Jarrell Independent School District

District Improvement Plan

2022-2023

Mission Statement

The Jarrell community provides pathways for individual student success.

Vision

Empowering Future-Ready Citizens

Providing Opportunities

Inspiring Excellence

Cultivating Innovation

Core Beliefs

We believe:

We are a small town with big city possibilities.

In preparing all students for their next phase of life.

In educating the whole child.

Every student should have equal access to educational opportunities.

In providing a safe, nurturing environment for all students and staff.

In attracting, retaining, and growing exceptional staff members.

In being fiscally responsible.

In recognizing and honoring our rich history and traditions.

Community support and involvement are vital to district success.

In modeling and promoting integrity and citizenship.

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Comprehensive Needs Assessment

Revised/Approved: September 30, 2022

Demographics

Demographics Summary

Jarrell ISD is a fast-growing school district in north central Williamson County. It is located about 12 miles north of Georgetown, TX. Jarrell was founded in 1909 at the intersection of the old stagecoach road and the proposed right-of-way of the Bartlett and Western Railway. One of the largest sources of community support comes from the retirement community of Sun City. Sun City residents are represented on the school board and at community events. As of August, 2022, 3,206 students were enrolled in Jarrell ISD at four campuses. The district is projected to enroll more than 3602 students by the end of the 2022 - 2023 school year. The housing market in Jarrell is continuing to grow rapidly.

Demographic Change Over Time in Jarrell ISD							
	African American	Hispanic	White	Two or More Races	ELL	Economically Disadvantaged	At-Risk
2014 - 2015	3.8%	45.9%	45.2%	4%	14.3%	58.4%	48.7%
2015 - 2016	3.7%	46.3%	45.3%	4.1%	14.3%	58.4%	48.7%
2016 - 2017	4.3%	48.9%	41.4%	4.7%	14.3%	56.4%	47%
2017 - 2018	5.5%	49.4%	39.9%	4.5%	13.8%	56%	38.5%
2018 - 2019	4.9%	49.8%	39.5%	4.5%	15%	57.6%	43.7%
2019 - 2020	5.4%	52%	37.5%	4.5%	17.7%	52.8%	46.3%
2020 - 2021	5.9%	54.2%	34%	4.3%	19.9%	41.7%	28.8%

Below is a recent report from the district demographer showing JISD enrollment projections through 2031-2032 school year. This forecasting tool is being utilized by the district facilities planning committee to determine needs for future builds. The full demographer report can be accessed at https://cdn5-ss10.sharpschool.com/UserFiles/Servers/Server_20996454/File/About%20Us/Our%20District/4Q21%20Jarrell%20ISD%20Report.pdf

Campus	Capacity	Fall 2020/21	2021/22	ENROLLMENT PROJECTIONS 2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31	2031/32
Igo Elementary	800	720	849	1,033	1,251	1,476	1,721	2,012	2,333	2,597	2,854	3,101	3,333
Jarrell Elementary	608	457	667	875	1,041	1,147	1,246	1,355	1,472	1,571	1,669	1,779	1,869
ELEMENTARY SCHOOL TOTAL	1,408	1,177	1,516	1,908	2,292	2,623	2,967	3,367	3,805	4,168	4,523	4,880	5,202
Elementary Absolute Change			67	339	392	384	331	344	400	438	363	355	357	322
Elementary Percent Change			6.04%	28.80%	25.86%	20.13%	14.44%	13.11%	13.48%	13.01%	9.54%	8.52%	7.89%	6.60%
Jarrell Middle School	764/1,004	513	606	777	971	1,187	1,345	1,493	1,619	1,780	1,992	2,212	2,436
MIDDLE SCHOOL TOTAL		513	606	777	971	1,187	1,345	1,493	1,619	1,780	1,992	2,212	2,436
Middle School Absolute Change		42	93	171	194	216	158	148	126	161	212	220	224
Middle School Percent Change		8.92%	18.13%	28.22%	24.97%	22.25%	13.31%	11.00%	8.44%	9.94%	11.91%	11.04%	10.13%
Jarrell High School	995/1,258	615	756	917	1,059	1,250	1,517	1,823	2,067	2,353	2,579	2,806	3,118
HIGH SCHOOL TOTAL		615	756	917	1,059	1,250	1,517	1,823	2,067	2,353	2,579	2,806	3,118
High School Absolute Change		94	141	161	142	191	267	306	244	286	226	227	312
High School Percent Change		18.04%	22.93%	21.30%	15.49%	18.04%	21.36%	20.17%	13.38%	13.84%	9.60%	8.80%	11.12%
DISTRICT TOTALS		2,305	2,878	3,602	4,322	5,060	5,829	6,683	7,491	8,301	9,094	9,898	10,756
District Absolute Change		203	573	724	720	738	769	854	808	810	793	804	858
District Percent Change		9.66%	24.86%	25.16%	19.99%	17.08%	15.20%	14.65%	12.09%	10.81%	9.55%	8.84%	8.67%

Demographics Strengths

Pre-kindergarten Enrollment:

Jarrell ISD supports a strong full-day pre-Kindergarten program at the elementary schools. The Pre-Kindergarten program serves economically disadvantaged students and students who are identified as English Learners. The program began with one classroom and has expanded to nine, including three dual language classrooms. JISD also provides two Early Childhood Special Education classes. The demand for Pre-K classrooms grows with our population. Once a classroom meets the 11-student cap, a paraprofessional is added. A slight decrease in enrollment in Pre-Kindergarten occurred during the 2020-2021 school year which can be attributed to the impact of COVID-19. Jarrell ISD currently has 167 students enrolled in the pre-Kindergarten programs at Igo and Jarrell Elementary.

Pre-Kindergarten Enrollment Over Time in Jarrell ISD							
	2015 - 2016	2016 - 2017	2017 - 2018	2018-2019	2019-2020	2020-2021	2022-2023
Number of students	75	80	80	98	108	86	157

Graduation Rates:

The Class of 2016 4-year Graduation Rate was 98.4%. The annual dropout rate for Grades 9-12 was .2% for the 2016-2017 and 2015-2016 school years and 0% for the 2014-2015 school year. Jarrell ISD graduation rate of 99.1% in 2020 far surpasses the state and Region XIII rates of 90.3% and 92.1% respectively.

4-Year Longitudinal Graduation Rate State Accountability						
	Class of 2015	Class of 2016	Class of 2017	Class of 2018	Class of 2019	Class of 2020
All Students	**98.4%**	**97.6%**	**100%**	**97.1**	**96.8**	**99.1%**
Hispanic	96.6%	94.1%	100%	97.4	98.4	98%
White	100%	100%	100%	98.2	93.9	100%
Special Education	*	100%	100%	100	88.9	100%
Econ. Disadvantaged	100%	95%	100%	94.6	95.8	100%
EL				80	87.5	100%

Problem Statements Identifying Demographics Needs

Problem Statement 1: Enrollment projections indicate growth that will surpass the capacity of existing facilities **Root Cause:** Jarrell ISD is experiencing a high growth rate in student enrollment and existing facilities were constructed for capacities that have either been surpassed or will be surpassed in the next few years.

Student Achievement

Student Achievement Summary

The 2021-2022 school year marked a shift in how schools and districts are scored by the accountability system. The accountability system continues to score districts in three domains: Academic Achievement, School Progress, and Closing the Gaps. Schools are rated in the three domains and overall using the ratings of A, B, C or Not Rated. Jarrell ISD received an overall letter grade of C (75 out of 100).

