thead>
<tr>
<th>Measurable Performance Objectives</th>
<th>Strategy</th>
<th>Timeline</th>
<th>Resources Including Funding Sources and Dollar Amounts</th>
<th>Title of Person(s) Responsible</th>
<th>Formative Evaluation</th>
<th>Check Point: Results (Outcomes/Data)</th>
<th>Progress:</th>
<th>Next Steps</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. By June, 2021 SAS staff will train a representative from each campus on ESSA provisions regarding homeless and foster care students</td>
<td>SAS staff will train campus personnel to ensure that procedures for identification and enrollment are implemented</td>
<td>August, 2020 – June, 2020</td>
<td>Texas Education for Homeless Children and Youth grant funds - $317,435 Title I - $457,503 Title IV - $255,017 GF1 funds - $29,282</td>
<td>Sr. Manager/Homeless Liaison Program Managers Foster Care Liaison Outreach Workers Campus Administrators and staff Compliance Analysts</td>
<td>Mid – Point – January, 2021</td>
<td>Final – June, 2021 As evidenced by: Meeting agendas, minutes and sign in sheets SAS Weekly Logs</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
<td></td>
</tr>
</tbody>
</table>
2. By June, 2021 SAS staff will train a representative from each campus on House Bill 2398 under the Texas Education Code which relates to the decriminalization of truancy.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Time Frame</th>
<th>Funding Details</th>
<th>Roles</th>
<th>Mid-Point</th>
<th>Final</th>
<th>Evidence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide ongoing professional development training to district personnel to increase the understanding of the needs of students who are chronically absent.</td>
<td>August, 2020 – June, 2020</td>
<td>Texas Education for Homeless Children and Youth grant funds: $317,435 Title I - $457,503 Title IV - $255,017 GF1 funds - $29,282</td>
<td>Sr. Manager/Homeless Liaison Program Managers Foster Care Liaison Outreach Workers Campus Administrators and staff</td>
<td>Mid – Point – January, 2021</td>
<td>Final – June, 2021</td>
<td>Meeting agendas, minutes and sign in sheets, SAS Weekly Logs</td>
</tr>
</tbody>
</table>

3. Host four community events to connect internal and external community partners to parents and students.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Time Frame</th>
<th>Funding Details</th>
<th>Roles</th>
<th>Mid-Point</th>
<th>Final</th>
<th>Evidence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outreach activities to attract students and connect families with partner agencies and HISD supports to decrease the dropout rate and increase graduation rates.</td>
<td>August, 2020 – June, 2020</td>
<td>Texas Education for Homeless Children and Youth grant funds: $317,435 Title I - $457,503 Title IV - $255,017 GF1 funds - $29,282</td>
<td>Sr. Manager/Homeless Liaison Program Managers Foster Care Liaison Outreach Workers Campus Administrators and staff</td>
<td>Mid – Point – January, 2021</td>
<td>Final – June, 2021</td>
<td>Vendor and community partner sign in sheets, Direct Service Logs, Student Assistance Questionnaires collected, Number of event attendees</td>
</tr>
</tbody>
</table>
Data/ Needs Assessment (include your problem statement and root cause based on your data):
Based on the 2019 STAAR results, 52% (reading), 48% (writing), 18% (English I), 17% (English II) percent of English Learners (ELs) met the passing standard as a result of inconsistent implementation of the district’s systematic sheltered instructional plan for ELs.
Based on the 2019 TELPAS results, 39% of ELs grew one proficiency level as a result of multiple factors which include the state’s new online listening and speaking portions of the assessment, knowing how to effectively monitor language proficiency, and limited use of the English Language Development assessment created to assist campuses progress monitor second language development.

Root Causes
A shortage of bilingual teachers and the need for so many ESL certified teachers continue be a great need for the district resulting in the need for more professional development and coaching of campus personnel. This root cause impacts not only campus teams but district leadership teams looking to recruit experienced bilingual and ESL certified staff to support campuses.

- Shortage of bilingual teachers and a need for more teachers to become ESL certified to serve the district’s EL populations
  - Multilingual will collaborate with Human Resources to account for all certified staff, and the Multilingual staff in collaboration with Curriculum will provide professional development and coach teachers on waivers and other teachers of ELs to implement the district’s systematic instructional plan for ELs.
- Shortage of experienced bilingual and ESL certified staff for our Multilingual and Curriculum teams to support campuses
  - Collaborate with Human Resources to recruit experienced bilingual and ESL certified personnel to support the departments to secure these individuals.
- Limited monitoring of second language development for ELs
  - Multilingual in collaboration with Curriculum will continue to support campuses to implement systems to monitor English language proficiency for ELs which includes communicating the effectiveness of utilizing Imagine Learning to provide students opportunities to close language proficiency gaps as well as monitor the use the online resource to practice listening and speaking using headphones equipped with microphones as they will experience on the actual TELPAS assessment.
- Limited use of the optional English Language Development assessment created by Multilingual Programs Department to progress monitor language development
  - Multilingual will work in collaboration with Area Office teams to ensure that campuses take advantage of the assessment provided to assist teachers and administrators in progress monitoring second language development for ELs.

Department Goal 1: The percentage of identified English Learners (ELs) reading and writing at or above grade level on STAAR for grades 3 through 8 will increase by three percentage points –52% to 55% Reading & 48% to 51% Writing.
### Strategic Priority:
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:
- Transforming Academic Outcomes
- Increasing Organizational Efficiency
- Cultivating Team HISD Talent

### Summative Evaluation (Year-End): STAAR Reading and Writing

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<tr>
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<tr>
<td>Provide Sheltered Instruction Teacher Academy training to struggling schools followed by coaching and feedback sessions with teachers.</td>
<td>Train school teams with district’s strategic approach to sheltered instruction—Literacy Routines.</td>
<td>September 2020 - May 2021</td>
<td>Bilingual Allotment Funds ($2.5 million), Title III Funds ($3.5 million) Dollar amounts include personnel</td>
<td>Multilingual Executive Director and Area Sr. Managers</td>
<td>Training Attendance Records, Total Number of Schools Trained, Renaissance 360, DLA</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
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<td></td>
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<td>Identify Sheltered Instruction Coaches for campuses reporting ESL waivers or bilingual exceptions. Multilingual team leads will support coaches to build capacity on how to coach and support teachers of English Learners with a focus on those not ESL certified.</td>
<td>Train and coach campus sheltered instruction coaches to help campus teachers focus on ELPS integrated lesson planning and teaching.</td>
<td>August 2020 - May 2021</td>
<td>Bilingual Allotment Funds ($2.5 million), Title III Funds ($3.5 million) Dollar amounts include personnel</td>
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<td>Provide campus teams a systematic 5-Step process for planning and implementing ELPS integrated lessons</td>
<td>Train school administrators and teachers with district’s strategic approach to sheltered instruction—5 Step ELPS Integration Plan for Teachers.</td>
<td>August 2020-May 2021</td>
<td>Bilingual Allotment Funds ($3 million), Title III Funds (3.5 million)</td>
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</table>

**Department Goal 2:** The percentage of identified English Learners reading and writing at or above grade level on STAAR English I & II will increase by three percentage points –18% to 21% English I & 17% to 20% English II.

**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Transforming Academic Outcomes
- Increasing Organizational Efficiency
- Cultivating Team HISD Talent

**Summative Evaluation (Year-End):** STAAR

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**Department Goal 3:** The percentage of English Learners (ELs) who gain one proficiency level on TELPAS (composite) will increase by three percentage points—39% in 2019 to 42% in 2020.

**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Transforming Academic Outcomes
- Increasing Organizational Efficiency
- Cultivating Team HISD Talent

**Summative Evaluation (Year-End):** TELPAS
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</table>
Priority for Service (PFS) Action Plan
Migrant Education Program, Title I, Part C

As part of the Every Student Succeeds Act (ESSA), the Priority for Service (PFS) Action Plan is a required program activity for the Migrant Education Program (MEP). In providing services with funds received under this part, each recipient of such funds shall give priority to migratory children who have made a qualifying move within the previous 1-year period and who are failing, or most at risk of failing, to meet the challenging State academic standards; or have dropped out of school. [§1304 [20 U.S.C. 6394](d)].

The Priority for Service Report on NGS must be used to determine who to serve first and foremost with MEP funds. Students are identified as PFS if they meet the following criteria:

<table>
<thead>
<tr>
<th>Grades 3-12, Ungraded (UG) or Out of School (OS)</th>
<th>Priority for Service Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Who have made a qualifying move within the previous 1-year period; AND • Have a received grade level of “approaches or not meet” on the state assessments (STAAR), were Absent, Not Tested* or were not enrolled in a Texas school during the state assessment testing period for their grade level.</td>
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<table>
<thead>
<tr>
<th>Grades K-3</th>
<th>Priority for Service Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Who have made a qualifying move within the previous 1-year period; AND • Have been designated LEP in the Student Designation section of the New Generation System (NGS) Supplemental Program Component; or • For students in grades K-2, who have been retained, or are overage for their current grade level.</td>
<td></td>
</tr>
</tbody>
</table>

The following document is provided by TEA for districts to help document efforts that are being conducted on behalf of Priority for Service students. It contains all of the required components as described in Part 4 of the ESSA Application in the Provisions and Assurances, but also allows room for districts to add additional activities. Each district’s plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives.

**NOTE:** This document can be obtained electronically in MS Word format from the regional ESC MEP Coordinator.

*The State of Texas Assessments of Academic Readiness (STAAR®) were not being administered during the spring or summer of the 2019–2020 school year.*
Note: Title I, Part C Coordinator or MEP staff will include the PFS Action Plan in the district improvement plan as a separate section appropriately labeled or identified (e.g., “Migrant PFS Action Plan Section”), rather than integrating the action plan elements with other DIP sections that focus on other student population groups (e.g., Bilingual, ESL, economically disadvantaged).

