Tulia Independent School District

District Improvement Plan

2023-2024

Mission Statement

(DIP is available in Spanish at the district office)

Moving Forward, Tulia ISD will promote leadership, protect learning, and preserve culture every day to maximize the success of every student and staff member in collaboration with our community.

Vision

EVERY STUDENT, EVERY PERSON, EVERY DAY

MOVING FORWARD

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Located in the Texas Panhandle between Lubbock and Amarillo, Tulia Independent School District serves students from a rural and farm community. The school district contains 3 schools with 896 students. In 2023, the student population was 956, with the largest classes in 3rd grade and 7th grade. There was an even distribution for female (49.68%) and male students (50.32%). The district's ethnicity percentages are Hispanic (70.00%), White (19.89%), African American (8.11%), and Two-or-More (1.79%). The Economic Disadvantaged percent is 81.58% and 55.36% are identified as At-Risk. The district has 15.62% identified in special education, 3.46% in Gifted and Talented, 8.71% as Emergent Bilingual, and 6.70% as English as a Second Language.

Demographics Strengths

Tulia ISD has seen a decline in student enrollment for the last three years. Much of the decrease occurred during the COVID pandemic.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): The district has an overrepresentation of students identified as special education. (15.62%)   **Root Cause:** A system for TIER I, II, and III instructional practices needs to be implemented.

Problem Statement 2: Tulia ISD is performing below the state average in reading and math for grades 3rd-8th. Tulia Elementary and Tulia Junior High are identified as schools in improvement (Comprehensive). Most students did show growth for the 22-23 school year but remained in a comprehensive state of accountability.   **Root Cause:** A system for TIER I, II and III instructional practices.

Student Achievement

Student Achievement Summary

Tulia ISD is performing below the state average in reading and math for grades 3rd - 8th. Tulia Elementary and Tulia Junior High are identified as schools in improvement (Comprehensive). Most students did show growth for the 21-22 school year but remained in a comprehensive state of accountability.

- Communication between District staff and campus staff with regard to expectations.
- Tier 1 Instruction – We need to ensure that all teachers are providing the best first teach

of skills and use data to drive instruction.

- Follow curriculum with fidelity
- Increase student achievement on CBAs, semester exams, Benchmarks, STAAR, and EOCs.
- Swisher-Briscoe SSA needs to increase and implement necessary processes and procedures to better support special education staff, students, and families.
- Ensure that Tier II and Tier III instruction is well planned, monitored, and implemented.

Student Achievement Strengths

- Staff turnover was less than last year which will aid in consistency of instructional practices across the district.
- TISD has elected to use HQIM – Eureka, Carnegie, Amplify, Teachtown
- TISD selected and ordered a new Health Curriculum
- TISD is searching for a new English curriculum for THS – possibly HMH
- TISD will be adding a few additional CTE curriculum options to help ensure teachers have the needed resources for IBC completion.
- TISD will be maintaining the use of Summit K-12, iReady, Social Studies and Science curriculums, CTE curriculum
- 4 Instructional Coaches assigned to core content areas will assist in the planning, implementation of HQIM, teacher resource creation, and utilization of materials, and will provide support for all teachers. They will continue TIL coaching sessions on all three campuses.
- Instructional Coaches are also assigned specific specialized areas to support – GT, 504/Dyslexia, EB, Mentoring
- TISD implements the TILS coaching model in order to grow teachers and provide needed professional development.
- Swisher-Briscoe SSA will assist in supporting our special education students. Additionally, the assignment of a new Director.

District Culture and Climate

District Culture and Climate Summary

Tulia ISD is making an intentional effort to improve the state of the culture in the district. New prinicpals were hired at TES and TJS to bring new ideas and processes to ensure students and staff become vested in our schools. The district has also implemented the TIL (Texas Instructional Leadership) to assist in growing the capacity of instructinal district leaders and campus leaders.

District Culture and Climate Strengths

The Tulia ISD school board has afforded the leadership staff to implement instructional resources and hire staff to support the needs of students and staff.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Areas of Improvement Needed –

- Fully develop a grow your own program.
- Designing and developing the Mentoring program.
- Improving methods of support to retain teachers.
- Continue attending job fairs to search for qualified staff.