2022 District Accountability Ratings Summary	Score	Rating
Domain I: Student Achievement	75	C
Domain II: School Progress	80	B
Domain III: Closing the Gaps	62	Not Rated
Overall	75	C
2022 JES Accountability Ratings Summary	Score	Rating
Domain I: Student Achievement	66	Not Rated
Domain II: School Progress	67	Not Rated
Domain III: Closing the Gaps	62	Not Rated
Overall	66	Not Rated
2022 Igo Accountability Ratings Summary	Score	Rating
Domain I: Student Achievement	50	Not Rated
Domain II: School Progress	58	Not Rated
Domain III: Closing the Gaps	55	Not Rated
Overall	57	Not Rated
2022 JMS Accountability Ratings Summary	Score	Rating
Domain I: Student Achievement	72	C
Domain II: School Progress	86	B
Domain III: Closing the Gaps	79	C
Overall	84	B
2022 JHS Accountability Ratings Summary	Score	Rating
Domain I: Student Achievement	78	C
Domain II: School Progress	75	C
Domain III: Closing the Gaps	66	Not Rated
Overall	74	C

Texas Education Agency

2022 STAAR Performance

JARRELL ISD (246907) - WILLIAMSON COUNTY

	All Students	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Econ Disadv	EB/EL (Current)	EB/EL (Current & Monitored)	Special Ed (Current)	Special Ed (Former)	Continu- ously Enrolled	Non- Continu- ously Enrolled
All Subjects															
Percent of Tests															
At Approaches GL Standard or Above	62%	52%	59%	69%	60%	78%	75%	66%	58%	50%	51%	33%	55%	65%	60%
At Meets GL Standard or Above	32%	26%	28%	39%	60%	51%	20%	39%	28%	20%	20%	13%	28%	35%	30%
At Masters GL Standard	11%	11%	9%	15%	20%	25%	0%	12%	9%	5%	5%	3%	8%	12%	10%
ELA/Reading															
Percent of Tests															
At Approaches GL Standard or Above	63%	50%	61%	70%	*	82%	78%	70%	59%	54%	54%	32%	48%	65%	62%
At Meets GL Standard or Above	38%	31%	34%	45%	*	59%	33%	49%	34%	25%	26%	14%	31%	41%	35%
At Masters GL Standard	14%	13%	11%	18%	*	36%	0%	20%	11%	7%	7%	3%	10%	15%	13%
Mathematics															
Percent of Tests															
At Approaches GL Standard or Above	56%	45%	54%	62%	*	70%	60%	64%	53%	47%	47%	31%	60%	59%	54%
At Meets GL Standard or Above	22%	18%	20%	25%	*	45%	0%	29%	20%	14%	15%	10%	23%	25%	20%
At Masters GL Standard	7%	6%	6%	9%	*	20%	0%	3%	6%	4%	4%	2%	6%	7%	7%
Science															
Percent of Tests															
At Approaches GL Standard or Above	63%	52%	61%	71%	-	77%	80%	64%	61%	48%	48%	39%	58%	66%	61%
At Meets GL Standard or Above	32%	21%	28%	42%	-	46%	20%	36%	28%	17%	18%	13%	26%	33%	30%

Texas Education Agency															
2022 STAAR Performance															
JARRELL ISD (246907) - WILLIAMSON COUNTY															
At Masters GL Standard	8%	10%	6%	13%	-	15%	0%	9%	6%	1%	1%	3%	0%	10%	7%
Social Studies															
Percent of Tests															
At Approaches GL Standard or Above	75%	76%	68%	89%	*	*	*	53%	68%	54%	55%	41%	*	81%	68%
At Meets GL Standard or Above	44%	38%	37%	62%	*	*	*	33%	36%	23%	24%	20%	*	48%	40%
At Masters GL Standard	20%	18%	18%	27%	*	*	*	7%	12%	7%	8%	7%	*	20%	19%

Student Achievement Strengths

Jarrell Middle School earned an overall Accountability rating of B. In 2021, the campus was rated F. Double-digit gains in the approaching grade level standard percentages in Science and Social Studies and meeting grade level standards in Social Studies. A seven-point gain in approaching grade level standards percentage in Reading/ELAR and nine percentage point gain in all subjects approaching grade level standards.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1 (Prioritized): The percent of students achieving approaching grade level standards in math, reading and science falls below 70%. **Root Cause:** Adjustments to Tier One instructional design, delivery and resources in Reading/ELAR, Mathematics, and Science are necessary to meet the learning needs of JISD learners.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Jarrell ISD saw tremendous growth in staffing in 2023. New teaching positions were added including positions for projected growth at each campus. JISD welcomed 121 new instructional staff members to the four campuses of which 37 are teachers new to the profession. Additional professional learning experiences, focused coaching support and an enhanced mentoring program are being implemented in the 2023 school year to support teachers who are new to the profession. Teacher retention is receiving an enhanced focus this year with the variability in teacher retention rates over the past four years. While the rate of teacher turnover increased this year from the 2021 TAPR report, it is a significant improvement compared to the rate in 2019 of 35.5% The table below shows the trend in teacher turnover rates in Jarrell ISD.

Teacher Turnover Rates (Source: TAPR Reports)	
2014-2015	28.6%
2015-2016	14.3%
2016-2017	23.9%
2017-2018	24.1%
2018-2019	35.5%
2019-2020	18.5%
2020-2021	28.9%

Staff Quality, Recruitment, and Retention Strengths

Several new teachers to JISD are coming from surrounding districts and bring a variety of experiences and background that are enhancing PLCs at the campus level. The addition of the Royal Mentor program is adding a layer of support for teachers new to the professions. The mentors, retired educators primarily residing in Sun City, offer instructional support in the classroom as well as supporting new teachers through frequent check-ins including encouraging calls and emails. New teachers will also be able to opt-in to monthly check ins beginning in November, 2022, with district teaching and learning staff on topics they find they need support with. The topics will be driven by a survey sent to new teachers.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1 (Prioritized): Teacher turnover for the 2020-2021 school year was 28%. According to the 2021 Texas Teacher Workforce Report, a large migration of teachers from Region 13 to Region 4 (Houston area) occurred. **Root Cause:** Teacher turnover rate is a national concern. At the district-level local supports are being enhanced to deter turnover, including intentional on boarding, mentorship, PLCs, regulating workloads, competitive compensation and benefits, and professional development opportunities.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

The Department of Teaching and Learning is focused on the creation of foundational curriculum documents and presenting every student with high-quality instructional materials PK-12. The district currently has 4 instructional coaches, with one at each campus. The district is improving instructional practices by implementing the Gradual Release of Responsibility district-wide. Campus assessment calendars have been created to ensure the benchmark and diagnostic assessments are scheduled at every grade level. Data talks are implemented following campus assessments to plan targeted instruction for students during Professional Learning Communities.

Curriculum, Instruction, and Assessment Strengths

- JISD has created scope and sequence documents for core content areas for grades PK-12.
- High-quality instructional materials have been provided to every teacher in our district to guarantee equitable instruction.
- Campus assessment calendars have been created to ensure the benchmark and diagnostic assessments are scheduled.
- Data talks are implemented following campus assessments to plan targeted instruction for students during Professional Learning Communities..
- Principals, teachers, and instructional coaching staff are involved with data talks during Professional Learning Communities.
- The middle school principal has implemented teacher reflection forms to analyze data and document intervention strategies.
- Secondary campuses have added new CTE courses to their catalogs.
- Secondary campuses are using NWEA MAP growth testing to help track student growth and identify areas of instructional need.
- The district and campuses continue to invest in instructional resources to support Tier 1 and 2 instruction.
- Elementary campuses are engaging in the work to implement the Jarrell ISD Literacy Initiative in partnership with Leach Literacy LLC. and Learning Keys to ensure best practices are implemented PK-5.
- Elementary teachers and administrators are attending the Texas Reading Academies to deepen their knowledge of the Science of Reading.
- Elementary campuses have switched to iReady Math for their Diagnostic Assessment. iReady also provides personalized instruction and small group lessons for teachers that is targeted based on data.
- Ongoing, embedded professional development is provided to teachers to train on the use of new resources and the implementation of best practices.

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1 (Prioritized): New curriculum materials have been added at grades K-12 along with a new literacy framework for elementary which requires an extensive amount of training and monitoring to ensure high levels of implementation. **Root Cause:** Training for the implementation of new math and science materials required to meet the gap year and implementation of the new JISD literacy framework is extensive.

Parent and Community Engagement

Parent and Community Engagement Summary

Jarrell ISD is proud to partner with local agencies in meeting the needs of students. Jarrell ISD recognizes that community partnerships extend students' opportunities for learning far beyond the school walls and the limits of the school day by creating connections between the school, local businesses, organizations, caregivers and families, faith based institutions, and all education stakeholders. These partnerships also help to integrate other important components of students lived experiences into their learning process. The eestimated f financial implications of these partnerships exceed 1.5 million dollars.

Parent and Community Engagement Strengths

Partnerships offer student support via work based learning opportunities, scholarships and mentor support. In addition, community partners lend themselves to a strong School Health Advisory Council and Education Foundation.