Goal(s): To implement the required strategies of the Priority for Service (PFS) Action Plan in order to advance the academic growth of the students as determined by the Priority for Service criteria.

Objective(s):
- The progress of the student will be monitored by the MEP staff in coordination with hourly lecturers who tutor PFS students. Progress will be determined at the end of each grading cycle and will be monitored using the PFS Student Progress Review document.
- The services and/or resources provided to the PFS will be aligned with the identified academic needs of the student in order to meet the requirements of the curricula implemented in the state of Texas.
- The progress and determined needs of the PFS will be disseminated to appropriate personnel identified in the Action Plan in order to support academic success.

Required Strategies

<table>
<thead>
<tr>
<th>Monitor the progress of MEP students who are on PFS.</th>
<th>Timeline</th>
<th>Person(s) Responsible</th>
<th>Documentation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly, run NGS Priority for Service (PFS) reports to identify migrant children and youth who require priority access to MEP services.</td>
<td>09/2020-08/2021</td>
<td>Irasema Gonzalez, NGS</td>
<td>PFS Monthly Report</td>
</tr>
<tr>
<td>Before the first day of school, develop a PFS Action Plan for serving PFS students. The plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives.</td>
<td>09/01/2020</td>
<td>Magda Galindo, Manager</td>
<td>Priority for Service Action Plan Document, PFS Student Progress Review document</td>
</tr>
</tbody>
</table>

Additional Activities

<p>| At the end of each grading cycle, MEP staff reviews PFS students’ report card grades and parents are informed of their child’s academic progress. | Each grading cycle | Irasema Gonzalez, NGS, Isela Anaya, Recruiter, Elizabeth Rodriguez, Recruiter | Report Cards and Phone Logs, PFS |</p>
<table>
<thead>
<tr>
<th>Required Strategies</th>
<th>Timeline</th>
<th>Person(s) Responsible</th>
<th>Documentation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Communicate</strong> the progress and determine needs of PFS migrant students.</td>
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<tr>
<td>▪ During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide campus principals and appropriate campus staff information on the Priority for Service criteria and updated NGS Priority for Service reports.</td>
<td>On-going throughout the school year</td>
<td>Magda Galindo, Migrant Hourly Lecturers</td>
<td>Emails, Internal google form entries/log</td>
</tr>
<tr>
<td>▪ During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide parents of PFS students information on the Priority for Service criteria.</td>
<td>On-going throughout the school year</td>
<td>Irasema Gonzalez, NGS Isela Anaya, Recruiter Elizabeth Rodriguez, Recruiter Magda Galindo, Manager Hourly Lecturers</td>
<td>Phone Logs, Parent Notification Letters</td>
</tr>
<tr>
<td>▪ During the academic calendar, the district’s Title I, Part C Migrant Coordinator or MEP staff will make individualized home and /or community visits to update parents on the academic progress of their children.</td>
<td>On-going throughout the school year</td>
<td>Irasema Gonzalez, NGS Isela Anaya, Recruiter Elizabeth Rodriguez, Recruiter Magda Galindo, Manager Hourly Lecturers</td>
<td>Internal google form entries, Mileage Log, Report Cards, Student Case Files, Parent Notification Letters for PFS tutoring services, School-Tutor Contract</td>
</tr>
<tr>
<td><strong>Provide</strong> services to PFS migrant students.</td>
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</tr>
<tr>
<td>▪ The district’s Title I, Part C migrant coordinator or MEP staff will use the PFS reports to give priority placement to these students in migrant education program activities.</td>
<td>On-going throughout the school year</td>
<td>Magda Galindo, Manager</td>
<td>Phone Logs, Parent Letters, PFS Student Progress Review document, School-Tutor Contract</td>
</tr>
<tr>
<td>▪ The district’s Title I, Part C migrant coordinator or MEP staff will ensure that PFS students receive priority access to instructional services as well as social workers and community social services/ agencies.</td>
<td>On-going throughout the school year</td>
<td>Irasema Gonzalez, NGS Isela Anaya, Recruiter Elizabeth Rodriguez, Recruiter Magda Galindo, Manager Hourly Lecturers</td>
<td>Emails, Phone Logs, Parent Letters, PFS Student Progress Review document, School-Tutor Contract</td>
</tr>
<tr>
<td>▪ The district’s Title I, Part C migrant coordinator or MEP staff will determine what federal, state, or local programs serve PFS students.</td>
<td>On-going throughout the school year</td>
<td>Irasema Gonzalez, NGS Isela Anaya, Recruiter Elizabeth Rodriguez, Recruiter Magda Galindo, Manager Hourly Lecturers</td>
<td>NGS Reports, TMIP, Credit Recovery options, Email and Phone Logs, PFS Student Progress Review document</td>
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</tbody>
</table>
**Houston Independent School District – District Improvement Plan 2020-2021**

**Department Name:** External Funding – Title I

**Data/Needs Assessment (include your problem statement and root cause based on your data):** Outcome gaps between African American and Hispanic students and White and Asian students are significant and occur across grade levels, subject areas, and student achievement measures (STAAR, Ren360, CCMR). The gaps are related to a combination of economic disadvantage and other factors. District efforts to mitigate the impacts of poverty on learning are critical to closing these gaps. Efforts must also address the range of student needs that arise from their varying backgrounds.

**Department Goal 1:** To provide low-performing students an opportunity to obtain a high-quality education, increase academic achievement and perform proficiently on state academic assessments.

**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Transforming Academic Outcomes

**Summative Evaluation (Year-End):** The 2021 Summer School report card will be used as our summative evaluation to ensure that we have met our objective.

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<tr>
<td>The percentage of students in grades 3-8 that read and write at or above grade level will increase by 3% points by Spring 2021.</td>
<td>Provide supplemental funding to Title I Campuses to enhance their instructional program by providing additional instructional resources, materials, programs, tutoring, intervention strategies and Professional Development</td>
<td>August 2020 – June 2021</td>
<td>Title I Schoolwide Funds, Title I Achieve 180 Program Funds, Title I Comprehensive Support School Funds, Title I Homeless Program Funds</td>
<td>External Funding Dept., Elementary and Secondary Curriculum Departments, Achieve 180</td>
<td>Budget worksheets</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
<td>2021 Summer School report card 2020-2021 Title I, Part A Student Achievement Evaluation Report</td>
<td></td>
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</tbody>
</table>
**Department Goal 2:** Increase proficiency on the STAAR 8th grade Social Studies Assessment and the STAAR EOC.

**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Transforming Academic Outcomes

**Summative Evaluation (Year-End):** 2020-2021 STAAR 3-8 Test Scores- Social Studies and 2019-2020 STAAR EOC Test Scores

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<td>By June 30, 2021, Secondary Social Studies students will increase their content knowledge and improve literacy skills to increase achievement. This will positively impact student achievement by ten percent in Social Studies Grade 8 and by four percent in United States History Since 1877.</td>
<td>The Achieve 180 campus scoring the lowest on the Social Studies Grade 8 STAAR assessment will receive supports to enhance tutorials and interventions</td>
<td>August 2020-June 2021</td>
<td>Title I, Part A Funds</td>
<td>Director of Secondary Social Studies, Secondary Social Studies personnel, Title I Grant administrators</td>
<td>District Assessments</td>
<td>STAAR-Released Social Studies Grade 8 test scores</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
<td></td>
</tr>
<tr>
<td>By June 30, 2021, the Secondary Social Studies Department will expand its campus based instructional coaching program to include teacher leaders and social studies department chairpersons. This will increase teacher efficacy and positively impact student achievement by ten percent in Social Studies</td>
<td>Secondary Social Studies Department Chairpersons Studies will participate in a four-part professional development series around the notion of campus based instructional leadership and coaching.</td>
<td>August 2020-June 2021</td>
<td>Title I, Part A Funds</td>
<td>Director of Secondary Social Studies, Secondary Social Studies personnel, Title I Grant administrators</td>
<td>District Assessments</td>
<td>STAAR-Released Social Studies Grade 8 and USH EOC test scores</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
<td></td>
</tr>
<tr>
<td>Grade 8 and by four percent in United States History Since 1877.</td>
<td>Teacher leaders will develop skills in curriculum and assessment development, the development and delivery of professional development, project management, and instructional coaching.</td>
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</tbody>
</table>
**Houston Independent School District – District Improvement Plan 2020-2021**

**Department Name:** Human Resources

**Data/ Needs Assessment (include your problem statement and root cause based on your data):** Recruiting and retaining effective teachers in critical shortage areas in improving student academic data in the district.

**Department Goal 1:** To provide incentives and resources such as LinkedIn and Recruitment Fellows to recruit, screen, and hire effective critical shortage teachers in core areas to improve student achievement.