Staff Quality, Recruitment, and Retention Strengths

Strengths –

- 22-23 – 68 Staff members were hired – 23-24 – 25 hired – definite decrease in turnover
- Job Fairs – TISD attended 2 job fairs and gained ideas for improvement for this year.
- HR processes and procedures have been established.
- Onboarding processes have increased and improved.
- Initiated Mentoring program

Parent and Community Engagement

Parent and Community Engagement Summary

Areas of Refinement:

- Increase of frequency and timely information to students and parents.
- High School improvement with timely information.
- Home visits made along with teachers
- Attendance and truancy
- Need for more college excursions

Parent and Community Engagement Strengths

Areas of Reinforcement:

- Communication with students and parents (according to the survey) has improved.
- More home visits.
- Visibility in the community - creating more partnerships
- MTSS - Focus on serving families
- Relationships with students have improved the culture of the district

Priority Problem Statements

Problem Statement 1: The district has an overrepresentation of students identified as special education. (15.62%)

Root Cause 1: A system for TIER I, II, and III instructional practices needs to be implemented.

Problem Statement 1 Areas: Demographics

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
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- 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
- Accountability Distinction Designations
- RDA 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
- 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
- SAT and/or ACT assessment data
- Student failure and/or retention rates
- Local benchmark or common assessments data
- Running Records results
- 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
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.

- STEM and/or STEAM data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Attendance data
- Discipline records
- Tobacco, alcohol, and other drug-use data
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- T-TESS data

Parent/Community Data

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

Support Systems and Other Data

- Communications data
- Study of best practices
- Action research results

Goals

Goal 1: STUDENT ACHIEVEMENT - Tulia ISD will increase the percentage of students who meet grade-level standards in reading from 27% to 35% by May 2024.

Performance Objective 1: All Pre-K through 12th-grade students will be provided high-quality Tier 1 instruction.

    High Priority

    HB3 Goal

    Evaluation Data Sources: CBAs, Benchmarks, STAAR/EOC data

Strategy 1 Details	Formative Reviews		
Strategy 1: Through the PLC process, student achievement data will be monitored and analyzed. Designated times for PLC have been included in master schedules.	**Formative**		
	Nov	**Feb**	**May**

Strategy's Expected Result/Impact: Improvement in reading scores
    Staff Responsible for Monitoring: Assistant Superintendent, Campus Administrators, Instructional Coaches, Teachers
 	
    Results Driven Accountability
    Funding Sources: New Teacher Academy - 211- Title I, Teacher Training - 199-local, Staff Development - 255- Title II			

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

Goal 2: STUDENT ACHIEVEMENT - Tulia ISD will increase the percentage of students who meet the grade-level standards in math from 19% to 25% by May 2024.

Performance Objective 1: All Pre-K through 12th grade students will be provided high quality Tier 1 instruction using Eureka and Carnegie

High Priority

HB3 Goal

Evaluation Data Sources: CBAs, Benchmarks, STAAR/EOC data

Strategy 1 Details			Formative Reviews		
Strategy 1: Through the PLC process, student achievement data will be monitored and analyzed.			**Formative**		
Strategy's Expected Result/Impact: Increase math scores in all grades			**Nov**	**Feb**	**May**
Staff Responsible for Monitoring: Assistant Superintendent, Campus Administrators, Instructional Coaches, Teachers **Results Driven Accountability** **Funding Sources:** Staff Development - 211- Title I, Staff Development - 199-local					
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue					

Goal 3: COLLEGE/CAREER READINESS - Tulia ISD will increase the number of graduates who qualify as CCMR ready from 50% to 85% by May 2024.

Performance Objective 1: Students will receive increased College, Career, and Military counseling and guidance to achieve a full CCMR indicator through multiple pathways.

HB3 Goal

Evaluation Data Sources: College Prep Enrollments, ACT and TSIA scores, IBC certificates, Military DD Form 4

Strategy 1 Details	Formative Reviews		
Strategy 1: (C) 100% of Juniors and any remaining Seniors will prepare for and participate in taking an ACT exam by May 2024. TSIA tests will also be made available.	**Formative**		
	Nov	**Feb**	**May**
Strategy's Expected Result/Impact: Increase the number of graduates meeting the CCMR requirements by demonstrating college readiness. **Staff Responsible for Monitoring:** Executive Director for Leading and Learning, High School Administrators, High School Counselors, CTE and College Prep Teachers **Funding Sources:** - 199-local			

Strategy 2 Details	Formative Reviews		
Strategy 2: (C) All students enrolled in a CTE pathway will be required to take a matching industry based certification before the end of their Junior year.	**Formative**		
	Nov	**Feb**	**May**
Strategy's Expected Result/Impact: 100% of CTE students will obtain an Industry Based Certification **Staff Responsible for Monitoring:** Executive Director for Leading and Learning, High School Administrators, High School Counselors, CTE Teachers **Funding Sources:** - 199-local			

