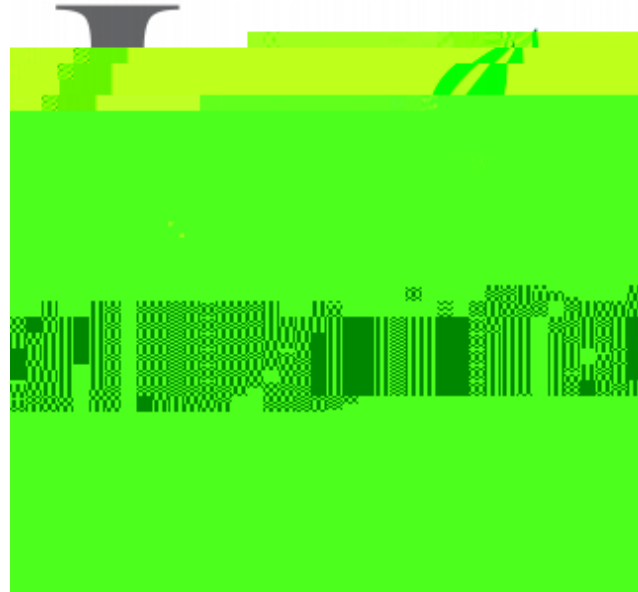


Judson Independent School District

District Improvement Plan

2020-2021



Mission Statement

All Judson ISD students will receive a quality education enabling them to become successful in a global society.

Vision

Judson ISD is Producing Excellence!

Judson ISD Values

Students First

Teamwork

Accountability

Results-Oriented

Loyalty

Integrity & Mutual Respect

Safe & Secure Environment

Two-way Communication

HUW`Y`cZ7 cbhYbhg

Students First	2
Teamwork	2
Accountability	2
Results-Oriented	2
Loyalty	2
Integrity & Mutual Respect	2
Safe & Secure Environment	2
Two-way Communication	2
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Student Learning

Student Learning Summary

Student Learning Strengths

District Processes & Programs

District Processes & Programs Summary

District Processes & Programs Strengths

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Federal Report Card Data

Student Data: Assessments

- State and federally required assessment information
- SAT and/or ACT assessment data
- Local benchmark or common assessments data
- Observation Survey results
- Prekindergarten Self-Assessment Tool
- Other PreK - 2nd grade assessment data

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and progress
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data

- Evaluation(s) of professional development implementation and impact
- Equity data
- TTESS data
- T-PESS data

Parent/Community Data

- Parent surveys and/or other feedback

Goals

Goal 1: Effective Instruction: Judson ISD students will meet or exceed grade-level expectations and will be college, career, or military ready.

Strategy 4:

Strategy 14:

Goal 1: Effective Instruction: Judson ISD students will meet or exceed grade-level expectations and will be college, career, or military ready.

Performance Objective 2: Increase the 4-year graduation rate from 85.6% to 88% and decrease the dropout rate from 2.3% to 2.1%

Evaluation Data Sources: All high schools will exceed state graduation standards and meet federal standards as measured

Strategy 1

Goal 1: Effective Instruction: Judson ISD students will meet or exceed grade-level expectations and will be college, career, or military ready.

Performance Objective 3: Comprehensive Campuses, Metzger and Kirby Middle School, will meet state and federal expectations based on TEA standards.


Evaluation Data Sources: STAAR results for Kirby and Metzger


Goal 1:


Goal 1: Effective Instruction: Judson ISD students will meet or exceed grade-level expectations and will be college, career, or military ready.


Performance Objective 5: The Department of Special Education Services will continue to grow the capacity of JISD "Feature Teachers" (model co-teachers) to provide peer-to-peer support, serve as role models, and provide professional development training sessions.


Evaluation Data Sources: Co-Teaching Observation Data
 Professional Development Agendas
 ZOOM meeting agendas

Strategy 1: The Department of Special Education Services will continue to grow the capacity of JISD "Feature Teachers" (model co-teachers) to provide peer-to-peer support, serve as role models, and provide professional development training sessions. Strategy's Expected Result/Impact: Increased student academic performance by 5% Teacher leadership development Staff Responsible for Monitoring: Director of Special Education Special Education Supervisors/ Coordinators	Formative Reviews		
	Nov	Feb	May
	 30%		

 No Progress

 Accomplished

 Continue/Modify





 Discontinue

Goal 1: Effective Instruction: Judson ISD students will meet or exceed grade-level expectations and will be college, career, or military ready.