**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Transforming Academic Outcomes
- Cultivating Team HISD Talent

**Summative Evaluation (Year-End):** Number of Teacher Vacancies

<table>
<thead>
<tr>
<th>Measurable Performance Objectives</th>
<th>Strategy</th>
<th>Timeline</th>
<th>Resources Including Funding Sources and Dollar Amounts</th>
<th>Title of Person(s) Responsible</th>
<th>Formative Evaluation</th>
<th>Check Point: Results (Outcomes/Data)</th>
<th>Progress:</th>
<th>Next Steps</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recruit effective critical shortage teachers for vacancies.</td>
<td>Provide 2YR recruitment/ retention incentives for teachers in critical shortage content areas.</td>
<td>May 2020 – September 2020</td>
<td>Stipends for new teacher hires in critical shortage areas; LinkedIn; Title II funds</td>
<td>Human Resources, Talent Acquisition</td>
<td>Teacher vacancy report.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recruit quality teacher candidates for a robust teacher pool.</td>
<td>LinkedIn to post and source candidates for available positions in the district.</td>
<td>July 2020 – August 2021</td>
<td>LinkedIn; Title II funds</td>
<td>Human Resources, Talent Acquisition</td>
<td>Teacher vacancy report and teacher candidate pool numbers.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recruit and screen quality candidates for teacher pool.</td>
<td>Recruitment Fellows to effectively and</td>
<td>November 2020 – August 2021</td>
<td>Title II funds for Recruitment Fellows</td>
<td>Human Resources, Talent Acquisition</td>
<td>Teacher vacancy report and teacher</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>
Department Goal 2: To provide incentives to retain teachers in critical shortage and core areas to improve student achievement.

Strategic Priority:
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:
- Transforming Academic Outcomes
- Cultivating Team HISD Talent

Summative Evaluation (Year-End): Teacher Retention/Turnover Rate

<table>
<thead>
<tr>
<th>Measurable Performance Objectives</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Retain effective critical shortage teachers.</td>
<td>Provide 2YR recruitment/retention incentives for teachers in critical shortage content areas.</td>
<td>July 2019 – August 2020</td>
<td>Stipends for remaining at the district in critical shortage areas; Talent Acquisition</td>
<td>Review teacher retention rate.</td>
<td></td>
<td></td>
<td>1. No Progress</td>
<td></td>
</tr>
</tbody>
</table>
Houston Independent School District – District Improvement Plan 2020-2021

Department Name: Leadership Development

Data/ Needs Assessment (include your problem statement and root cause based on your data): Based on qualitative data there is a need for aspiring and current school leaders to focus on addressing the needs of students in multiple demographic student populations, including special education, English language learners, and economically disadvantaged. Additionally, there is a need to increase the number of internal eligible candidates who have the knowledge, skills, and disposition to become school leaders in the District as well as expand ongoing training opportunities and targeted support for Tier II leaders in their current roles. Growing these leaders’ instructional leadership capacity in the areas of instructional planning, data-driven decisions, and observation and feedback will improve student outcomes.

- There are 29 first year principals hired to fill campus vacancies for the 2020-2021 school year
- There were 32 PCDO participants in the 2019-2020 cohort; there are 38 PCDO participants in the 2020-2021 cohort

A greater number of PCDO participants with the knowledge, skills and disposition to become a school leader need to be selected for principal vacancies. Leadership Development needs to increase collaboration with Schools Office on programing and development of PCDO participants. Leadership Development needs to enhance collaboration with Schools Office to provide ongoing training opportunities to support Principals and Tier II leaders in instructional planning, data-driven decisions, and observation and feedback to improve the outcomes for students in HISD, particularly special education, English language learners and economically disadvantaged students.

Department Goal 1: 30% of 2020-2021 Principal Candidate Development Opportunity (PCDO) participants will be promoted to fill principal vacancies for the 2021-2022 school year.

Strategic Priority:
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:
- Cultivating team HISD Talent
- Transforming Academic Outcomes
- Increasing Organizational Efficiency

Summative Evaluation (Year-End): 2021-2022 School Year Leadership Hiring Report

<table>
<thead>
<tr>
<th>Measurable Performance Objectives</th>
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</tr>
</thead>
<tbody>
<tr>
<td>80% of PCDO participants will demonstrate proficient or</td>
<td>Develop PD sessions that are aligned to SLAS standards</td>
<td>Aug-Sept 2020</td>
<td>Title II Senior Manager Executive Director</td>
<td>Officer Executive Director</td>
<td>Area Superintendents’ feedback on the</td>
<td></td>
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</tr>
<tr>
<td>Department Goal 2: A minimum of 15% of APs &amp; Deans and 10% of Principals will attend timely, targeted PD based upon assessed needs from the 2019-2020 SLAS by May 2021.</td>
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</tbody>
</table>
| **Strategic Priority:**
| 1. Ensuring Student Health, Safety and Well-Being
| 2. Transforming Academic Outcomes
| 3. Increasing Organizational Efficiency
| 4. Cultivating Team HISD Talent
| **List the Strategic Priority(ies) this Goal Addresses:**
| - Cultivating Team HISD Talent
| - Transforming Academic Outcomes
| - Increasing Organizational Efficiency
| **Summative Evaluation (Year-End):** Professional Development Attendance; SLAS Ratings

| greater on the required scored performance activities. | Create and issue performance activities aligned with SLAS standards
Require PCDO participants to complete performance activities for feedback
Score and provide feedback to participants on the performance activities and tasks | Aug-Sept 2020
Oct
Nov
Dec
Jan
Oct
Nov
Dec
Jan | PCDO Combine design and activities |
| Increase the percent of PCDO participants from mid-point to end of program ready for successful combine experience | Collaborate with the Schools Office on vetting of applicants.
Collaborate with the Schools Office on scope of work and combine.
Market PCDO candidates to the hiring managers. | Aug-Sept 2020
Sept-Dec 2020
May 2021 | Title II Senior Managers
Executive Director
Senior Managers
Office Executive Director
Senior Managers
Area Superintendents’ recommendations
Area Superintendents’ feedback on the PCDO curriculum outline
Candidates’ profiles and feedback from the Schools Office |
<table>
<thead>
<tr>
<th>Measurable Performance Objectives</th>
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<tr>
<td>10% of district administrators will attend will at least 1 out of 4 targeted SLAS PD</td>
<td>Obtain and review 2019-2020 SLAS performance information by standard. Identify opportunities for leaders’ growth in the SLAS Standards. Create a minimum of four PD offerings linked to a minimum of two SLAS Standards</td>
<td>October 2020 Oct 2020 Nov 2020</td>
<td>Executive Director PCIM Research &amp; Accountability IT Dpt. Leadership Senior Managers</td>
<td>Officer Executive Director</td>
<td>Review available Progress Conference ratings in March 2021 to look for potential changes since 2020 EOY. Attendance at PD sessions</td>
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</tr>
</tbody>
</table>
Department Name: Teacher Career Development

Data/ Needs Assessment (include your problem statement and root cause based on your data): Teachers and teacher leaders do not have as much instructional capacity as they should resulting in an impact of student achievement. And, with so many diverse campuses, the central office is not equipped to meet their development needs alone. Teachers need job-embedded, timely guidance from instructionally sound support systems who can diagnose, model, plan and coach that is provided by peers with a proven record of improving student outcomes, outside of the formal appraisal process. High performing teachers need opportunities to increase their sphere of influence and accelerate the instructional development of their peers. High performing teachers should be retained in the district.

Beginning Teacher Needs Assessment, Career Pathways Teacher Leader Self Inventory, Retention and Performance Data of participating teachers; BOY/EOY

Department Goal 1: Improve instructional capacity of teacher/teacher leaders by providing differentiated, choice-based professional learning opportunities facilitated by practitioners.

Strategic Priority:
1. Expanding Educational Opportunities
2. Ensuring Student Health, Safety and Well-Being
3. Transforming Academic Outcomes
4. Increasing Organizational Efficiency
5. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:
- Cultivating Team HISD Talent
- Transforming Academic Outcomes

Summative Evaluation (Year-End): TADS Teacher performance data; OneSource attendance data at professional development opportunities; post PD evaluation data; Mentor of Instruction for New Teachers (MINT) Teacher Leader survey/feedback

<table>
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<tr>
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<tbody>
<tr>
<td>Ninety (90%) of teachers participating in any Teacher Career Development program (beginning teachers, teacher leaders) complete their requirements at a 75% completion rate or better.</td>
<td>Conduct a needs assessment; prioritize support for effective virtual learning, literacy and EL student success</td>
<td>By October 2020</td>
<td>Academic Program Managers</td>
<td>Alignment of professional learning opportunities to needs identified in the need’s assessment</td>
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</tbody>
</table>

Next Steps

DRAFT
<table>
<thead>
<tr>
<th>Offer differentiated, choice-based professional learning opportunities</th>
<th>Through April 2021</th>
<th>Stipends for attending PD/TSL grant; Time tracking tools provided by the district</th>
<th>Team Leads, Academic Program Managers, Teacher Leaders</th>
<th>Review number of participants attending PD learning opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Utilize HISD teacher leaders as facilitators to ensure context alignment</td>
<td>Through April 2021</td>
<td>Stipends for teacher leaders who facilitate learning opportunities</td>
<td>Team Leads, Academic Program Managers, Mentor of Instruction for New Teachers (MINT) Teacher Leaders</td>
<td>Review and confirm that majority of learning opportunities are taught by HISD teachers</td>
</tr>
</tbody>
</table>

**Department Goal 2:** Increase the number of effective and highly effective classroom teachers in high-need schools

**Strategic Priority:**
1. Expanding Educational Opportunities
2. Ensuring Student Health, Safety and Well-Being
3. Transforming Academic Outcomes
4. Increasing Organizational Efficiency
5. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Cultivating Team HISD Talent
- Transforming Academic Outcomes

**Summative Evaluation (Year-End):** HR data, Research and accountability data; TADS performance data

<table>
<thead>
<tr>
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<th>Check Point: Results (Outcomes /Data)</th>
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<th>Next Steps</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seventy-five (75%) of Teacher Leaders and supported teachers at Teacher and School Leader grant campuses will improve or maintain their TADS ratings of “Effective” or “Highly Effective”.</td>
<td>Identify exemplary teacher leaders on high needs campuses and enroll them in leadership roles</td>
<td>May of 2021</td>
<td>Data identifying established and expert teachers provided by Research and Accountability department</td>
<td>Research and Accountability department</td>
<td>Review the latest accountability ratings of teachers at identified schools and</td>
<td></td>
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</tbody>
</table>
**Department Goal 3: Retain effective and highly effective teachers in high-need schools**

