

**Woodville Independent School District**  
**District Improvement Plan**  
**2023-2024**



# Vision

We envision safe schools where all children succeed and are encouraged to become lifelong learners, preparing them to thrive in a rapidly changing world.

## Woodville ISD Goals

2022-2023

1. Woodville ISD will implement The Effective Schools Framework on each campus focusing on five essential components; strong school leadership and planning, high-quality instructional materials and assessments, effective instruction, positive school culture, and strategic staffing. Campus and district accountability measures will improve based on increased student performance as compared to state averages and like districts.
2. Woodville ISD will provide a safe and positive learning environment for all students and staff, ensuring access to resources and technology necessary to promote quality instruction and academic achievement.
3. Woodville ISD will recruit, support and retain quality, caring and ethical educators who encourage, model, and promote lifelong learning.
4. Woodville ISD will actively seek to involve, and be involved with, all educational stakeholders to ensure the success of our students, our schools and our community.

# Honor Code

## WOODVILLE ISD HONOR CODE

I WILL BE:

RESPECTFUL

RESPONSIBLE

HONEST, AND

KIND...

TO MYSELF AND OTHERS.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

#### Demographics

- Increase student achievement for the lowest-performing sub-populations
  - African American
  - Special Education
  - ELL
  - Hispanic (growing population)
  - Economically Disadvantaged (this sub-population will be reported differently in 2018-2019 due to district-wide eligibility)

# Student Achievement

## Student Achievement Summary

### Student Achievement

- Increase the number of students reaching Meets and Masters on State Assessments
- Low performing in all tested subject areas with pockets of success at different grade levels/campuses
- Continue focusing on alignment of standards across the district to ensure student progress and growth
- Spotlight on development of basic foundational skills at early grades with a focus on kinder readiness
- Continue to work on sequence and alignment of courses for foundational endorsements and workforce development at HS

### Student Achievement Strengths

High School Students performing well in all subject areas (credit-based instruction)

Increase in number of students taking dual credit/Honors/Certification courses

# District Culture and Climate

## District Culture and Climate Summary

### School Culture and Climate

- Create a district-wide positive culture and climate. It should be where teachers want to work and students go to school.
- Continue working to promote the use of positive incentives to decrease negative behaviors.
- Create aligned systems of behavioral support with consistent discipline expectations and consequences
- Focus on teacher recruitment and retention strategies

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

- Reduce teacher turnover rate - currently at 25%
- Actively recruit certified, quality teachers to create database of viable applicants
- Conduct a district audit on salary, stipends, and benefits
- Professional development activities focused on building capacity of professional staff as effective classroom teachers

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

### Curriculum, Instruction, and Assessment

- Analyze data to drive instruction district-wide through the use of state and local assessments through the use of Eduphoria AWARE.
- Implement and train teachers on effectively using TEKS Resource System and TEKS Guides to drive classroom instruction
- Keep momentum of student performance checks at WIS.
- Increase the use of student performance checks at WES. Develop student performance checks for PK and Kinder to determine Kinder readiness.
- Implement student performance checks at WMS and WHS.



# Parent and Community Engagement

## Parent and Community Engagement Summary

### Parent, Family, and Community Engagement

- Increase the number of activities on each campus that allow parent, family, and community engagement. At the secondary level spotlight clubs, organizations, academics, and athletics.
- Increase the number of activities that involve each campus going into the community for outreach programs.

# District Context and Organization

## District Context and Organization Summary

### School Context and Organization

- Create a district administrative team that aligns goals, objectives and systems to improve student achievement district-wide
- Clearly communicate expectations to each campus principal.
- Maintain open lines of communication with each campus.
- Model administrative and instructional leadership.
- Include stakeholders in decision-making whenever possible.

# Technology

## Technology Summary

### Technology

- Provide a solid infrastructure that can support the technology we currently have in place.
- Increase and promote the use of technology that is seamlessly integrated into the classroom to align with T-TESS expectations.
- Provide professional development to staff on effectively integrating technology applications into daily instruction

# Comprehensive Needs Assessment Data Documentation

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

## **Improvement Planning Data**

- District goals
- State and federal planning requirements

## **Accountability Data**

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations

## **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
- STAAR released test questions
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- SAT and/or ACT assessment data
- PSAT

## **Student Data: Student Groups**

- Dyslexia data

## **Student Data: Behavior and Other Indicators**

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Student surveys and/or other feedback

## **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Professional development needs assessment data

## **Parent/Community Data**

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

## **Support Systems and Other Data**





- Processes and procedures for teaching and learning, including program implementation
- Budgets/entitlements and expenditures data

# Goals

Revised/Approved: September 18, 2023

**Goal 1:** Woodville ISD will implement The Effective Schools Framework with a primary focus on effective Tier I instruction. Campus and district accountability measures will improve based on increased student performance as compared to state averages and like districts.

**Performance Objective 1:** District and campus administration will focus on leadership skills to develop strong instructional leaders with clear roles and responsibilities.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> District and campus leaders monitor improvement targeted plans and make modifications to reach progress towards intended outcomes. <b>Strategy's Expected Result/Impact:</b> All goals mastered and progress made toward successful district and campus outcomes. <b>Staff Responsible for Monitoring:</b> District and campus administrators	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Campus instructional leaders meet on a weekly basis to focus on student progress and formative data. <b>Strategy's Expected Result/Impact:</b> Build leadership teams for instructional execution to support teacher actions to identify and fill gaps. <b>Staff Responsible for Monitoring:</b> District and campus administrators, Instructional Coaches, Assistant Principals, Counselors	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 1:** Woodville ISD will implement The Effective Schools Framework with a primary focus on effective Tier I instruction. Campus and district accountability measures will improve based on increased student performance as compared to state averages and like districts.