Performance Objective 6: The Department of Special Education Services in collaboration with other special population departments, will develop and implement case management strategies geared toward ensuring that students in special population programs advance in a career pathway based on their individual interest

Evaluation Data Sources: Career Pathways
 Personal Graduation Plans
 Student Transcripts
 Transition Plan
 Interest Inventory
 Indicator 13

Strategy 1: The Department of Special Education Services, in collaboration with other special population departments, will develop and implement case management strategies geared toward ensuring that students in special population programs advance in a career pathway based on their individual interest Strategy's Expected Result/Impact: Increase amount of students with disabilities with a career pathway by 10% Staff Responsible for Monitoring: Director of Special Education Special Education Supervisors/ Coordinators CTE Director Bilingual/ESL Director	Formative Reviews		
	Nov	Feb	May

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

Goal 1:

Goal 2 Judson ISD students and staff will feel involved, connected, supported, safe, and valued in their pursuit of excellence.

Performance Objective 1: Implement campus-based District Attendance Officers thus increasing effectiveness in assisting with campus attendance issues, being more accessible to parents and assisting with any other student attendance related questions.

Evaluation Data Sources: Increasing Campus Attendance Forums to directly address parent concerns.

Strategy 1: Increase campus attendance forums, home visits, change in funding source allowed for two officers, once restricted, to be utilized on any district campus, court meditations, closer interventions by the juvenile case managers. Strategy's Expected Result/Impact: Increase overall district attendance by reviewing district-wide attendance every six weeks. Decrease families having to appear for court mediation. Staff Responsible for Monitoring: District Attendance Coordinator and District Attendance Staff Campus Administration	Formative Reviews		
	Nov	Feb	

Goal 2

2E

Goal 2: Judson ISD students and staff will feel involved, connected, supported, safe, and valued in their pursuit of excellence.

Performance Objective 3: Improve the network technologies in Judson ISD to support students and administration by providing a dynamic learning experience and a safe networking environment.

Evaluation Data Sources: Better Cloud Reporting Tools for Safe Networks

STAAR Scores

Strategy 1: Implement BetterCloud application for student online safety.

Strategy's Expected Result/Impact: To help identifying students who are contemplating suicide/homicide, and/or enduring abuse, or mental health issues.

Staff Responsible for Monitoring: Network Services Department

Funding Sources: Title IV - Safety Application

Goal 2

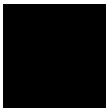









Goal 3: Judson families and community members will be involved in Judson ISD.

Performance Objective 1:

Goal 4: Judson ISD will grow leaders and sustain the growth of outstanding leaders over time.

Performance Objective 1: Remain within 10% of the highest pay rate or stipend for positions compared to similar districts in Region 20.




Evaluation Data Sources: T A S B Salary Survey, Current and Proposed Compensation Plans

<p>Strategy 1: Review salary schedules of the other districts in Region 20 to recommend competitive salaries and fringe benefits. Strategy's Expected Result/Impact: To retain high quality teachers, and decrease talent equity gap across the district Staff Responsible for Monitoring: A sst. Superintendent of HR, Director of HR</p>	Formative Reviews		
	Nov	Feb	May
			
<p>Strategy 2: Develop a district leadership definition and use it to begin the creation of a district leadership pipeline. Strategy's Expected Result/Impact: Build capacity from within and to improve student outcomes Staff Responsible for Monitoring: A sst. Superintendent of HR, Holdsworth. Leadership Team</p>	Formative Reviews		
	Nov	Feb	May
			
<p>Strategy 3: Implement instructor retention stipends for teachers and instructional aides that return to serve Wagner feeder pattern and J CARE. Strategy's Expected Result/Impact: Close the talent equity gap across the district Staff Responsible for Monitoring: A sst. Superintendent of HR, Director of HR</p>	Formative Reviews		
	Nov	Feb	May
			
<p>Strategy 4: Review creative compensation methods and stipends to target high needs areas such as: A. Substitute teachers on high teacher absences days (Monday & Friday) B. Stipends for teachers who teach a STAAR tested area Strategy's Expected Result/Impact: Close the teacher and student equity gap Staff Responsible for Monitoring: A sst. Superintendent of HR, Director of HR</p>	Formative Reviews		
	Nov	Feb	May
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 4: Judson ISD will grow leaders and sustain the growth of outstanding leaders over time.