**Strategic Priority:**
1. Expanding Educational Opportunities
2. Ensuring Student Health, Safety and Well-Being
3. Transforming Academic Outcomes
4. Increasing Organizational Efficiency
5. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Cultivating Team HISD Talent
- Transforming Academic Outcomes

**Summative Evaluation (Year-End):** Calculating the number of effective and highly effective teachers who remain on their campuses/district

<table>
<thead>
<tr>
<th>Action</th>
<th>Month</th>
<th>Details</th>
<th>Review</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase HISD teacher leaders’ sphere of influence via peer coaching and support</td>
<td>May of 2021</td>
<td>Coaching models provided by partnerships with New Teacher Center, SIBME/TSL grant; EIR grant</td>
<td>All TCD team members</td>
<td>Review time-tracking data, review teacher leader e-Portfolio, quarterly check ins with school leaders and monthly check ins with teacher leaders</td>
</tr>
<tr>
<td>Targeting support to teachers who are receptive and room for professional growth and offering just in time, tailored support</td>
<td>October of 2020</td>
<td>AIMS portal linkage of teacher leaders and supported teachers submitted by school leader/TSL grant</td>
<td>All TCD team members</td>
<td>Review the TADS data for pre-identified supported teachers; identifying and prioritizing novice teachers</td>
</tr>
<tr>
<td>Seventy-five (75%) of Teacher Leaders will earn performance-based compensation based on Career Pathways program leadership activities during the 2019-2020 school year.</td>
<td>November of 2021</td>
<td>Performance bonuses for effective Career Pathways teachers/TSL grant</td>
<td>Team Leads, Research Analyst, TSL grant team</td>
<td>Quarterly review of teacher leader support</td>
</tr>
<tr>
<td>Measurable Performance Objectives</td>
<td>Strategy</td>
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<tr>
<td>Sixty (60%) of effective/highly effective teachers supported by Teacher Career Development team and their supported teacher cohorts (beginning teachers, teacher leaders, supported teachers) will remain at their campus/in the district for the 2020-21 school year.</td>
<td>Execute the Career Pathways Teacher Leader Program to leverage highly effective teachers to support their peers</td>
<td>May 2021</td>
<td>Stipends for teacher leaders, differentiated professional development options/TSL grant</td>
<td>School Support Managers</td>
</tr>
<tr>
<td>Create support systems that meet the needs of teachers first and is differentiated to their campus context – including Teacher Leader Campus Collaboratives</td>
<td>May of 2021</td>
<td>School leader with distributive leadership mindset</td>
<td>Career Pathways Teacher Leaders and School Support Mangers</td>
<td>Teacher Leader time tracking; BOY, MOY and EOY surveys of teacher leaders and their supported teachers</td>
</tr>
<tr>
<td>Work with school leaders to provide positive working environments</td>
<td>May of 2021</td>
<td>Face to face check ins with school leaders</td>
<td>Support School Managers and TCD Team leads</td>
<td>Monthly review of School Support Manager logs’ BOY, MOY and EOY surveys</td>
</tr>
</tbody>
</table>
Department Name: Fine Arts Department

Data/ Needs Assessment (include your problem statement and root cause based on your data):
The Fine Arts Department has identified seventy-six campuses across HISD where only one certified fine art teachers exist and seven campuses with no certified fine arts teacher to provide quality TEKS based instruction to students. TAC 74 and 112 mandate that every elementary that enrolls K-5 students provides TEKS-based instruction by a certified teacher in music, visual art, and theatre.

Social and Emotional Learning (SEL) Competencies are a major part of the development of the whole student/person. SEL competencies are an integral part of the Enrichment Core (Fine Arts; Health & PE) curriculum and learning. These competencies are lacking in many of our HISD students as based on teacher feedback, student surveys and community feedback. Many enrichment core teachers utilize instructional strategies that impact SEL competencies, but the district has not implemented a consistent language through the curriculum regarding the SEL competencies or had a set way to measure the student understanding and skill development of the competencies.

Department Goal 1: Fine arts classes taught by Certified Fine Arts Teachers at every HISD campus to establish strong community school feeder patterns and bring all campuses into total compliance with TAC 74 and 112.

Strategic Priority:
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:
• 2. Transforming Academic Outcomes

Summative Evaluation (Year-End): Compare the number of FTE Certified Fine Arts Positions on October 1, 2020, to June 30, 2021, number of FTE Fine Arts Positions for a measurable increase.

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Every HISD campus will meet TAC 74 and 112 mandates</td>
<td>Meet with the Chief of HR and recruiters to establish a</td>
<td>Nov. 2020 to March 2021</td>
<td>Personnel Time Human Resources System access and training</td>
<td>Dir. Of Fine Arts Human Resources Acquisition Team Fine Arts Team Campus Principals</td>
<td>Meeting notes and plan of action Training documentation</td>
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</table>
as set by the State of Texas.

Process for the Fine Arts Department to be involved in the hiring and recruiting process of certified FA Teachers.

Work with the HR Department to secure highly qualified and certified Fine Arts Teaching candidates.

Staffing budget

Plan of Action for recruitment and attainment of Highly Qualified and Certified Fine Arts Teachers.

Department Goal 2: By June 2021, the Fine Arts Department, in collaboration with other HISD departments, will have initiated expansion plans for fine arts academic programming at the elementary, middle, and high school levels across all geographic regions.

Strategic Priority:
1. Ensuring Student Health, Safety, and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:
- Transforming Academic Outcomes

Summative Evaluation (Year-End): Fully developed Fine Art Implementation Plan set by the Schools Offices and Fine Arts Department across all grade levels to build Neighborhood Feeder Patterns to develop the Whole Child fully.

<table>
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<tbody>
<tr>
<td>Develop an ongoing Enrichment Core Staffing plan across all HISD School Office</td>
<td>Meet and work with campus administrators to open</td>
<td>Nov - 2020</td>
<td>Fine Arts Director, School Office’s Assistant Superintendents</td>
<td>Director of Fine Arts School Office Asst.</td>
<td>Meeting notes and assessment of campus Fine Arts</td>
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</table>
Areas by March 2021.

Develop, research, and apply for Grant Opportunities to provide necessary Enrichment Core Staff to underserved campuses.

Meet with School Office Area Superintendents, principals, fine arts department and grant writers

Fine Arts Personnel time and labor

Personnel time including area superintendents, principals, fine arts department and grant writers

Superintendents

Campus Administration

programming by School Office

Fine Arts Director

Fine Arts Team

Grants Dept.

Personnel

Fine Arts Grant Administrator

Grant Applications filed

Department Goal 3: Increased awareness and professional development on Social Emotional Learning impact through fine arts.

Strategic Priority:

1. Ensuring Student Health, Safety, and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:

- Ensuring Student Health, Safety and Well-Being
- Transforming Academic Outcomes

Summative Evaluation (Year-End): Social and Emotional Learning Competencies embedded in the curriculum. Multiple professional development opportunities were provided to teachers, administration, and specialists by June 2021.

<table>
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<tr>
<td>Social and Emotional Competencies are addressed 100% of the time in all fine arts disciplines through HISD written fine arts curricula.</td>
<td>Offer Panorama Education professional development training on the platform, assessment, and monitor use. Implement CASEL competencies in all fine arts curricular documents.</td>
<td>Data collection Dec. 2020 and June 2021.</td>
<td>Panorama Education Title IV funds $351,000.00</td>
<td>Dir. Of Fine Arts Fine Arts Team</td>
<td>Monthly review through the Fine Arts Department.</td>
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</table>
# Houston Independent School District – District Improvement Plan 2020-2021

**Department Name:** Transportation Services

**Data/ Needs Assessment (include your problem statement and root cause based on your data):** Bus Tracking System/Bus and Terminal Cameras/Professional Development

**Department Goal 1:** Transportation Services will implement a bus tracking system for all bus riders. The tracking system will be able to promote safety and track daily ridership.

**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Ensuring Student Health, Safety and Well-Being

**Summative Evaluation (Year-End):** By the end of SY 2020-2021, the Transportation Department should be able to see true numbers and a decline in lost students.

**Measurable Performance Objectives | Strategy | Timeline | Resources Including Funding Sources and Dollar Amounts | Title of Person(s) Responsible | Formative Evaluation | Check Point: Results (Outcomes/Data) | Progress: | Next Steps**
---|---|---|---|---|---|---|---|---
Ensure safety of students and be able to have driver retraining with video footage | To install and updated current video systems with fleet and terminal facilities | 2020-2021 School Year | $200,000.00 | General Manager Transportation | Every 60 days we will audit video footage on facilities and buses | 1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal | |  

**Department Goal 2:** Bus Video Cameras/Terminal Center Cameras

**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Ensuring Student Health, Safety and Well-Being
**Summative Evaluation (Year-End):** By school year end video cameras would be installed. Terminal Operation Centers will have updated camera systems to promote safety and track violators on properties.