Jarrell ISD successfully partners with the following:

Adopt-A-School
Assistance League of Georgetown
Bluebonnet Trails & Texas A&M School of Nursing: Family Health Clinic at Jarrell ISD
Chamber of Commerce
Hill Country Ministries & Caring Place
Local Businesses & Residents
Jarrell Education Foundation
Kiwanis Club
Rotary of Sun City
The Locker
The University of Texas & Step Up Texas: Restorative Practices
The YMCA

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1: Parent involvement in planning and decision-making has been limited. **Root Cause:** There is a need to better communicate and encourage involvement in parent engagement opportunities (i.e., SHAC, Education Foundation, PTO) at the campus and District level.

District Context and Organization

District Context and Organization Summary

The rapid growth in Jarrell ISD impacts campus and district personnel structures and has presented the need for a realignment of district level staff. Under the direction of the new assistant superintendent of student services, all persons and systems that directly impact learners now fall under her direct supervision. This realignment allows for a more systematic and efficient approach to providing student support services including teaching and learning, technology, state and federal programs, assessment and accountability, CCMR and CTE, and special education services.
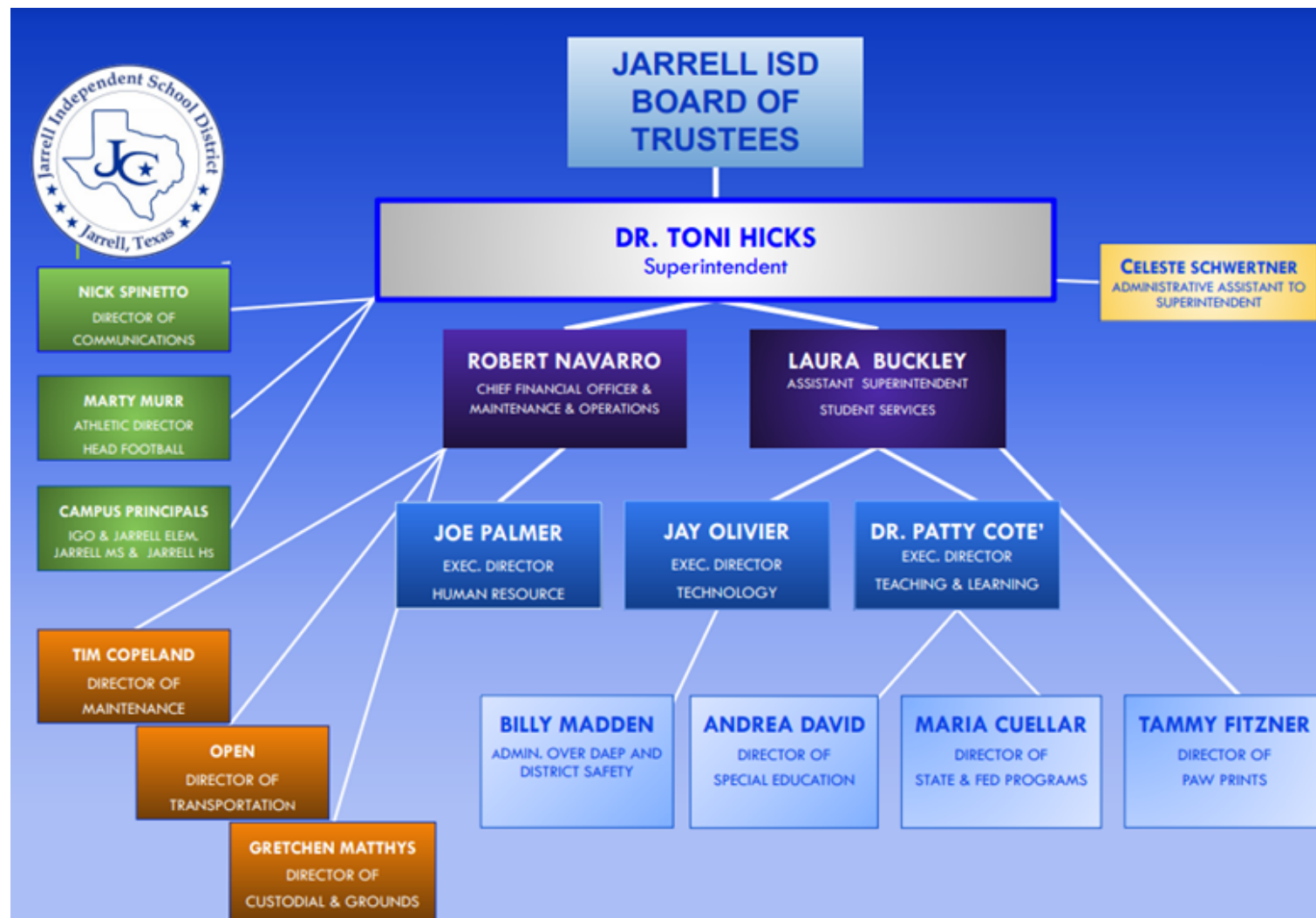
District Context and Organization Strengths

Veteran educators are in place in key district leadership roles who have the knowledge, skills and background to develop and support implementation of systems that will ensure student success as JISD grows in both size and student needs. The realignment of district level staff ensures consistency and efficiency in delivering support services to students and other stakeholders.

Problem Statements Identifying District Context and Organization Needs

Problem Statement 1: The rapid growth of JISD necessitates an expedited implementation of new processes and protocols. **Root Cause:** A series of new systems and processes aligned to meeting the needs of a much larger student population are required.

Technology

Technology Summary

Jarrell ISD is a Google District. Secondary students have one-to-one access to technology devices. PreK-5 teachers share Chrome carts for the students to utilize in the classroom. Google Classroom is used at grades K-12 to support in-person instruction. The Technology department works to provide a variety of digital tools to all PreK-12 students to teach coding skills, develop computational thinking, and support instruction.

Technology Strengths

- Google Classroom is used at grades K-12 to support remote and in-person instruction.
- Rostering and management of digital learning materials is facilitated by Technology in collaboration with Teaching & Learning.
- The Technology department works to provide a variety of digital tools to all PreK-12 students to teach coding skills, develop computational thinking, and support instruction.
- Technology representatives are on all campuses to support the unique needs of each user group.
- Technology representatives distribute and provide tech support for all faculty devices.
- Digital locks and badging were upgraded at all campus facilities to increase safety.

Problem Statements Identifying Technology Needs

Problem Statement 1: A gap exists in the implementation of technology tools due to a need for additional training and support in technology integration. **Root Cause:** Professional development opportunities for the integration of technology applications needs to be embedded into other required training.

Priority Problem Statements

Problem Statement 1: The percent of students achieving approaching grade level standards in math, reading and science falls below 70%.

Root Cause 1: Adjustments to Tier One instructional design, delivery and resources in Reading/ELAR, Mathematics, and Science are necessary to meet the learning needs of JISD learners.

Problem Statement 1 Areas: Student Achievement

Problem Statement 2: Teacher turnover for the 2020-2021 school year was 28%. According to the 2021 Texas Teacher Workforce Report, a large migration of teachers from Region 13 to Region 4 (Houston area) occurred.

Root Cause 2: Teacher turnover rate is a national concern. At the district-level local supports are being enhanced to deter turnover, including intentional on boarding, mentorship, PLCs, regulating workloads, competitive compensation and benefits, and professional development opportunities.

Problem Statement 2 Areas: Staff Quality, Recruitment, and Retention

Problem Statement 3: New curriculum materials have been added at grades K-12 along with a new literacy framework for elementary which requires an extensive amount of training and monitoring to ensure high levels of implementation.

Root Cause 3: Training for the implementation of new math and science materials required to meet the gap year and implementation of the new JISD literacy framework is extensive.

Problem Statement 3 Areas: Curriculum, Instruction, and Assessment

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- SAT and/or ACT assessment data
- Student failure and/or retention rates
- Observation Survey results

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus leadership data
- T-TESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Study of best practices

Goals

Goal 1: Jarrell ISD will empower students to think critically, communicate, create, and collaborate in order to be successful, now and in the future.

Performance Objective 1: By June 2023, the percent of all students and each student group who score approaches grade level or above on STAAR Reading and Math combined will increase by 10%.