Strategy 3 Details	Formative Reviews		
Strategy 3: (M) Armed Forces recruiters will be invited on campus to speak with and recruit interested students for enlistment.	**Formative**		
	Nov	**Feb**	**May**
Strategy's Expected Result/Impact: Increase exposure and opportunities for students to enlist in a branch of the US Armed Forces. **Staff Responsible for Monitoring:** Executive Director for Leading and Learning, High School Administrators, High School Counselors			
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue			

Goal 4: STAFFING - Tulia ISD will design and develop a robust Mentoring Program for new to district and new to the profession educators by October 2023.

Performance Objective 1: Develop a Google classroom and develop a schedule with meeting times, dates, and activities.

    Evaluation Data Sources: Surveys, Reflection forms from mentors and mentees.

Strategy 1 Details			Formative Reviews		
Strategy 1: Mentees will be provided a mentor to support campus/district expectations.			**Formative**		
Strategy's Expected Result/Impact: Retain teachers and grow within the craft.			**Nov**	**Feb**	**May**
Staff Responsible for Monitoring: Assistant Superintendent, Instructional Coach for Mentoring **Funding Sources:** Supplies for Mentoring Program - 199-local					
0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue		

Goal 5: TECHNOLOGY - Tulia ISD will refresh all student Chromebooks in grades 3-5 and 9th grade by October 1, 2023.

Performance Objective 1: To continue a sustainable refresh cycle for student technology, Chromebooks nearing their end of life will be taken out of service and replaced with new machines.

Evaluation Data Sources: Chromebook inventory list

Strategy 1 Details	Formative Reviews		
Strategy 1: Replace grade level sets of Chromebooks that have reached their manufacturer listed end-of-life window.	**Formative**		
Strategy's Expected Result/Impact: By replacing these strategic sets of Chrombooks, our 1:1 program will continue remaining on track with the device refresh cycles and provide up-to-date security and operating system updates to remain fully functional devices in the hands of our students. **Staff Responsible for Monitoring:** Director of Technology **Funding Sources:** - 199-local	**Nov**	**Feb**	**May**
0% No Progress 100% Accomplished Continue/Modify ✖ Discontinue			

Goal 6: OPERATIONS - Create a cycle to upkeep/repair equipment and facilities by December 2023.

Performance Objective 1: Strategic plan to ensure equipment and facilities are on an annual evaluation/cycle to repair/replace to reduce one-time costly expenditures.

   High Priority

   Evaluation Data Sources: Monthly reports and meetings of progress for issues mentioned in the comprehensive needs assessment.

Strategy 1 Details			Formative Reviews		
Strategy 1: Perform a full assessment of equipment condition and performance to create a timeline for capital equipment to repair/replace outdated equipment.			**Formative**		
			Nov	**Feb**	**May**
Strategy's Expected Result/Impact: Reduce one-time costly expenditures. **Staff Responsible for Monitoring:** Director of Operations, Athletic Director **Equity Plan** **Funding Sources:** Equipment and Supplies - 199-local					
0% No Progress	100% Accomplished	Continue/Modify	Discontinue		

Goal 7: OPERATIONS - Tulia ISD will provide authorized access for facilities to the community by May 2024.

Performance Objective 1: Provide authorized access to Tulia ISD facilities for public events, youth leagues, church groups, and personal daily exercise.

    Evaluation Data Sources: Community input

Strategy 1 Details			Formative Reviews		
Strategy 1: Set guidelines when facilities are available for use.			**Formative**		
Strategy's Expected Result/Impact: Community relations with public schools			**Nov**	**Feb**	**May**
Staff Responsible for Monitoring: Director of Operations, Athletic Director					
Equity Plan					
Strategy 2 Details			Formative Reviews		
Strategy 2: Communicate facility guidelines via social media, the TISD website, the newspaper, and community events.			**Formative**		
Strategy's Expected Result/Impact: Community relations with public schools			**Nov**	**Feb**	**May**
Staff Responsible for Monitoring: Director of Operations, Athletic Director					
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue					

Goal 8: FAMILY ENGAGEMENT - Tulia ISD will provide information for educational opportunities for Students, Parents, and Community by May 2024.

Performance Objective 1: Increase information for Post- Secondary opportunities for students, parents, and the community.