<table>
<thead>
<tr>
<th>Measurable Performance Objectives</th>
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<th>Resources Including Funding Sources and Dollar Amounts</th>
<th>Title of Person(s) Responsible</th>
<th>Formative Evaluation</th>
<th>Check Point: Results (Outcomes/Data)</th>
<th>Progress:</th>
<th>Next Steps</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ensure safety of students and be able to have driver retraining with video footage</td>
<td>To install and updated current video systems with fleet and terminal facilities</td>
<td>2020-2021 School Year</td>
<td>$200,000.00</td>
<td>General Manager, Transportation</td>
<td>Every 60 days we will audit of video footage on facilities and buses</td>
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</table>

**Department Goal 3: Professional Development**

**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Cultivating Team HISD Talent

**Summative Evaluation (Year-End):** Transportation personnel will attend the following courses: CPR Training/CPI Training/TAPT Certification/First Responder Training/Accident Investigation Training

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<thead>
<tr>
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<th>Progress:</th>
<th>Next Steps</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel will be certified in areas that promote student and bus driver safety</td>
<td>Systematic approach to certifying transportation personnel within the school year</td>
<td>2020-2021 School Year</td>
<td>$100,00.00</td>
<td>General Manager, Transportation</td>
<td>Create database to track personnel certifications and trainings</td>
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</tbody>
</table>

84
Houston Independent School District – District Improvement Plan 2020-2021

Department Name: Office of Special Education Services (OSES)

Data/ Needs Assessment (include your problem statement and root cause based on your data):

Problem Statement (Goal One): Based on Results Driven Accountability (RDA) Data, HISD has received a rating of Significant Disproportionate in the Discipline Indicator 13. African American students with disabilities received disciplinary consequences of being suspended out-of-school or expelled at a rate that is 3.2 times greater than any other racial group for more than 10 school days.

Root Causes:
- Lack systems for shaping behaviors of students with disabilities.
- Lack options for alternatives to suspensions and expulsions.
- Lack consistent implementation of students’ Behavior Support Intervention Plans and the Student Code of Conduct.
- Lack targeted professional development to adequately address challenging discipline behaviors of African American students with disabilities.

Problem Statement (Goal Two): Based on STAAR 3-8, 39.3% of students with disabilities met the minimum level of satisfactory performance in Reading; 36.9% of students with disabilities met the minimum level of satisfactory performance in Science; 32.3% of students with disabilities met the minimum level of satisfactory performance in Social Studies; and 31.1% of students with disabilities met the minimum level of satisfactory performance in Writing.

Root Causes:
- Lack targeted professional development to support the delivery of specially designed instruction from general and special education teachers.
- Lack strategic and deliberate scheduling practices that align with students’ instructional services in their IEP.
- Lack of centralized and campus-based systems to effectively monitor IEP implementation.

Problem Statement (Goal Three): Based on End of Course (EOC) - ELA, 27.8% of students with disabilities met the minimum level of satisfactory performance in STAAR EOC English Language Arts.

Root Causes:
- Lack targeted professional development to support the delivery of specially designed instruction from general and special education teachers.
- Lack strategic, deliberate, and priority-based Master Scheduling practices for students with disabilities.
- Lack consistent monitoring of IEP implementation.

Department Goal 1: By October 2021, the risk ratio of suspending and expelling African American students with disabilities at a greater rate than other racial and ethnic groups will be reduced from a risk ratio of 3.2 to 2.4.

Strategic Priority:  
1. Ensuring Student Health, Safety and Well-Being  
2. Transforming Academic Outcomes  
3. Increasing Organizational Efficiency  
4. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:  
- Ensuring Student Health, Safety and Well-Being  
- Transforming Academic Outcomes
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<th>Progress:</th>
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</thead>
<tbody>
<tr>
<td>OSES will provide three (3) professional development sessions on the Student Code of Conduct and Tools for Managing Problem Behaviors by June 2021.</td>
<td>Provide training on the implementation of the Student Code of Conduct, discipline procedures for students with disabilities, and alternatives to suspension targeting African Americans for campus staff.</td>
<td>Nov 2020 Dec 2020 Jan 2021 Apr 2021</td>
<td>Human Capital Salaries of Current Special Education Staff Members from Local and Federal Budgets</td>
<td>Executive Director, Directors, Senior Managers, Teacher Development Specialists, &amp; Program Specialists</td>
<td>HISD One Source Attendance HISD Discipline Reports</td>
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</tr>
<tr>
<td>OSES will provide three professional development sessions on Positive Behavior Intervention</td>
<td>Create virtual/face-to-face professional development for campus leaders,</td>
<td>Nov 2020 Dec 2020 Jan 2021</td>
<td>Human Capital Salaries of Current Special</td>
<td>Executive Director, Directors,</td>
<td>HISD One Source Attendance</td>
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</table>
Supports, Behavior Intervention Plans, and A4E Early Warning Indicators to Suspensions by June 2021.

| General and special education teachers on Positive Behavior Intervention Supports, Behavior Intervention Plans and A4E Early Warning Indicator to monitor suspensions of students with disabilities. |
|------------------|------------------|------------------|------------------|------------------|
| Apr 2021         | Education Staff Members from Local and Federal Budgets | Senior Managers, Teacher Development Specialists, & Program Specialists | HISD Discipline Reports | Utilization of Tools |

**Department Goal 2:** By October 2021, 45% of students with disabilities will meet the minimum level of satisfactory performance on STAAR (3-8) in Reading, Science, Social Studies, and Writing.

**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:
- Transforming Academic Outcomes
- Increasing Organizational Efficiency

**Summative Evaluation (Year-End):** Results Driven Accountability (RDA) 2021

<table>
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<tr>
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</thead>
<tbody>
<tr>
<td>OSES will provide quarterly (4) Specially Designed Instruction (SDI) training to all special and general education teachers by June 2021.</td>
<td>Provide differentiated (driven by levels of understanding and implementation) virtual/face-to-face SDI training for all special and general education teachers.</td>
<td>Aug 2020</td>
<td>Human Capital Salaries of Current Special Education Staff Members from Local and Federal Budgets</td>
<td>Executive Director, Directors, Senior Managers, Teacher Development Specialists, &amp; Program Specialists</td>
<td>HISD One Source Attendance Classroom observations (virtual/face-to-face)</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
<td></td>
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</tbody>
</table>
OSES will submit guidance on master scheduling of students with disabilities into the HISD Operating Procedures by October 2020.

Create “Structures to Scheduling Special Populations” as best practices into "Operating Procedures" for IEP driven class scheduling and service delivery.

OSES will conduct monthly desktop audits.

Conduct desktop audits of 0.5% of students’ IEP for compliance and implementation.

**Department Goal 3:** By October 2020, 40.0% of students with disabilities will meet the minimum level of satisfactory performance in STAAR EOC English Language Arts.

**Strategic Priority:**
1. Ensuring Student Health, Safety and Well-Being
2. Transforming Academic Outcomes
3. Increasing Organizational Efficiency
4. Cultivating Team HISD Talent

List the Strategic Priority(ies) this Goal Addresses:
- Transforming Academic Outcomes
- Increasing Organizational Efficiency

**Summative Evaluation (Year-End):** Results Driven Accountability (RDA) 2021

<table>
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<tr>
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<th>Check Point: Results (Outcomes/Data)</th>
<th>Progress:</th>
<th>Next Steps</th>
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</thead>
<tbody>
<tr>
<td>OSES will provide quarterly (3) Accelerated Instruction Plans</td>
<td>Provide mandatory trainings to high school department chairs and</td>
<td>Nov 2020 Feb 2021</td>
<td>Human Capital Salaries of Current Special Education Staff Members from Local and Federal Budgets</td>
<td>Executive Director – OSES Directors Senior Managers</td>
<td>HISD One Source Attendance</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
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<tr>
<td>Trainings to all high school department chairs and high school special education teachers by June 2021.</td>
<td>Special education teachers on creating Accelerated Instruction Plans to address students with disabilities deficits who will retake STAAR English EOCs</td>
<td>Jun 2021</td>
<td>Education Staff Members from Local and Federal Budgets</td>
<td>Senior Managers, Teacher Development Specialists, &amp; Program Specialists</td>
<td>Appropriate utilization of Accelerated Instruction Plans</td>
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<tr>
<td>OSES will submit guidance on master scheduling of students with disabilities into the HISD Operating Procedures by October 2020.</td>
<td>Utilization of a guidance document that will assist with master scheduling for SWDs who may need urgent intervention and preparation for initial testing/retesting of English EOCs.</td>
<td>Oct 2020</td>
<td>Human Capital Salaries of Current Special Education Staff Members from Local and Federal Budgets</td>
<td>Executive Director, Directors, Senior Managers, Teacher Development Specialists, &amp; Program Specialists</td>
<td>Student IEPs</td>
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<tr>
<td>OSES will provide six targeted campus-based curriculum and instructional support professional development trainings by May 2021.</td>
<td>Provide targeted curriculum and Instructional supports/trainings using the HISD Curriculum documents to general and special education teachers on identified campuses to address reading and writing deficits for students with disabilities.</td>
<td>Nov 2020</td>
<td>Human Capital Salaries of Current Special Education Staff Members from Local and Federal Budgets</td>
<td>Executive Director, Directors, Senior Managers, Teacher Development Specialists, &amp; Program Specialists</td>
<td>HISD One Source Attendance</td>
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<td>Dec 2020</td>
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<td>Utilization of Curriculum Supports and Materials</td>
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<td>Jan 2021</td>
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<td>Apr 2021</td>
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</table>
**Department Name:** Innovation & Postsecondary Programming

**Data/ Needs Assessment (include your problem statement and root cause based on your data):**
The district provides direct support to campuses to offer postsecondary programs, which include: Advanced Placement, International Baccalaureate, Dual Enrollment, and Dual Credit. The district centrally supports campuses by providing professional/teacher development, Advanced Placement exams, IB exams, TSIA exams, and Dual Credit textbooks at no cost to campuses, students, and families. There are opportunities for students to leverage these postsecondary programming options to earn college credit while in high school. To increase student success, there is a need to provide more direct teacher training and support, vertical alignment between middle school and high school postsecondary opportunities, family and stakeholder awareness of postsecondary programming opportunities, and to strategically use data to inform personalized graduation plans and postsecondary program offerings across the district.