High Priority

Evaluation Data Sources: Interim Assessments
STAAR Assessments
Diagnostic Screeners

Strategy 1 Details	Reviews			
Strategy 1: Improve reading and math instructional practices in the classroom by providing targeted professional learning that is content focused, incorporates active learning, uses models of effective practice, and provides effective coaching and expert support.	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**
Strategy's Expected Result/Impact: Improve reading and math instructional practices to increase student achievement. **Staff Responsible for Monitoring:** Teaching and Learning				

Strategy 2 Details	Reviews			
Strategy 2: Utilize instructional coaches at all campuses to facilitate PLCs that support high-impact instructional strategies, establish coaching cycles, develop campus-specific goals, and provide instructional support to teachers with an emphasis on higher-level Tier 1 instruction.	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**
Strategy's Expected Result/Impact: Improve Tier 1 instructional practices. **Staff Responsible for Monitoring:** Teaching and Learning				

Strategy 3 Details	Reviews			
Strategy 3: Ensure support for continued implementation and improvement of JISD Cougar Curriculum, which aligns with the TEKS and establishes rigorous standards through performance assessments including state interim assessments which reflect changes to STAAR expectations and blueprint.	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**
Strategy's Expected Result/Impact: Improve instruction alignment and equity across JISD. **Staff Responsible for Monitoring:** Teaching and Learning				

Strategy 4 Details		Reviews			
Strategy 4: Evaluate the current intervention structure and student services on each campus to develop cohesive and consistent district MTSS guidelines and teachers are trained to implement intervention curriculum resources and effectively plan for Tier 2 instruction.		**Formative**			**Summative**
		Oct	Jan	Apr	June
Strategy's Expected Result/Impact: Improve Tier 2 instructional practices. **Staff Responsible for Monitoring:** Teaching and Learning State and Federal Programs					

Strategy 5 Details		Reviews			
Strategy 5: Implement and support universal screeners and progress monitoring tools in grades PK-12 including mCLASS, iReady Math, Amplify Reading, NWEA Map Growth, and AIMS Assessment.		**Formative**			**Summative**
		Oct	Jan	Apr	June
Strategy's Expected Result/Impact: Provide teachers with targeted data to support small group instruction. **Staff Responsible for Monitoring:** Teaching and Learning Instructional Coaches Campus Administrators					

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue	

Goal 1: Jarrell ISD will empower students to think critically, communicate, create, and collaborate in order to be successful, now and in the future.

Performance Objective 2: By June 2023, the percent of 3rd grade students who score approaches grade level or above on STAAR reading will increase from 63% to 70%.

HB3 Goal

Evaluation Data Sources: Interim Assessments
STAAR Assessments
Diagnostic Screeners

Strategy 1 Details	Reviews			
Strategy 1: Implement mCLASS and provide systematic and differentiated campus support and training for mCLASS and Amplify Reading data analysis.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Collect K-5 literacy data and improve the use of data to inform instructional practices. **Staff Responsible for Monitoring:** Teaching and Learning Instructional Coaches **Funding Sources:** Amplify reading (Grades 3-5 at Igo and JES) - 199 General Fund: SCE - $28,317	**Oct**	**Jan**	**Apr**	**June**

Strategy 2 Details	Reviews			
Strategy 2: Monitor instructional implementation of the JISD Literacy Framework using walk-throughs with the campus administration team.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improve reading instructional practices in Tier 1 instruction. **Staff Responsible for Monitoring:** Teaching and Learning Instructional Coaches	**Oct**	**Jan**	**Apr**	**June**

Strategy 3 Details	Reviews			
Strategy 3: Analyze mCLASS and Interim data to ensure alignment between curriculum, instruction, and assessment.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Curriculum, instruction, and assessment are aligned based on mCLASS and interim data. **Staff Responsible for Monitoring:** Teaching and Learning Instructional Coaches	**Oct**	**Jan**	**Apr**	**June**

Strategy 4 Details	Reviews			
Strategy 4: Continue to implement Texas Reading Academies to ensure all kindergarten through 3rd-grade teachers and elementary administrators will be trained by the end of the 22-23 school year. **Strategy's Expected Result/Impact:** Improve literacy and phonics instructional practices. **Staff Responsible for Monitoring:** Teaching and Learning	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 1: Jarrell ISD will empower students to think critically, communicate, create, and collaborate in order to be successful, now and in the future.

Performance Objective 3: By June 2023, the percentage of 3rd-grade students who score approaches grade level or above on STAAR math will increase from 45% to 70%.

HB3 Goal

Evaluation Data Sources: Interim Assessments
STAAR Assessments
Diagnostic Assessments

Strategy 1 Details	Reviews			
Strategy 1: Implement a new diagnostic and progress monitoring screener i-Ready Math.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improved data to plan for the instructional needs of students. **Staff Responsible for Monitoring:** Teaching and Learning Instructional Coaches **Funding Sources:** iReady Math - 199 General Fund: SCE - $39,000	**Oct**	**Jan**	**Apr**	**June**

Strategy 2 Details	Reviews			
Strategy 2: Provide systematic and differentiated campus support and training for iReady Math data analysis.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improve the use of data-driven instructional planning. **Staff Responsible for Monitoring:** Teaching and Learning Instructional Coaches	**Oct**	**Jan**	**Apr**	**June**

Strategy 3 Details	Reviews			
Strategy 3: Analyze iReady and Interim data to ensure alignment between curriculum, instruction, and assessments.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Curriculum, instruction, and assessment are aligned based on iReady and interim data. **Staff Responsible for Monitoring:** Teaching and Learning Instructional Coaches	**Oct**	**Jan**	**Apr**	**June**

Strategy 4 Details	Reviews			
Strategy 4: Monitor instructional implementation of data-based instruction and effective instructional practices using walk-through look-fors with the campus administration team.	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**
Strategy's Expected Result/Impact: Improve math instructional practices in Tier 1 instruction. **Staff Responsible for Monitoring:** Teaching and Learning Instructional Coaches				
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Goal 1: Jarrell ISD will empower students to think critically, communicate, create, and collaborate in order to be successful, now and in the future.

Performance Objective 4: By June 2023, the percent of graduates who meet the criteria for CCMR will increase to 70% and by at minimum of 10% in each subgroup

    High Priority

    HB3 Goal

Strategy 1 Details	Reviews			

Strategy 1: Increase the number of students earning IBCs through all CTE courses by 10% to better prepare students for post-secondary opportunities with workforce and higher education.
    Strategy's Expected Result/Impact: Increase in student enrollment in CTE courses
    Staff Responsible for Monitoring: CCMR coordinator
CTE coordinator
Campus leaders
	Formative			**Summative**

	Oct	**Jan**	**Apr**	**June**
	0%			

Strategy 2 Details	Reviews			

Strategy 2: Increase the passing rate of AP exam Participants to 40% and offer "Mock AP exams" for practice opportunities 2 times a year.
    Strategy's Expected Result/Impact: Increased passing rates for AP exams.
    Staff Responsible for Monitoring: CCMR coordinator
	Formative			**Summative**

	Oct	**Jan**	**Apr**	**June**
	0%			

Strategy 3 Details	Reviews			

Strategy 3: Assess current participation rates and explore options for increased dual credit and OnRamps courses through all partnerships and increase the course acceptance rates by 10%.
    Strategy's Expected Result/Impact: Increased course acceptance rates and successful completion of OnRamps and dual credit teachers.
    Staff Responsible for Monitoring: CCMR coordinator
Dual credit and OnRamps teachers
	Formative			**Summative**

	Oct	**Jan**	**Apr**	**June**
	0%			

Strategy 4 Details		Reviews			
Strategy 4: Create a comprehensive professional learning plan to deepen understanding of TSIA for English 4 and Math teachers.		**Formative**			**Summative**
		Oct	Jan	Apr	June
Strategy's Expected Result/Impact: Increased teacher knowledge of TSIA which will enhance student performance on this exam. **Staff Responsible for Monitoring:** Teaching and Learning CCMR coordinator		0%			

Strategy 5 Details		Reviews			
Strategy 5: Implement PSAT, SAT and ACT testing opportunities during the school day to increase advanced testing success and increase college readiness scores. Implement SAT test prep opportunities for students to improve scores.		**Formative**			**Summative**
		Oct	Jan	Apr	June
Strategy's Expected Result/Impact: Increased participation and higher rates of achievement on PSAT, SAT, and ACT. **Staff Responsible for Monitoring:** JHS counselors CCMR coordinator Teaching and Learning		0%			