   **Evaluation Data Sources:** Agenda, minutes, and sign-in sheets from meetings, Pre/Post Surveys

Strategy 1 Details	Formative Reviews		
Strategy 1: MTSS will plan, develop, and execute at least 3 opportunities for students, parents, and the community to attend meetings regarding state assessments, ACT/SAT, FAFSA, TSI, and college applications.	**Formative**		

Strategy's Expected Result/Impact: Improve the knowledge for STAAR and Post-Secondary process.
    Staff Responsible for Monitoring: Executive Director for Leading and Learning, MTSS Specialists
 	
    Funding Sources: Supplies and Snacks for Meetings - 211- Title I, Supplies and Snacks for Meetings - 199-local
	Nov	**Feb**	**May**

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

Goal 9: BUSINESS/FINANCE - Tulia ISD will improve student attendance from 92.3% to 95% for the refined total ADA by May 2024.

Performance Objective 1: Improve the percentage of ADA and WADA for the district. to increase the opportunity for state funding.

High Priority

Evaluation Data Sources: Attendance reports, PEIMS submissions. On-Data Suite Reports

Strategy 1 Details	Formative Reviews		
Strategy 1: Train attendance clerks at all campuses.	**Formative**		
Strategy's Expected Result/Impact: Accurate reporting for attendance and input for PEIMS data **Staff Responsible for Monitoring:** Chief Financial Officer, PEIMS Coordinator	Nov	Feb	May

Strategy 2 Details	Formative Reviews		
Strategy 2: Monitor and review attendance reports every 6 weeks to monitor data. CFO will provide a report to SLT on a monthly basis.	**Formative**		
Strategy's Expected Result/Impact: Increased attendance **Staff Responsible for Monitoring:** Chief Financial Officer, PEIMS Coordinator	Nov	Feb	May

Strategy 3 Details	Formative Reviews		
Strategy 3: Weekly visits will be made to the homes of students who are not attending classes on a regular basis. Students who have more than 7 absences will be filed to take to attendance court.	**Formative**		
Strategy's Expected Result/Impact: Increase student attendance **Staff Responsible for Monitoring:** Chief Financial Officer, Campus Administrators, MTSS Specialists	Nov	Feb	May

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

Goal 10: SAFETY - Tulia ISD Police Officers will obtain proper certifications to ensure safe schools by May 2024.

Performance Objective 1: Tulia ISD Police officers will obtain training toward Field Training Officer and Next Level Certificates.

   Evaluation Data Sources: Training certificates

Strategy 1 Details			Formative Reviews		
Strategy 1: Officers will attend training for FTO and Next Level certificates.			**Formative**		
Strategy's Expected Result/Impact: Require officers to focus on training and securing Advanced and Master Peace Officer Certificates. Focus on training specifically for Juvenile Law and procedures. Finalize purchase order investigative, forensic, and training supplies for the department. **Staff Responsible for Monitoring:** Chief of Police			**Nov**	**Feb**	**May**
0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue		

Goal 11: SAFETY - Tulia ISD will continue to monitor and provide a safe and secure environment for students, staff, and the community.

Performance Objective 1: Develop programs to encourage positive and law enforcement interactions.

    Evaluation Data Sources: Training certificates and drill logs.

Strategy 1 Details	Formative Reviews		
Strategy 1: Perform regularly scheduled safety drills and training at all campuses and facilities.	**Formative**		
Strategy's Expected Result/Impact: Safe schools **Staff Responsible for Monitoring:** Chief of Police, Campus Administrators	**Nov**	**Feb**	**May**
Strategy 2 Details	Formative Reviews		
Strategy 2: Develop anti-bullying and PBIS programs for our district to ensure we are providing the best service for our staff, students, and community.	**Formative**		
Strategy's Expected Result/Impact: Be more proactive in our contacts with students, staff, and parents. **Staff Responsible for Monitoring:** Chief of Police	**Nov**	**Feb**	**May**

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

District Funding Summary

211- Title I					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	1	1	New Teacher Academy		$0.00
2	1	1	Staff Development		$0.00
8	1	1	Supplies and Snacks for Meetings		$0.00
				Sub-Total	$0.00

255- Title II					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	1	1	Staff Development		$0.00
				Sub-Total	$0.00

199-local					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	1	1	Teacher Training		$0.00
2	1	1	Staff Development		$0.00
3	1	1			$0.00
3	1	2			$0.00
4	1	1	Supplies for Mentoring Program		$0.00
5	1	1			$0.00
6	1	1	Equipment and Supplies		$0.00
8	1	1	Supplies and Snacks for Meetings		$0.00
				Sub-Total	$0.00