**Department Goal 1:** Improve student success in postsecondary programs across Houston Independent School District.

**Strategic Priority:**
1. Expanding Educational Opportunities
2. Ensuring Student Health, Safety and Well-Being
3. Transforming Academic Outcomes
4. Increasing Organizational Efficiency
5. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Expanding Educational Opportunities
- Transforming Academic Outcomes
- Cultivating Team HISD Talent

**Summative Evaluation (Year-End):** AP and IB exam scores and Dual Credit and Dual Enrollment final course grades.

<table>
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<th>Progress:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase the percentage of students receiving qualifying scores on AP and IB exams.</td>
<td>Direct teacher support and training at the campuses to increase the level of academic rigor in advanced courses.</td>
<td>August 2020-July 2021</td>
<td>Postsecondary Programming Department AP Exams- $1.5 Million IB Exams- $500,000</td>
<td>Postsecondary Programming Director, Managers, and Specialists</td>
<td>Student feedback surveys; Teacher PLC surveys; AP Classroom Progress Dashboard, and student progress reports.</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
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</table>
and district professional development throughout the year, including monthly AP and IB teacher district PLCs.

<table>
<thead>
<tr>
<th>and district professional development throughout the year, including monthly AP and IB teacher district PLCs.</th>
<th>APSI annual Costs-$60,000 IB annual training-$50,000 AP/IB PLCs-$60,000 for Lead Teacher Stipends to facilitate PLCs.</th>
<th>Managers, and Specialists</th>
<th>Classroom Progress Dashboard, and student progress reports.</th>
</tr>
</thead>
</table>

### Maintain or increase the percentage of students earning a qualifying grade in dual credit and dual enrollment courses

**Dual Credit teachers will attend HCC’s Rigor Institute, while Dual Enrollment teachers will receive training from the University of Texas (UT). District professional development will be provided throughout the year for Dual Credit leaders.**

- **August 2020-July 2021**
- **Postsecondary Programming Department**
- **Postsecondary Programming Director, Managers, and Specialists**
- **Coordinator, teacher, and student surveys. Progress reports from HCC and UT.**

- **Direct campus and teacher support.**
  - **August 2020-July 2021**
  - **Postsecondary Programming Department**
  - **Postsecondary Programming Director, Managers, and Specialists**
  - **Campus visit logs, student progress reports from HCC and UT.**

- **Provide students access to textbooks to support mastery of coursework.**
  - **August 2020-July 2021**
  - **Postsecondary Programming Department**
  - **Postsecondary Programming Director, Managers, and Specialists**
  - **Inventory Tracking and teacher feedback.**

---

**Department Goal 2:** Increase the number of students meeting College, Career, and Military Readiness (CCMR) indicators via Postsecondary Programming.
<table>
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<tbody>
<tr>
<td>Increase the number of students meeting CCMR.</td>
<td>Teacher Professional Development, Student Saturday Academies, Administration of the full Suite of SAT exams to grades 8-12. Promote Khan Academy Student usage for Official SAT Practice. Train campus staff to administer the TSIA. Collaborate with campuses to develop strategic data-informed postsecondary plans.</td>
<td>August 2020-July 2021</td>
<td>Postsecondary Programming Department SAT School Day- $400,000 PSAT Exams- $800,000.</td>
<td>Postsecondary Programming Director, Managers, and Specialists</td>
<td>Student feedback surveys; Teacher surveys; AP Classroom Progress Dashboard, AP Potential, Khan Academy Dashboard, PSAT and SAT exam reports.</td>
<td></td>
<td>1. No Progress</td>
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</tr>
<tr>
<td>Increase opportunities for vertical alignment from middle school to college level coursework including: Dual Credit, Dual Enrollment, AP, IB</td>
<td>Provide national and district professional development throughout the year; including AP/IB Professional Learning Communities, National History Day event, and Laying the Foundation training for teachers (elementary-high school). Provide AP/IB Saturday Academies for student exam preparation and teacher professional development. Assist</td>
<td>August 2020-July 2021</td>
<td>Postsecondary Programming Department National History Day Competition- $5,000 AP/IB Saturday Academies- $5,000-In Person $2,500- Virtual</td>
<td>Postsecondary Programming Director, Managers, and Specialists</td>
<td>Coordinator, teacher, and student feedback and attendance.</td>
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<td>2. Some Progress</td>
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<td>3. Significant Progress</td>
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<td>4. On Track to Meet Goal</td>
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</table>
### Strategic Priority:

1. Expanding Educational Opportunities
2. Ensuring Student Health, Safety and Well-Being
3. Transforming Academic Outcomes
4. Increasing Organizational Efficiency
5. Cultivating Team HISD Talent

### List the Strategic Priority(ies) this Goal Addresses:

- Expanding Educational Opportunities
- Transforming Academic Outcomes
- Cultivating Team HISD Talent

### Summative Evaluation (Year-End):

PSAT, SAT, ACT, TSIA, AP, IB, exam scores. Dual Credit and Dual Enrollment Course Grades.
**Department Goal 3:** Expand student access to postsecondary programs across Houston Independent School District.

**Strategic Priority:**
1. Expanding Educational Opportunities
2. Ensuring Student Health, Safety and Well-Being
3. Transforming Academic Outcomes
4. Increasing Organizational Efficiency
5. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Expanding Educational Opportunities
- Transforming Academic Outcomes
- Cultivating Team HISD Talent

**Summative Evaluation (Year-End):** Course Offerings in 2020-2021 school year; Student participation in postsecondary programs and supports and related assessments

<table>
<thead>
<tr>
<th>Measurable Performance Objectives</th>
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<tbody>
<tr>
<td>Increase access to college-level coursework across the district</td>
<td>Postsecondary Programming Department will collaborate with campus leadership teams to create a strategic data-informed postsecondary programming, to ensure students have a variety of opportunities to earn college credit in high school. Our department will provide schools access to testing data, AP Potential, and</td>
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<th>Timeline</th>
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<tr>
<td>August 2020-July 2021</td>
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<tr>
<th>Resources Including Funding Sources and Dollar Amounts</th>
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<tr>
<td>Postsecondary Programming Department</td>
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<tr>
<th>Title of Person(s) Responsible</th>
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<tbody>
<tr>
<td>Postsecondary Programming Director, Managers, and Specialists</td>
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<tr>
<th>Formative Evaluation</th>
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<tbody>
<tr>
<td>Postsecondary Plan, AP Potential, testing Data (PSAT, STAAR, TSIA)</td>
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<tr>
<th>Check Point: Results (Outcomes/Data)</th>
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<th>Progress:</th>
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<td>1. No Progress</td>
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<td>2. Some Progress</td>
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<td>3. Significant Progress</td>
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<td>4. On Track to Meet Goal</td>
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<tr>
<th>Description</th>
<th>Start Date</th>
<th>End Date</th>
<th>Responsible Party</th>
<th>Notes</th>
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<tbody>
<tr>
<td>Participation by ethnicity reports.</td>
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<tr>
<td>Postsecondary Programming Department will participate in district-wide family and community events on college-level coursework benefits and offerings in HISD high schools, to increase awareness and participation.</td>
<td>August 2020-July 2021</td>
<td>Postsecondary Programming Department</td>
<td>Postsecondary Programming Director, Managers, and Specialists</td>
<td>Parent and student feedback surveys</td>
</tr>
<tr>
<td>High schools will meet all dual credit course and student paperwork deadlines established by postsecondary partners, ensuring students have access to dual credit programs.</td>
<td>August 2020-July 2021</td>
<td>Postsecondary Programming Department</td>
<td>Postsecondary Programming Director, Managers, and Specialists</td>
<td>HCC Dual Credit Pacing Calendar</td>
</tr>
<tr>
<td>Dual Credit team will implement summative evaluation of campuses' abilities to meet student onboarding benchmarks.</td>
<td>August 2020-July 2021</td>
<td>Postsecondary Programming Department</td>
<td>Postsecondary Programming Director, Managers, and Specialists</td>
<td>Smartsheet and HCC progress reports</td>
</tr>
<tr>
<td>Dual credit team will monitor course requests and supporting documents across the district.</td>
<td>August 2020-July 2021</td>
<td>Postsecondary Programming Department</td>
<td>Postsecondary Programming Director, Managers, and Specialists</td>
<td></td>
</tr>
<tr>
<td>Increase number of students (grades 8-11) taking the PSAT &amp; School Day SAT</td>
<td>August 2020-July 2021</td>
<td>Postsecondary Programming Department</td>
<td>Postsecondary Programming Director, Managers, and Specialists</td>
<td>College Board reports from K-12 Assessment portal.</td>
</tr>
<tr>
<td>Provide direct support to campuses to maximize use of Khan Academy throughout the school year. Postsecondary Programming Department will sponsor district-wide promotional campaigns.</td>
<td>August 2020-July 2021</td>
<td>Postsecondary Programming Department</td>
<td>Postsecondary Programming Director, Managers, and Specialists</td>
<td></td>
</tr>
<tr>
<td>Provide direct support and training to campus PSAT and SAT Test coordinators.</td>
<td>August 2020-July 2021</td>
<td>Postsecondary Programming Department</td>
<td>Postsecondary Programming Director,</td>
<td>Test Coordinator attendance</td>
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<tr>
<td>College &amp; Career Readiness Advisors will provide direct advising to students on the importance of PSAT/SAT exams for postsecondary opportunities.</td>
<td>August 2020-July 2021</td>
<td>Postsecondary Programming Department and College Readiness Department</td>
<td>Postsecondary Programming Director, Managers, and Specialists</td>
<td>College Readiness data and touch points.</td>
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<tr>
<td>Successfully support schools through IB Candidacy, Verification and/or 5-year Evaluation Process</td>
<td>August 2020-July 2021</td>
<td>Postsecondary Programming Department</td>
<td>Postsecondary Programming Director, Managers, and Specialists</td>
<td>Completed documentation for Candidacy and Authorization applications following IBO deadlines with no matters to be addressed.</td>
</tr>
<tr>
<td>IB district manager will provide direct support to IB coordinators and campuses to successfully complete the candidacy, authorization, and evaluation, implementation phases.</td>
<td>August 2020-July 2021</td>
<td>Postsecondary Programming Department</td>
<td>Postsecondary Programming Director, Managers, and Specialists</td>
<td>Completed documentation for Candidacy and Authorization applications following IBO deadlines with no matters to be addressed.</td>
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<tr>
<td>Provide national (IBO) and district professional development for teachers and IB coordinators throughout the year.</td>
<td>August 2020-July 2021</td>
<td>Postsecondary Programming Department</td>
<td>Postsecondary Programming Director, Managers, and Specialists</td>
<td>Teacher training certificates- 100% of teachers completing Category 1 IB Workshop.</td>
</tr>
</tbody>
</table>
Department Name:  College Readiness