Strategy 6 Details		Reviews			
Strategy 6: Continue offering TSIA2 options monthly for all grade levels to earn TSIA2 completion in ELAR and Math. Increase designated grade level TSIA2 test day options throughout the school year in designated classes.		**Formative**			**Summative**
		Oct	Jan	Apr	June
Strategy's Expected Result/Impact: Increased student participation in and success on TSIA2 **Staff Responsible for Monitoring:** CCMR coordinator		0%			

Strategy 7 Details		Reviews			
Strategy 7: Communicate the importance of CCMR readiness and educate students and families through parent information nights. Partner with middle and high school counselors to assist in course selections that impact postsecondary readiness.		**Formative**			**Summative**
		Oct	Jan	Apr	June
Strategy's Expected Result/Impact: Increased knowledge of CCMR requirements and value placed on postsecondary readiness on families and students. **Staff Responsible for Monitoring:** HS counselors CCMR coordinator		0%			

Strategy 8 Details		Reviews			
Strategy 8: Inform students and families on post secondary opportunities specific to college enrollment including TEXAS and Teach for Texas grants, higher education admissions and financial aid.		**Formative**			**Summative**
		Oct	Jan	Apr	June
Strategy's Expected Result/Impact: Students who choose to enter college post secondary will be more aware					

of financial assistance opportunities **Staff Responsible for Monitoring:** CCMR coordinator, high school counselors	0%

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Goal 1: Jarrell ISD will empower students to think critically, communicate, create, and collaborate in order to be successful, now and in the future.

Performance Objective 5: Achievement gaps for English Learner (EL) student populations in the English as a Second Language (ESL) program, Bilingual program, and Dual Language program will decrease by 10% or greater at the "meets" grade level standard or above to reach the target level in reading and math.

    Evaluation Data Sources: STAAR Assessments
Interim Assessments
District Assessments

Strategy 1 Details	Reviews			
Strategy 1: Implement early literacy and fluency screeners and instructional resources in K-5 grade levels for all English Learners.	**Formative**			**Summative**

Strategy's Expected Result/Impact: Collect data for targeted small group instruction.
    Staff Responsible for Monitoring: Teaching and Learning
Bilingual/ESL Coordinator
 	
    Funding Sources: Imagine Espanol - 199 General Fund: SCE - $29,000
	Oct	**Jan**	**Apr**	**June**

Strategy 2 Details	Reviews			
Strategy 2: Support professional learning for teachers to support English Learner's academic growth including how to use targeted instructional strategies.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improve classroom instructional strategies. **Staff Responsible for Monitoring:** Teaching and Learning Bilingual/ESL Coordinator	**Oct**	**Jan**	**Apr**	**June**

Strategy 3 Details	Reviews			
Strategy 3: Identify and implement strategies to increase English Learner parent engagement.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improve parent engagement with increased parent communication and parent nights. **Staff Responsible for Monitoring:** Teaching and Learning Bilingual/ESL Coordinator	**Oct**	**Jan**	**Apr**	**June**

Strategy 4 Details	Reviews			

Strategy 4: Analyze current systems of support for secondary English Learners and identify areas to strengthen including ESOL curriculum.
    Strategy's Expected Result/Impact: Improve student performance with quality curriculum support.
    Staff Responsible for Monitoring: Teaching and Learning
Bilingual/ESL Coordinator
	Formative			**Summative**

	Oct	**Jan**	**Apr**	**June**

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 1: Jarrell ISD will empower students to think critically, communicate, create, and collaborate in order to be successful, now and in the future.

Performance Objective 6: By June 2023, participation in the gifted and talented elementary program will increase by 25% to support skills development for placement in advanced academics.

Evaluation Data Sources: District Gifted and Talented Evaluation
District Gifted and Talented Guidelines
District Data for student participation

Strategy 1 Details		Reviews			
Strategy 1: Identify and update assessments used to identify students qualifying for gifted and talented services, and provide training to staff administering assessments.		**Formative**			**Summative**
		Oct	Jan	Apr	June
Strategy's Expected Result/Impact: Provide equitable opportunities for students to qualify for the gifted and talented program. **Staff Responsible for Monitoring:** Teaching and Learning					

Strategy 2 Details		Reviews			
Strategy 2: Provide training and support for targeted professional learning including GT 30-hour initial training and 6-hour yearly update.		**Formative**			**Summative**
		Oct	Jan	Apr	June
Strategy's Expected Result/Impact: Ensure all teachers are certified to provide GT services. **Staff Responsible for Monitoring:** Teaching and Learning					

Strategy 3 Details		Reviews			
Strategy 3: Implement a gifted and talented pull out program at each elementary campus.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Identified students will receive differentiated instruction in order to increase participation in advanced academic programs.		Oct	Jan	Apr	June
Staff Responsible for Monitoring: Teaching and Learning					

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 1: Jarrell ISD will empower students to think critically, communicate, create, and collaborate in order to be successful, now and in the future.

Performance Objective 7: By June 2023, students receiving special education services who meet approaching grade level standards will increase by 10% in all content areas.

High Priority

HB3 Goal

Evaluation Data Sources: Interim Assessments
STAAR Assessments
Diagnostic Assessments

Strategy 1 Details	Reviews			
Strategy 1: Provide focused staff development and support for differentiated instruction.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improve instructional practices	**Oct**	**Jan**	**Apr**	**June**
Staff Responsible for Monitoring: Special Education				
Results Driven Accountability				

Strategy 2 Details	Reviews			
Strategy 2: Provide quality instructional material specific to the specialized instructional needs of students served through Special Education.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Support students with targeted needs by creating quality intervention supports and plans.	**Oct**	**Jan**	**Apr**	**June**
Staff Responsible for Monitoring: Special Education				
Results Driven Accountability				

Strategy 3 Details	Reviews			
Strategy 3: Implement consistent vertical meetings for special education teachers and assessment staff to discuss processes and provide in-service training.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improve processes and communication within the department.	**Oct**	**Jan**	**Apr**	**June**
Staff Responsible for Monitoring: Special Education				

Strategy 4 Details		Reviews		
Strategy 4: Provide ongoing training and support for campus based ARD committees including members' roles and responsibilities, determining a student's least restrictive environment, and interpreting results of formal and informal data.		Formative		Summative
		Oct	Jan	Apr	June

Strategy's Expected Result/Impact: Improve the efficiency and effectiveness of ARD committee meetings
    Staff Responsible for Monitoring: Special Education, Teaching and Learning, Campus Administrators
 	
    Results Driven Accountability					

Strategy 5 Details		Reviews		
Strategy 5: Identify students in grades kindergarten, first and second grade who show risk factors for dyslexia using mid-year literacy screening data and provide parental notification to students identified as at risk.		Formative		Summative
		Oct	Jan	Apr	June

Strategy's Expected Result/Impact: Early identification allows campus staff to intervene at the early stages of literacy development
    Staff Responsible for Monitoring: Elementary reading interventionists, Student Support Team administrator
 	
    Results Driven Accountability
    Funding Sources: Reading Interventionist - 211 Title I, Part A
		0%			

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue

Goal 1: Jarrell ISD will empower students to think critically, communicate, create, and collaborate in order to be successful, now and in the future.

Performance Objective 8: By November 2023, all JISD teachers will be provided with the training and tools required to fully access a guaranteed and viable curriculum, high-quality instructional strategies, and innovative teaching practices and programs to meet the instructional needs of all student populations.

    Evaluation Data Sources: JISD Cougar Curriculum

Strategy 1 Details	Reviews			
Strategy 1: Provide PLC implementation and support for curriculum processes and instructional practices, which aligns with the TEKS on all campuses.	**Formative**			**Summative**
Strategy's Expected Result/Impact: High-quality instructional lessons delivered in every classroom aligned to grade-level standards. **Staff Responsible for Monitoring:** Teaching and Learning	**Oct**	**Jan**	**Apr**	**June**

Strategy 2 Details	Reviews			
Strategy 2: Continue to develop and implement JISD Cougar Curriculum through teacher cohorts, PLCs, and professional development.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improve curriculum alignment and resources. **Staff Responsible for Monitoring:** Teaching and learning	**Oct**	**Jan**	**Apr**	**June**

Strategy 3 Details	Reviews			
Strategy 3: Continue to provide high-quality instructional resources that include digital access to multiple platforms, thus providing students with access to instructional material at all times.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improve teacher access to high-quality instructional resources. **Staff Responsible for Monitoring:** Teaching and Learning	**Oct**	**Jan**	**Apr**	**June**

Strategy 4 Details	Reviews			
Strategy 4: Implement standards-based report cards for grades PK-1.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Implement a better system for communicating student mastery in early elementary. **Staff Responsible for Monitoring:** Teaching and Learning	**Oct**	**Jan**	**Apr**	**June**
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue				

Goal 2: Jarrell ISD will implement systems to support the social/emotional and mental health challenges of all students.