Performance Objective 2: Maintain a "Superior" rating, earning an Unqualified Opinion Letter each year for the district

Evaluation Data Sources: Fiscal Rating

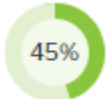





<p>Strategy 1: Ensure the expenditure and receipt of funds are accounted for correctly as per the Financial Accounting Standards Regulation Manual.</p> <p>Strategy's Expected Result/Impact: Maintain the district credit rating</p> <p>Staff Responsible for Monitoring: Chief Financial Officer</p> <p>Director of Accounting</p>	Formative Reviews		
	Nov	Feb	May
<p>Strategy 2: Submit reports and payments to TRS, IRS, and the Comptroller on time</p> <p>Strategy's Expected Result/Impact: Not a zero on the credit rating</p> <p>Staff Responsible for Monitoring: Chief Financial Officer</p> <p>Director of Accounting</p>	Formative Reviews		
	Nov	Feb	May
<div style="display: flex; align-items: center; justify-content: space-around;"> <div style="text-align: center;">  <p>0% No Progress</p> </div> <div style="text-align: center;">  <p>Accomplished</p> </div> <div style="text-align: center;">  </div> </div>			

Goal 4: Judson ISD will grow leaders and sustain the growth of outstanding leaders over time.

Performance Objective 3: Efficiently coordinate funds to provide maximum resources for educational programs.

Evaluation Data Sources: Maintaining an adequate general fund balance

Adequate support of educational programs

Strategy 1: Use basic school modeling to staff campuses equitably Strategy's Expected Result/Impact: Staffing document will ensure consistency in staffing year to year and helps coordinate funds (local, categorical) Staff Responsible for Monitoring: Chief Financial Officer	Formative Reviews		
	Nov	Feb	May
			
Strategy 2: Search and apply for available grants to help defray costs to the district Strategy's Expected Result/Impact: Enhance resources and instructional programs in the district Staff Responsible for Monitoring: Chief Financial Officer Federal Grants and Program Director	Formative Reviews		
	Nov	Feb	May
			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			


Goal 4: Judson ISD will grow leaders and sustain the growth of outstanding leaders over time.


Performance Objective 4: Develop and support the District's Academic Leaders including: Assistant Principals, Academic Coaches/Deans and Trainers to receive additional professional development in the areas of instructional coaching, virtual instruction, and leadership development. The Curriculum and Instruction Department has contracted with Jim Knight, Corwin Publishing, and Region 20 to provide ongoing training.


HB3 Goal


Evaluation Data Sources: Surveys, Self-Reports and Focus Groups

Strategy 1: Assistant Principals and Academic Leaders will partake in quarterly professional learning session to support instructional coaching practices. Strategy's Expected Result/Impact: Establish leadership capacity and build support among staff members within the district. Staff Responsible for Monitoring: Professional Learning Specialist Equity Plan Funding Sources: Professional Development Consultation - 255-1 Title IIA - \$55,000	Formative Reviews		
	Nov	Feb	May
	[REDACTED]		

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Goal 5: Judson ISD will strive to consistently model kindness and empathy when interacting with our students, families, and community.

Performance Objective 1: Provide social emotional support so students can be academically successful.

Goal 5: Judson ISD will strive to consistently model kindness and empathy when interacting with our students, families, and community.

Performance Objective 2: Campus and district facility emergency operation team leaders will receive on going emergency response training.

Evaluation Data Sources: Sign in sheets, agendas and minutes

Strategy 1: Emergency Operation Team Leaders will receive training on handling emergency situations that may occur during the school/business hours at their assigned locations.	Formative Reviews		
	Nov	Feb	May
Strategy's Expected Result/Impact: To ensure possible emergency situations are dealt with in a manner that ensures student and staff safety. Staff Responsible for Monitoring: Director of Pupil Services and Chief of Police.			

Goal 5:

Goal 5:

Goal 5: Judson ISD will strive to consistently model kindness and empathy when interacting with our students, families, and community.

Performance Objective 5: By the end of the 2020-2021 school year, in an effort to decrease the number of OSS/ISS occurrences among students with disabilities, the Department of Special Education Services, will create tools, use research-based strategies, and provide resources for schools to use based on the collected data from the weekly OSS/ISS campus report.

Evaluation Data Sources: Student Discipline Data
OSS/ISS Weekly Report
Student Behavior Referrals
Narrative Interviews

Strategy 1: In an effort to decrease the number of OSS/ISS occurrences among students with disabilities, the Department of Special Education Services will create tools, use research-based strategies shared through PD for teachers and administration, and provide resources for schools to use based on the collected data from the weekly OSS/ISS campus report.