Data/ Needs Assessment (include your problem statement and root cause based on your data):

The College Readiness Department relies on a variety of external systems for its data analysis needs. The below data supports the strategies we have included in our plan to increase student achievement, specifically in the number of students demonstrating college readiness, enrolling in postsecondary education, and receiving financial aid and scholarship offers.

College Applications, Submissions and College Enrollment
- The persistence rate (i.e., the percentage of students who enroll in college and return for a second year) for HISD graduates in the Class of 2017 was 82 percent—a higher rate than other low-income, high minority, urban schools across the nation.
- Fifty-five percent of seniors who graduated in 2019 enrolled in college during the next school year (32% to 4-year and 23% to 2-year institutions).
- For the Class of 2020, 74% of seniors applied to college (53% to a 4-year-program and 46% to 2 year-program).
- College Advisors advised 62% of 2019 seniors. Of these, 90% applied to a college (65% to a 4-year program and 60% to a 2-year program).
- More HISD graduates enrolled in postsecondary institutions in the year after high school in the Class of 2019 (6,179) than the Class of 2018 (6,175). However, the rate of enrollment has dropped slightly. HISD graduates enrolled in postsecondary institutions at 55% in 2019 and 56% in 2018. The drop in enrollment percentage correlates to an increase in the graduating class from 11,025 in 2018 to 11,245 in 2019.
- Compared to the Class of 2015 (before the district advising initiative), 16 HISD high schools had increases in college enrollment and 20 high schools improved the enrollment rate to four-year colleges and universities.
- 571 SPED seniors were advised by a College Readiness Advisor. Of those, 336 applied to college and 233 submitted a FAFSA.

Scholarship and Financial Aid Offers and FAFSA/TASFA Completion*
- Total increase from 2015 to 2019 for number of recorded scholarship and financial aid dollars was $191,901,269. A 72% increase.
- African Americans increase from 2015 to 2019 for number of recorded scholarship and financial aid dollars was $34,970,164. A 41% increase.
- Hispanic increase from 2015 to 2019 for number of recorded scholarship and financial aid dollars was $113,433,661. A 108% increase.
- Asian increase from 2015 to 2019 for number of recorded scholarship and financial aid dollars was $16,206,616. A 61% increase.
- White increase from 2015 to 2019 for number of recorded scholarship and financial aid dollars was $25,725,803. A 63% increase.
- Other increase from 2015 to 2019 for number of recorded scholarship and financial aid dollars was $1,565,025. A 22% increase.

*COVID-19 school closures made it extremely hard for College Advisors to collect 2020 award letters. A department decision was made not to require advisors to collect ‘virtually’ award letters and to direct their focus to assisting senior complete their FAFSA/TASFA applications.

FAFSA/TASFA completion increased from 50% in 2016 to 59% for 2020.

Students who were advised by the College Readiness team completed their FAFSA/TASFA at a 73% rate.
**Department Goal 1:** Leverage technology and summer bridge programs to increase the number of HISD graduates who enroll in and persist once in college.

### Strategic Priority:
1. Expanding Educational Opportunities
2. Ensuring Student Health, Safety and Well-Being
3. Transforming Academic Outcomes
4. Increasing Organizational Efficiency
5. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Increasing Organizational Efficiency
- Expanding Educational Opportunities

### Summative Evaluation (Year-End):
Run weekly, monthly, and semester reports on usage; sign in sheets for trainings; monitor attendance in summer bridge program and track enrollment in fall.

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<tr>
<td>Double the number of HISD graduates participating in HCCS summer bridge programs from 75 in 2019 to 150 in 2021. No data for 2020 since Bridge Programs were canceled b/c of COVID-19.</td>
<td>Using historical data, identify students most likely to benefit from transition programs. Actively recruit starting in the fall and follow up with phone calls, class visits, and text messages.</td>
<td>Fall 2020 through Summer 2021</td>
<td>$250,000 for CoPilot Funding Source: Houston Endowment Grant. $330,000 for Naviance: Funding Source: CTE centralized funds.</td>
<td>Director, Senior Manager, Managers, and Advisors.</td>
<td>Student Surveys given at end of bridge programs; National Student Clearing House Data.</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
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<td>The percent of HISD graduates who return to a second year of college after enrolling will increase from 82% to 85%.</td>
<td>Will assign 5 advisors to work with students at high enrollment college and universities; deploying former graduates to act as mentors.</td>
<td>Spring &amp; Summer 2019.</td>
<td>Director, Senior Manager, Managers, and Advisors.</td>
<td>National Student Clearing House Data.</td>
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We will increase the number of graduates deemed ‘at-risk-for-summer-melt’ who receive targeted advising through the summer and into their first year from 90% (1,873 targeted /1,681 received direct advising) to 93%.

**Identify students likely to melt using historical data; advise highest priority students via phone or in person; send bi-weekly text messages; assign advisors to monitor and respond to text.**

**Summer 2020**

**Director, Senior Manager, Managers, and Advisors.**

**Reports run in CoPilot data tracking/texting platform.**

**Department Goal 2:** Implement a comprehensive college advising strategy for students through high school graduation.

**Strategic Priority:**
1. Expanding Educational Opportunities
2. Ensuring Student Health, Safety and Well-Being
3. Transforming Academic Outcomes
4. Increasing Organizational Efficiency
5. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Expanding Educational Opportunities
- Ensuring Student Health, Safety and Well-Being
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**Summative Evaluation (Year-End):** Run weekly, monthly, and semester reports on usage; sign in sheets for trainings; monitor attendance in summer bridge program and track enrollment in fall.

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<td>76% of the Class of 2021 seniors will have applied to either a 2 or 4 year college. 54% to a 4-year program and/or 49% to a 2-year program. This compares to 75% overall application rate for 2020</td>
<td>Team of centrally trained College and Career Readiness Advisors assigned to high schools. We added 4 additional advisors to Application workshops starting September through December</td>
<td>Houston Endowment Grant &amp; General Matching Funds. $2.7 Million for 45 advisors.</td>
<td>Director, Senior Manager, Managers, and Advisors.</td>
<td>Administrative reports in Naviance and CoPilot will be used to monitor student progress and access to information and</td>
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<tr>
<td>Seniors with 53% applying to 4-year and 48% applying to 2-year.</td>
<td>Better support Latinx and African-American seniors at campuses where students of color enroll in college at a lower rate than their peers at other high schools. Targeted advising of seniors (underrepresented minorities/lower income students) identified as traditionally less likely to attend college by the College Readiness team.</td>
<td>Applications for admissions, financial aid, and scholarships.</td>
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<tr>
<td>57% of Houston ISD 2020 graduates will enroll in a college or university within one year of graduating from HISD (compared to 55% for class of 2019) with a targeted increased from 23% to 24% enrolling in two-year institutions. College Readiness awareness events and enrichment programs, including TACRAO fairs, Black College Expo, Top Tier College Night, International DREAMERS Summit, and National Hispanic Institute.</td>
<td>&quot;Advising begins the first week of school and continues through the end of June. Application benchmarks are created each week and shared among the three teams. Action plans are</td>
<td>&quot;Director, Senior Manager, Managers, and Advisors. Annual reporting from the National Student Clearinghouse Student Tracker program will be used to measure efficacy of improvement strategies. Application rates will be tracked on an ongoing basis through Apply Texas, and our CoPilot platform.</td>
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### Department Goal 3: Provide a wide array of resources, trainings, and supports to assist seniors through the financial aid and scholarship process.