Performance Objective 1: Continue to enhance parent outreach, educational opportunities, and resources for parents, students, and staff.

Strategy 1 Details	Reviews			
Strategy 1: Maintain a collaborative website to offer a repository for all mental/behavioral, social-emotional learning and counseling resources, and supports for parents and students	**Formative**			**Summative**
	Oct	Jan	Apr	June
	0%			

Strategy 2 Details	Reviews			
Strategy 2: Provide parent education conference style learning opportunities to include training pertaining to conflict resolution.	**Formative**			**Summative**
	Oct	Jan	Apr	June
	0%			

Strategy 3 Details	Reviews			
Strategy 3: Maintain partnerships with local agencies and organizations who provide resources and supports to our students and families including mentoring, internships, and financial assistance (ie., Bluebonnet Trails, STARRY, etc)	**Formative**			**Summative**
	Oct	Jan	Apr	June
	0%			

Strategy 4 Details	Reviews			
Strategy 4: Enhance communication and awareness to promote Community Clinic by maintaining partnerships with Bluebonnet Trails and Texas A&M School of Nursing.	**Formative**			**Summative**
	Oct	Jan	Apr	June
	0%			

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 2: Jarrell ISD will implement systems to support the social/emotional and mental health challenges of all students.

Performance Objective 2: Increase student support for social and emotional connections to campus involvement to reduce dropout rates.

    Evaluation Data Sources: TAPR reports, attendance reports

Strategy 1 Details				Reviews			
Strategy 1: Provide explicit instruction of SEL competencies using Early Act First Knight, Second Step and other curriculum.				**Formative**			**Summative**
				Oct	Jan	Apr	June
				0%			

Strategy 2 Details				Reviews			
Strategy 2: Provide to all students, to include DAEP students, access to individual and small group counseling.				**Formative**			**Summative**
				Oct	Jan	Apr	June
				0%			

Strategy 3 Details				Reviews			
Strategy 3: Ensure school counselors spend 80% of their time on counseling related tasks, in accordance with SB 179				**Formative**			**Summative**
				Oct	Jan	Apr	June
				0%			

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 2: Jarrell ISD will implement systems to support the social/emotional and mental health challenges of all students.

Performance Objective 3: Continue to offer and support professional learning opportunities for staff targeted to social and emotional support for students.

Strategy 1 Details		Reviews			
Strategy 1: Provide compliance training to staff on suicide prevention, bullying/cyberbullying awareness and prevention, dating violence, sexual harassment, sexual misconduct through safe schools.		**Formative**			**Summative**
		Oct	Jan	Apr	June
		0%			

Strategy 2 Details		Reviews			
Strategy 2: Utilize and provide educational material and materials on the dangers of dating violence, including how how to seek help and report.		**Formative**			**Summative**
		Oct	Jan	Apr	June
		0%			

Strategy 3 Details		Reviews			
Strategy 3: Increase professional learning opportunities for Social/Emotional Learning, Restorative Practices, Capturing Kids' Hearts and Trauma Informed Practices.		**Formative**			**Summative**
		Oct	Jan	Apr	June
		0%			

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 2: Jarrell ISD will implement systems to support the social/emotional and mental health challenges of all students.

Performance Objective 4: Provide support for all at-risk students to maintain or decrease student dropout rates.

Strategy 1 Details	Reviews			
Strategy 1: Identify and support students, according to McKinney Vento, that are homeless and utilize district resources in coordination with the homeless liaison.	**Formative**			**Summative**
	Oct	Jan	Apr	June
	0%			

Strategy 2 Details	Reviews			
Strategy 2: Identify and support students who are in foster care, in a military family or in the custody or care of the DFPS or has been referred to DFPS.	**Formative**			**Summative**
	Oct	Jan	Apr	June
	0%			

Strategy 3 Details	Reviews			
Strategy 3: Implement and support transition plans for DAEP students and students returning from JJAEP and psychiatric facilities.	**Formative**			**Summative**
	Oct	Jan	Apr	June
	0%			

Strategy 4 Details	Reviews			
Strategy 4: Conduct personalized meetings with each student determined to be at-risk for dropping out to address potential barriers such as lack of housing, Internet access, work schedules, etc.	**Formative**			**Summative**
	Oct	Jan	Apr	June
	0%			

Strategy 5 Details	Reviews			
Strategy 5: Identify and provide supports for all students who meet academic indicators for at-risk.	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**
	0%			
0% No Progress	100% Accomplished	→ Continue/Modify	❌ Discontinue	

Goal 2: Jarrell ISD will implement systems to support the social/emotional and mental health challenges of all students.

Performance Objective 5: Develop and implement professional learning opportunities for staff targeting positive behavior supports.

Strategy 1 Details			Reviews			
Strategy 1: Increase professional learning opportunities for Positive Behavior Support Systems, including PBIS, Trauma-Informed Practices, Social/Emotional Learning, and Restorative Practices			**Formative**			**Summative**
			Oct	**Jan**	**Apr**	**June**
			0%			
Strategy 2 Details			Reviews			
Strategy 2: Ensure all staff members have participated in the Texas Behavior Support Initiative on-line training.			**Formative**			**Summative**
			Oct	**Jan**	**Apr**	**June**
			0%			
Strategy 3 Details			Reviews			
Strategy 3: Provide support to campus administration and staff for positive behavior supports in the classroom.			**Formative**			**Summative**
			Oct	**Jan**	**Apr**	**June**
			0%			
0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue			

Goal 3: Jarrell ISD will create a recruiting and retention plan.

Performance Objective 1: By June 2023, JISD will implement recruitment, hiring and retention practices to acquire high quality and diverse educators to meet the needs of a diverse growing school district to ensure 100% of vacancies and new positions are filled.

High Priority

HB3 Goal

Evaluation Data Sources: Professional Development Staff Survey
Professional Development Training Course Outlines/Topics
Staff data
Committee data and survey
On boarding data

Strategy 1 Details	Reviews			
Strategy 1: Implement a comprehensive staff development program for all staff to further professional growth through: new teacher mentoring, New Teacher Orientation, Summer Learning Conference, Aspiring Leadership Academy, campus and district leadership training.	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**

Strategy's Expected Result/Impact: Increased rate of new recruits and retentions
    Increased capacity in staff
    Staff Responsible for Monitoring: Campus and District Leadership				

Strategy 2 Details	Reviews			
Strategy 2: Offer competitive compensation and stipends for certified teachers in areas of high needs.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Recruitment and retention of highly qualified certified teachers.	**Oct**	**Jan**	**Apr**	**June**
Staff Responsible for Monitoring: Human Resources				

Strategy 3 Details	Reviews			
Strategy 3: Attend job fairs and hold in-district job fairs in order to recruit new employees.	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**

Strategy 4 Details	Reviews			
Strategy 4: Refine HR processes to increase efficiency in new employee application, on boarding practices, reference checks, interview questions, and interview processes and documentation.	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**

Strategy 5 Details		Reviews			
Strategy 5: Provide teachers and community members an opportunity to provide input and support the district's approach to providing public education.		**Formative**			**Summative**
		Oct	**Jan**	**Apr**	**June**

Strategy 6 Details		Reviews			
Strategy 6: Provide differentiated professional learning opportunities based on strengths and areas identified for growth for all staff.		**Formative**			**Summative**
		Oct	**Jan**	**Apr**	**June**
Strategy's Expected Result/Impact: Teachers and support staff will gain a degree of ownership over their professional learning needs. **Staff Responsible for Monitoring:** Teaching and Learning Campus administration					

Strategy 7 Details		Reviews			
Strategy 7: Support the development of PLCs by providing regularly scheduled collaboration time for vertical alignment and instructional planning time.		**Formative**			**Summative**
		Oct	**Jan**	**Apr**	**June**

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 3: Jarrell ISD will create a recruiting and retention plan.