Strategy's Expected Result/Impact: Decrease SPED Disciplinary Removal Rate and increase techniques to use to deescalate negative

State Compensatory

Budget for District Improvement Plan

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
171-32	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$300,000.00
	6100 Subtotal:	\$300,000.00

Personnel for District Improvement Plan

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Amber Palmer	At-Risk Social Worker	Counseling	100%
Katheryn Newgren	Social Worker	Counseling	100%
Linda Wilber	Social Worker	Counseling	100%
Reyna Herrera	SEL Specialist (SW)	Counseling	100%

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

Each Title I Campus completes a CNA as part of their CIP process.

Title I Campuses for 2021 School Year:

Campus Name	Principal
Kirby Middle School	Elizabeth Arredondo
Woodlake Hills Middle School	Daniel Brooks
Metzger Middle School	Loretta Davidson
Converse Elementary School	Cynthia Davis
Hopkins Elementary School	Terry Combs
Ed Franz Elementary School	Kelle Lofton
Coronado Village Elementary School	Erika Garza
Park Village Elementary School	Sharon Balderas
Crestview Elementary School	Linda Cruz
Woodlake Elementary School	Kristin Saunders
Olympia Elementary School	Shannon George
Spring Meadows Elementary School	Destiny Barrera
Miller's Point Elementary School	Barbara Smejkal
Candlewood Elementary School	Andrea Johnson
Elolf Elementary School	Scott Wilson
Paschall Elementary School	Tricia Davila
Hartman Elementary School	Monica Rodriguez
Salinas Elementary School	Martin Silverman
Masters Elementary School	LaTanya Baker
Rolling Meadows Elementary School	Michelle LaRue
Copperfield Elementary School	Sherri Wrather
Escondido Elementary School	Cynthia Keeler
Wortham Oaks Elementary School	Yvonne Muñoz

ELEMENT 2 SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

CIPs are developed and periodically reviewed with campus stakeholders including administration, teachers, paraprofessionals, and parents.

2.2: Regular monitoring and revision

Quarterly campuses review the CIP Strategies and determine percentage of completion. At the End of the Year, an Objective Evaluation is completed and shared with CSBC.

2.3: Available to parents and community in an understandable format and language

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Cynthia Shoemaker	RTI Specialist	Curriculum and Instruction	30%
Gary West	Elementary Math Specialist	Curriculum and Instruction	30%
Lucia West	Elementary ELAR Specialist	Curriculum and Instruction	30%
Maricela Maldonado	PD Specialist	Curriculum and Instruction	30%
Sarah Boot	Social Studies Specialist	Curriculum and Instruction	30%
Todd Pope	Science Specialist	Curriculum and Instruction	30%
Veronica Padilla-Ferrer	Math Specialist	Curriculum and Instruction	30%

Site-Based Decision Making Committee

Committee Role	Name	Position
Administrator	Dr. Jeanette Ball	Superintendent
Administrator	Rebecca Robinson	Deputy Superintendent
Chair	Cecilia Davis	Assistant Superintendent of C&I
Secondary Teacher		

255-1 Title IIA					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Professional Development		\$30,000.00
1	1	2	NTA Professional Development and Coaching		\$44,225.00
1	1	11	Region 20 Consultation		\$24,200.00
1	1	14	Supplemental Pay		\$10,000.00
4	4	1	Professional Development Consultation		\$55,000.00
Sub-Total					\$163,425.00
Budgeted Fund Source Amount					\$778,741.00
+/- Difference					\$615,316.00
263-1 Title IIIA					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Reading materials and educational supplies		\$20,000.00
3	1	1	Literacy materials, supplemental pay for teachers		\$10,000.00
Sub-Total					\$30,000.00
Budgeted Fund Source Amount					\$130,671.00
+/- Difference					\$100,671.00
289-1 Title IV					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	4	Fine Arts Summer Program		\$50,000.00
1	3	1	Blended Learning PD		\$60,000.00
2	3	1	Title IV - Safety Application		\$50,000.00
Sub-Total					\$160,000.00
Budgeted Fund Source Amount					\$370,023.00
+/- Difference					\$210,023.00
225-1 IDEA B Preschool					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$69,000.00
+/- Difference					\$69,000.00

Addendums