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<th>75% of sophomores and juniors who receive direct advising will demonstrate an increase in their likelihood to attend college or pursue career training after high school.</th>
<th>More intentional outreach to campus staff, such as teachers, to increase awareness of the college-going processes. Targeted advising of sophomores and juniors whose demographic and academic profiles indicate decreased likelihood of enrolling in college without directed support.</th>
<th>September through May</th>
<th>Director, Senior Manager, Managers, and Advisors.</th>
<th><em>Trainings will be monitored through attendance and participation logs. Expenditures will be monitored through budget spreadsheets, contracts, invoicing, and financial reports.</em></th>
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<td>75% of campus students enrolled in an AVID elective course will demonstrate a stronger likelihood to enroll in a post-secondary institution or career training after graduation from high school.</td>
<td>Students exposed to AVID curriculum have improved grades and are exposed to rigorous, college-level courses (i.e. AP, IB, dual credit, CTE) and other activities that lead to increased leadership skills and motivation.</td>
<td>Sept. 2020 – June 2021</td>
<td>WICOR, AVID Summer Institute, Elevate XP, Collaborative Structures, Higher Level Thinking, &amp; Planning Tools</td>
<td>AVID Site Visits, Demonstration Schools, Site Team Planning/Evaluation Committee</td>
</tr>
</tbody>
</table>
### Strategic Priority:
1. Expanding Educational Opportunities
2. Ensuring Student Health, Safety and Well-Being
3. Transforming Academic Outcomes
4. Increasing Organizational Efficiency
5. Cultivating Team HISD Talent

### List the Strategic Priority(ies) this Goal Addresses:
- Expanding Educational Opportunities
- Ensuring Student Health, Safety and Well-Being
- Transforming Academic Outcomes
- Increasing Organizational Efficiency
- Cultivating Team HISD Talent

### Summative Evaluation (Year-End):
TASFA/FAFSA completion report run through CoPilot will be used. Percent FAFSA/TASFA submitted will be based on 2019 summer graduating class. Advisor will input a summary of each student interaction in CoPilot. We will run a TASFA/FAFSA completion report on students advised.

### Measurable Performance Objectives

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<td>A series of professional development trainings targeting financial aid will be provided by university financial aid officers and HISD trained college readiness/success/Eme managers.</td>
<td>September through May Professional Development Meetings (College Institutes)</td>
<td>HISD FAFSA webpage. FAFSA/TASFA workshops during Parent Universities. Cost for Department Goal 3 are included in Department Goals 1 &amp; 2.</td>
<td>Director, Senior Manager, Managers, and Advisors.</td>
<td>Weekly reports run from the CoPilot Platform will be used to measure efficacy of improvement strategies.</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
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<tr>
<td>The amount of scholarship and financial aid offers to HISD students will increase from $456,821,000 (2019) to $470,526,000 (in 2021). Data for 2020 is skewed because college advisors had limited access to seniors to collect award letters.</td>
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<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
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</table>

The percent of students completing the FAFSA/TASFA will increase by a 6 percentage point increase for class of 2020 from 59% to 65%

HISD will host a FAFSA event on October 11th to increase FAFSA

HISD HUB landing page will have relevant college readiness and financial aid/scholarship information

Director, Senior Manager, Managers, and Advisors.

Trainings of College Access Coordinators, Success Managers/Advisors, and Emerge Program managers will be
**The department will visit campuses to provide ongoing FAFSA support. In October, the department will host a FAFSA event to increase FAFSA completion.**

**HISD DACA/DREAMER Website for information for refugee and immigrant students.**

**Youth empowerment summit to assist foster and homeless students complete the TASFA/FAFSA.**

**Virtual FAFSA/TASFA completion roadshows at each high school along with three district wide family info nights and individual virtual FAFSA/TASFA info senior nights.**

**Dr. Lathan will also promote with a FAFSA PSA.**

**Weekly FAFSA/TASFA completion reports will be reviewed by the DREAM CoPilot is a tracking platform used by the Director, Senior Manager, Weekly reports run from the CoPilot Platform.**

**Students who were advised by a college and career readiness advisor**

**Weekly FAFSA/TASFA completion reports will be reviewed by the**

**HISD will host the DREAM CoPilot is a tracking platform used by the Director, Senior Manager, Weekly reports run from the CoPilot Platform.**

**monitored through attendance and satisfaction surveys.**
will increase their completed FAFSA/TASFA rate by 3 percentage point increase, from 73% to 76%

| action plans will be developed for struggling campuses and sub-populations. | summit for HISD international students in December. | by campus staff campus to track FAFSA completion at the student level. Counselors can filter to specific student groups and send out targeted communication via a texting platform. | Managers, and Advisors. | will be used to measure efficacy of improvement strategies. |
## Department Name: Career & Technical Education

### Data/ Needs Assessment (include your problem statement and root cause based on your data):
The Career and Technical Education department primarily works with educators who have come directly from industry and thus need pedagogical supports to effectively deliver instruction in the classroom.

### Department Goal 1:
The CTE department will provide individualized instruction for new and experienced teachers on pedagogy and best instructional practices based on classroom observations and campus requests by May 2021 to address academic and workforce skill development in students in at least 5 high need campuses.

### Strategic Priority:
- Expanding Educational Opportunities
- Ensuring Student Health, Safety and Well-Being
- Transforming Academic Outcomes
- Increasing Organizational Efficiency
- Cultivating Team HISD Talent

### List the Strategic Priority(ies) this Goal Addresses:
- Expanding Educational Opportunities
- Transforming Academic Outcomes
- Cultivating Team HISD Talent

### Summative Evaluation (Year-End):
The Career and Technical Education department will collect data via survey from instructors and administrators regarding services received and its impact on instruction.

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<td>CTE department staff will visit classrooms at least 1 time monthly and observe instructional practices and provide informal feedback and recommendations to teachers.</td>
<td>Minimum scheduled meetings with campuses are planned and documented on calendars monthly.</td>
<td>Ongoing August – June</td>
<td>CTE Centralized Budget, CTE Perkins Grant, Career Readiness $340,000</td>
<td>CTE Specialist, CTE Managers, Sr. Managers, CTE Director</td>
<td>A survey from instructors and administrators regarding services received and its impact on instruction. Data Analytics based on follow up letters and evaluations</td>
<td>1. No Progress 2. Some Progress 3. Significant Progress 4. On Track to Meet Goal</td>
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<td>DRAFT</td>
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</tbody>
</table>
CTE department staff will provide at least one opportunity for developing teachers as specified by campus administrators, to attend in-state professional development on various instructional strategies during the school year and summer 2020.

| Professional Development | Ongoing August – August | CTE Centralized Budget, CTE Perkins Grant, Career Readiness $75,000 | CTE Specialist, CTE Managers, Sr. Managers, CTE Director | A survey from instructors and administrators regarding services received and its impact on instruction. Data Analytics based on follow up letters and evaluations |

**Department Goal 2:** The CTE department will work with campuses to increase the number of industry-based certifications earned by students by 2% by the summer of 2021.

**Strategic Priority:**
1. Expanding Educational Opportunities
2. Ensuring Student Health, Safety and Well-Being
3. Transforming Academic Outcomes
4. Increasing Organizational Efficiency
5. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
- Expanding Educational Opportunities
- Transforming Academic Outcomes
- Cultivating Team HISD Talent

**Summative Evaluation (Year-End):** Data tracking for Industry-based certifications, performance measures by students and teachers.

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<tr>
<td>The CTE department will provide ongoing professional development aligned to industry-based certification content.</td>
<td>Professional Development Calendars are distributed and created monthly including but not limited to pedagogy, industry standards and upskilling, and</td>
<td>Ongoing August – August</td>
<td>CTE Centralized Budget, CTE Perkins Grant, Career Readiness $75,000</td>
<td>CTE Specialist, CTE Managers, Sr. Managers, CTE Director</td>
<td>Data tracking for Industry based certifications, performance measures by students and teachers.</td>
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<tr>
<td><strong>Department Goal 3:</strong> Implement a planned approach ensure that every student commits to a post-secondary plan by their senior year.</td>
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| **Strategic Priority:**  
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5. Cultivating Team HISD Talent | **List the Strategic Priority(ies) this Goal Addresses:**  
• Expanding Educational Opportunities  
• Transforming Academic Outcomes |
<p>| <strong>Summative Evaluation (Year-End):</strong> Review of and completion of Post -Secondary plan |  |</p>
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<td>Implement a planned approach ensure that every student commits to a post-secondary plan by their senior year.</td>
<td>The initiative “Every student must commit” to a post-secondary plan. 100% of graduating seniors will have completed steps to their own post-secondary goals. Students will complete a survey mid-year with the CTE advisors to review options and develop a post-secondary action plan and next steps.</td>
<td>AUGUST-JULY</td>
<td>CTE Centralized Budget, CTE Perkins Grant, Career Readiness $550,000</td>
<td>CTE Advisors, CTE Managers, Sr. Managers, CTE Director</td>
<td>Evaluation performed by CTE advisors on senior students to determine if they have committed to a post-secondary plan and has worked with the advisors to determine next steps. The advisors will use the existing PGP to help formulate plans with students who are undecided.</td>
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**Department Goal 4:** The Career and Technical Education department will increase the number of conferences that department staff will provide career readiness presentations to multiple stakeholder groups by 5%.

**Strategic Priority:**
1. Expanding Educational Opportunities
2. Ensuring Student Health, Safety and Well-Being
3. Transforming Academic Outcomes
4. Increasing Organizational Efficiency
5. Cultivating Team HISD Talent

**List the Strategic Priority(ies) this Goal Addresses:**
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- Transforming Academic Outcomes
**Summative Evaluation (Year-End):** Review of and completion of Post-Secondary plan

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<td>Implement a professional learning series and engage in local, regional, and state professional development activities.</td>
<td>Engage Career and Technical Education specialist, teachers, and professionals to provide cross collaborative professional learning opportunities to critical stakeholders.</td>
<td>AUGUST-JULY</td>
<td>CTE Centralized Budget, CTE Perkins Grant, Career Readiness $50,000</td>
<td>CTE Advisors, CTE Managers, Sr. Managers, CTE Director</td>
<td>Continue to monitory and provide survey results issued by the CTE division as well as that provided by our collaborating partners.</td>
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