Performance Objective 2: By June 2023, 100% of JISD staff will participate in a comprehensive and differentiated staff development program to refine their professional practices aligned to student learning needs.

HB3 Goal

Evaluation Data Sources: Teacher climate survey
Professional learning surveys

Strategy 1 Details	Reviews			
Strategy 1: Provide competitive stipends for certified bilingual and Special Education teachers.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased teacher retention.	**Oct**	**Jan**	**Apr**	**June**
Staff Responsible for Monitoring: Human Resources				
Strategy 2 Details	Reviews			
Strategy 2: Continue the Aspiring Leadership Academy program to recognize and promote teacher leaders in the district.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Promote teacher leaders and enhance understanding of leadership.	**Oct**	**Jan**	**Apr**	**June**
Staff Responsible for Monitoring: Teaching and Learning				
0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue	

Goal 3: Jarrell ISD will create a recruiting and retention plan.

Performance Objective 3: By June 2023, JISD leadership will expand recruitment efforts utilizing new technology, digital platforms, and strategic attendance at regional job fair sites by 50%.

Evaluation Data Sources: Number of highly-qualified applicants

Strategy 1 Details		Reviews			
Strategy 1: Attend regional and college job fairs and continue provide in-district job fairs to recruit new employees.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase the number of highly-qualified applicants. **Staff Responsible for Monitoring:** Human Resources		**Oct**	**Jan**	**Apr**	**June**
Strategy 2 Details		Reviews			
Strategy 2: Expand Human Resource department's social media presence to further recruiting efforts.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase the number of highly-qualified applicants. **Staff Responsible for Monitoring:** Human Resources		**Oct**	**Jan**	**Apr**	**June**
0% No Progress	100% Accomplished	→ Continue/Modify		✗ Discontinue	

Goal 3: Jarrell ISD will create a recruiting and retention plan.

Performance Objective 4: By June 2023, 100% of hiring managers will implement an interviewing process that ensures the hiring of a highly-qualified and diverse staff.

    Evaluation Data Sources: Staff data

Strategy 1 Details		Reviews			

Strategy 1: Implement a diversified interview process relevant to the role new staff will serve in including scenario based questioning, modelling lessons, and/or integrating a task related to the essential job function.
    Strategy's Expected Result/Impact: Hiring managers will see the potential new staff member performing an essential job function prior to hiring.
    Staff Responsible for Monitoring: Human Resources
		Formative			**Summative**

		Oct	**Jan**	**Apr**	**June**
0% No Progress	100% Accomplished	Continue/Modify	Discontinue		

Goal 3: Jarrell ISD will create a recruiting and retention plan.

Performance Objective 5: Continue the Reimagine Education Committee to explore a 4-day work week.

    Evaluation Data Sources: Committee data and surveys

Strategy 1 Details		Reviews			

Strategy 1: Provide teachers and community members an opportunity to provide input and support in the district's approach to providing public education.
    Strategy's Expected Result/Impact: Improve partnerships and perception of Jarrell ISD with community stakeholders.
    Staff Responsible for Monitoring: Teaching and Learning Superintendent
		Formative			**Summative**

		Oct	Jan	Apr	June
Strategy 2 Details		Reviews			

Strategy 2: Analyze innovative approaches to teachers' workdays and workloads.
    Strategy's Expected Result/Impact: With community and staff feedback, explore ways to best serve students and teachers.
    Staff Responsible for Monitoring: Teaching and Learning Superintendent
		Formative			**Summative**

		Oct	Jan	Apr	June
Strategy 3 Details		Reviews			

Strategy 3: Create a plan to enhance teacher's level of job satisfaction.
    Strategy's Expected Result/Impact: Improve teacher morale
    Staff Responsible for Monitoring: Teaching and Learning Superintendent
		Formative			**Summative**

		Oct	Jan	Apr	June
	0% No Progress	100% Accomplished	Continue/Modify	Discontinue	

Goal 4: Jarrell ISD will accurately forecast the growth to allow the management of infrastructure, facilities and technology.

Performance Objective 1: By June 2023, JISD will refine and implement the district operation plans for technology including refresh, maintenance, transportation and facilities.

Evaluation Data Sources: PEIMS reports, Demographic Reports

Strategy 1 Details	Reviews			
Strategy 1: Evaluate transportation assets periodically and recommended for surplus/replacement as necessary	**Formative**			**Summative**
Strategy's Expected Result/Impact: Safe and reliable assets for pupil transportation. Increase efficiency in operational assets to reduce operating costs. **Staff Responsible for Monitoring:** Director of Operations	Oct	Jan	Apr	June

Strategy 2 Details	Reviews			
Strategy 2: Continuously monitor facilities to ensure safe and efficient operations.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Results will provide a forecast model for building expansion and construction as the district continues to grow. **Staff Responsible for Monitoring:** Director of Operations	Oct	Jan	Apr	June

Strategy 3 Details	Reviews			
Strategy 3: Monitor new student enrollment to determine the addition of grade level sections.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Maintain compliance with PK-4 requirement of 22:1 student to staff ratio. **Staff Responsible for Monitoring:** Executive Director of Technology, PEIMS coordinator	Oct	Jan	Apr	June

Strategy 4 Details	Reviews			
Strategy 4: Refine systems for the accurate inventory of all resources for curriculum, instruction and assessment (textbooks, online resources, district and campus purchases - both local and federal).	**Formative**			**Summative**
Strategy's Expected Result/Impact: Stronger alignment and accountability of resources/supplies district-wide	Oct	Jan	Apr	June
Staff Responsible for Monitoring: Chief Financial Officer Teaching and Learning Coordinators Campus based Instructional Coaches **Equity Plan**				

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 4: Jarrell ISD will accurately forecast the growth to allow the management of infrastructure, facilities and technology.

Performance Objective 2: By June 2023, maintenance, custodial, and grounds operations will be restructured to allow for growth and added accountability.

Evaluation Data Sources: CFO
Accounting staff

Strategy 1 Details	Reviews			
Strategy 1: Create an Inventory system to keep better track of available inventory	**Formative**			**Summative**
Strategy's Expected Result/Impact: Overall, will save money and hold employees more accountable for inventory. More materials will be on-hand and services can be completed in a more timely manner. Department will be able to provide more efficient services. **Staff Responsible for Monitoring:** Director of Operations	**Oct**	**Jan**	**Apr**	**June**
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Goal 4: Jarrell ISD will accurately forecast the growth to allow the management of infrastructure, facilities and technology.

Performance Objective 3: By June 2023, a comprehensive system of updating the technology infrastructure to meet the needs of future-ready learning for all stakeholders will be implemented.

    Evaluation Data Sources: Technology systems and processes

Strategy 1 Details	Reviews			
Strategy 1: Maintain and expand technology infrastructure to support digital technology for teaching and learning	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students and staff will experience an increase in internet connectivity to ensure access to web-based applications for educational purposes. **Staff Responsible for Monitoring:** Executive Director of Technology	**Oct**	**Jan**	**Apr**	**June**

Strategy 2 Details	Reviews			
Strategy 2: Survey teachers in order to determine classroom technology priorities.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Google forms Principals' meeting **Staff Responsible for Monitoring:** Executive Director of Technology	**Oct**	**Jan**	**Apr**	**June**

Strategy 3 Details	Reviews			
Strategy 3: Implement Essential Technology TEKS Standards for every classroom	**Formative**			**Summative**
Strategy's Expected Result/Impact: Classroom inventory and set campus standards **Staff Responsible for Monitoring:** Executive Director of Technology	**Oct**	**Jan**	**Apr**	**June**

Strategy 4 Details	Reviews			
Strategy 4: Create a comprehensive technology hardware/software refresh schedule	**Formative**			**Summative**
Strategy's Expected Result/Impact: Use technology plan to evaluate inventory and schedule purchases **Staff Responsible for Monitoring:** Executive Director of Technology	**Oct**	**Jan**	**Apr**	**June**

Strategy 5 Details	Reviews			
Strategy 5: Present a State of the District Technology/Strategic Planning Update report to the School Board once a year.	**Formative**			**Summative**
Strategy's Expected Result/Impact: School Board meeting presentation **Staff Responsible for Monitoring:** Executive Director of Technology	**Oct**	**Jan**	**Apr**	**June**

Strategy 6 Details	Reviews			
Strategy 6: Enhance current Technology Department knowledge and ongoing professional development as it pertains to Jarrell ISD **Strategy's Expected Result/Impact:** Attendance of workshops, conferences, and certification courses **Staff Responsible for Monitoring:** Executive Director of Technology	Formative			Summative
	Oct	Jan	Apr	June

Strategy 7 Details	Reviews			
Strategy 7: Evaluate technology plan annually and make changes as needed **Strategy's Expected Result/Impact:** Host meetings to gain insight of campus and district needs. **Staff Responsible for Monitoring:** Executive Director of Technology	Formative			Summative
	Oct	Jan	Apr	June

Strategy 8 Details	Reviews			
Strategy 8: Allocate a yearly budget dedicated to supporting the expansion of new and relevant digital technology. **Strategy's Expected Result/Impact:** Allocate a yearly budget dedicated to supporting the expansion of new and relevant digital technology. **Staff Responsible for Monitoring:** Executive Director of Technology	Formative			Summative
	Oct	Jan	Apr	June

Strategy 9 Details	Reviews			
Strategy 9: Make available to every student and teacher access to compatible technology devices for teaching and learning **Strategy's Expected Result/Impact:** Campuses will see an increase in the number of devices available to students for instructional delivery. **Staff Responsible for Monitoring:** Executive Director of Technology	Formative			Summative
	Oct	Jan	Apr	June

Strategy 10 Details	Reviews			
Strategy 10: Adopt Cyber Security Policies to protect student learning and information. Meet compliance standards set forth by TEA. **Strategy's Expected Result/Impact:** Upgrade antivirus protection, content filter, and firewall **Staff Responsible for Monitoring:** Executive Director of Technology	Formative			Summative
	Oct	Jan	Apr	June

Strategy 11 Details	Reviews			
Strategy 11: Expand Data Center infrastructure to support adopted digital resources and provide secure access to internet services **Strategy's Expected Result/Impact:** Purchase and replace aging servers and switches to support district growth **Staff Responsible for Monitoring:** Executive Director of Technology	Formative			Summative
	Oct	Jan	Apr	June

Strategy 12 Details	Reviews			
Strategy 12: Narrow the Digital Divide to provide internet and computer access to students that do not have internet	**Formative**			**Summative**
Strategy's Expected Result/Impact: Ensure that all students have access to computer devices and the Internet **Staff Responsible for Monitoring:** Executive Director of Technology	**Oct**	**Jan**	**Apr**	**June**

Strategy 13 Details	Reviews			
Strategy 13: Create a Parent support helpline.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Processes in place for telephone and in-person support on the use of devices. **Staff Responsible for Monitoring:** Executive Director of Technology	**Oct**	**Jan**	**Apr**	**June**

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

Goal 5: JISD stakeholders will build a community that is safe, respectful, and responsible (SR2).

Performance Objective 1: JISD stakeholders will build a community that is safe, respectful, and responsible (SR2).

    Evaluation Data Sources: Surveys from all stakeholders

Strategy 1 Details	Reviews			
Strategy 1: Conduct and record internal safety audits of our schools and facilities.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Main office logs and digital reporting dock systems. Feedback audits will refine and establish corrective measures to best prepare our emergency response protocols.	**Oct**	**Jan**	**Apr**	**June**
Staff Responsible for Monitoring: Assistant Superintendent Safety Administrator				

Strategy 2 Details	Reviews			
Strategy 2: Work with the City of Jarrell emergency responders to ensure reaction readiness in the event of different emergency scenarios. Work with city officials in developing a comprehensive and cohesive emergency situation response plan to prepare for each campus.	**Formative**			**Summative**
	Oct	**Jan**	**Apr**	**June**
Strategy's Expected Result/Impact: Enhanced and updated digital maps will enhance communication and preparedness. Emergency response campus kits. Reunification boxes are labeled for use and immediate deployment in the event of a facility emergency.				
Staff Responsible for Monitoring: Assistant Superintendent Safety Administrator				

Strategy 3 Details	Reviews			
Strategy 3: Provide SR2 training to all staff to improve behavior support systems	**Formative**			**Summative**
Strategy's Expected Result/Impact: Aligned behavior expectations and supports will provide students with a safe learning environment.	**Oct**	**Jan**	**Apr**	**June**
Staff Responsible for Monitoring: Assistant Superintendent Safety Administrator				

Strategy 4 Details	Reviews			
Strategy 4: Provide refresher Under The Influence Training to campus nurses and select campus administrators.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Staff will be able to identify and screen students for being under the influence of controlled substances which will keep the student safe as well as other students.	**Oct**	**Jan**	**Apr**	**June**
Staff Responsible for Monitoring: Assistant Superintendent Safety Administrator				

Strategy 5 Details	Reviews			
Strategy 5: Provide all staff Stop The Bleed Training.	Formative			Summative
Strategy's Expected Result/Impact: Staff will be able to provide life-saving measures in the event of a severe bleeding trauma. Staff will be awarded a certificate of completion and serve on an emergency response team. **Staff Responsible for Monitoring:** Assistant Superintendent Safety Administrator	Oct	Jan	Apr	June

Strategy 6 Details	Reviews			
Strategy 6: Implement student check-in/out on buses and provide CPR training for all transportation staff.	Formative			Summative
Strategy's Expected Result/Impact: Students getting on and off the correct bus and address, are monitored daily through program data reports (SMART TAG system) Sign in logs, and a certificate indicating completion of training. **Staff Responsible for Monitoring:** Assistant Superintendent Safety Administrator	Oct	Jan	Apr	June

0% No Progress   100% Accomplished   ➡ Continue/Modify   ✖ Discontinue

Goal 5: JISD stakeholders will build a community that is safe, respectful, and responsible (SR2).

Performance Objective 2: By June 2023, JISD will increase the methods and frequency of district communications and recognition of students and staff to families and the community by 25%.

    Evaluation Data Sources: Stakeholder surveys

Strategy 1 Details			Reviews			
Strategy 1: Continued enhancement of our district and campus websites through school messenger. Continue to offer training seminars for campus web leads.			**Formative**			**Summative**
Strategy's Expected Result/Impact: Contracted service provides refresh data reports in monitoring the four campus websites **Staff Responsible for Monitoring:** Director of Communications			**Oct**	**Jan**	**Apr**	**June**
Strategy 2 Details			**Reviews**			
Strategy 2: Continue Weekly "Cougar News" composed of important events, student staff highlights, and other information for Jarrell families.			**Formative**			**Summative**
Strategy's Expected Result/Impact: Enhanced and increased communication to our general public. Program inventories an open and read rate on each weekly communication. **Staff Responsible for Monitoring:** Director of Communications			**Oct**	**Jan**	**Apr**	**June**
Strategy 3 Details			**Reviews**			
Strategy 3: Increase the focus on pushing out student and staff celebrations on district platforms (district and campus websites, social media platforms, superintendent videos, and weekly newsletters)			**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased pride in the students and staff within Jarrell ISD. **Staff Responsible for Monitoring:** Director of Communications			**Oct**	**Jan**	**Apr**	**June**
Strategy 4 Details			**Reviews**			
Strategy 4: Develop and send a Needs Assessment Survey to all stakeholders.			**Formative**			**Summative**
Strategy's Expected Result/Impact: Collect data for district needs. **Staff Responsible for Monitoring:** Director of Communications			**Oct**	**Jan**	**Apr**	**June**
0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue			

RDA Strategies

Goal	Objective	Strategy	Description
1	7	1	Provide focused staff development and support for differentiated instruction.
1	7	2	Provide quality instructional material specific to the specialized instructional needs of students served through Special Education.
1	7	4	Provide ongoing training and support for campus based ARD committees including members' roles and responsibilities, determining a student's least restrictive environment, and interpreting results of formal and informal data.
1	7	5	Identify students in grades kindergarten, first and second grade who show risk factors for dyslexia using mid-year literacy screening data and provide parental notification to students identified as at risk.

District Funding Summary

199 General Fund: SCE					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	2	1	Amplify reading (Grades 3-5 at Igo and JES)		$28,317.00
1	3	1	iReady Math		$39,000.00
1	5	1	Imagine Espanol		$29,000.00
				Sub-Total	$96,317.00
211 Title I, Part A					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	7	5	Reading Interventionist		$0.00
				Sub-Total	$0.00