**Performance Objective 2:** Campus leadership retains effective, well-supported teachers by strategically recruiting, selecting, assigning and inducting teachers so that all students have access to high-quality educators.

**Evaluation Data Sources:** Retention of quality staff which will have a positive impact on student outcomes.





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The district will provide mentoring support from the District Instructional Coaches for all new teachers to improve the overall quality and effectiveness of instruction. <b>Strategy's Expected Result/Impact:</b> Ensure quality of effective instruction and increase student achievement. <b>Staff Responsible for Monitoring:</b> District Instructional Coaches, District and Campus Administrators.	Formative			Summative
	Nov	Jan	Mar	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div><div></div></div>Continue/Modify</div><div><div><div></div><div></div></div>Discontinue</div></div>				

**Goal 1:** Woodville ISD will implement The Effective Schools Framework with a primary focus on effective Tier I instruction. Campus and district accountability measures will improve based on increased student performance as compared to state averages and like districts.

**Performance Objective 3:** All Woodville ISD students will engage daily with TEKS-aligned, high-quality instructional materials, and assessments that support learning at appropriate levels of rigor.

### HB3 Goal

**Evaluation Data Sources:** NWEA MOY and EOY Data, District STAAR scores, Lesson Plans, and T-TESS Evaluations.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Accelerated Instruction (Soar) will be built into the master schedule across the district to provide TEKS based intervention for any student who do not pass STAAR/EOC assessments. <b>Strategy's Expected Result/Impact:</b> Accelerated instruction, targeting TEKS to help close gaps and proficiency in each content area. <b>Staff Responsible for Monitoring:</b> Campus teachers, Instructional Coaches, Campus and District Administrators	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The district will provide an interim data assessment platform, using NWEA Maps as well as frequent campus student performance checks to capture assessment data to assess growth and progress of the learner and measure instructional effectiveness. <b>Strategy's Expected Result/Impact:</b> Positive student outcomes and progress. <b>Staff Responsible for Monitoring:</b> Campus and District Administrators  <b>Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> The district's academic calendar will include days for school based professional development activities that align with the assessment calendar and allow for data-driven reflection. <b>Strategy's Expected Result/Impact:</b> Strengthen Instruction and meet the needs of all learners in the classroom. <b>Staff Responsible for Monitoring:</b> District and Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				



**Goal 2:** Woodville ISD will provide a safe and positive learning environment for all students and staff, ensuring access to resources and technology necessary to promote quality instruction and academic achievement.

**Performance Objective 1:** The district will continue efforts to review and update the Strong Start Plan, ensuring a well maintained, safe and conducive learning environment.

**Evaluation Data Sources:** Updated Strong Start Plan

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Strong Start Plan will be reviewed and update by the District Advisory Committee and Student Leadership Group periodically throughout the school year. <b>Strategy's Expected Result/Impact:</b> Review and update of Strong Start Plan and usage of ESSER funds. <b>Staff Responsible for Monitoring:</b> District Administrators and all stakeholders	Formative			Summative
	Nov	Jan	Mar	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div><div></div></div>Continue/Modify</div><div><div><div></div><div></div></div>Discontinue</div></div>				

**Goal 2:** Woodville ISD will provide a safe and positive learning environment for all students and staff, ensuring access to resources and technology necessary to promote quality instruction and academic achievement.

**Performance Objective 2:** District staff and students will share a common understanding of the mission, vision and honor code in practice and can explain how that are present in the daily life of the school.





**Evaluation Data Sources:** Campus and District Improvement Plans, posted visuals, surveys

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Student Leadership group will review the district's mission and honor code for staff and students in the district to follow.  <b>Strategy's Expected Result/Impact:</b> All stakeholders will honor the district's code of being respectful, responsible, honest and kind to themselves and others.  <b>Staff Responsible for Monitoring:</b> District and Campus Administrators Student Leadership Group		Formative			Summative
		Nov	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>					

**Goal 2:** Woodville ISD will provide a safe and positive learning environment for all students and staff, ensuring access to resources and technology necessary to promote quality instruction and academic achievement.

**Performance Objective 3:** District staff and students will continue to receive training on issues directly related to safety, mental health, and physical health.





**Evaluation Data Sources:** District and Campus Improvement Plans, SHAC meeting agendas and minutes.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> District staff and students will receive training on Title IX including but not limited to dating violence. Training will provide awareness and proper procedures for reporting. <b>Strategy's Expected Result/Impact:</b> Educate all staff and students of reporting procedure including anonymously reporting process on district's website. <b>Staff Responsible for Monitoring:</b> District and Campus Administrators  <b>Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The District Safety and Security Committee will continuously recommend improvements of increasing safety measures for district facilities. <b>Strategy's Expected Result/Impact:</b> Provide recommendations to trustees and administration related to district and campus safety. <b>Staff Responsible for Monitoring:</b> District Administration and Safety and Security Committee	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 2:** Woodville ISD will provide a safe and positive learning environment for all students and staff, ensuring access to resources and technology necessary to promote quality instruction and academic achievement.





**Performance Objective 4:** The district will continue to upgrade technology and provide tools and solutions to meet technology demands for instruction as well as safety.

**Evaluation Data Sources:** District and Campus Inventory

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The district will continue to evaluate and monitor district communication, security devices and systems. <b>Strategy's Expected Result/Impact:</b> Improvement of district communication, security devices and systems. <b>Staff Responsible for Monitoring:</b> District Technology Department	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The district will continue to support the district's technology needs by providing tools and training to maximize learning for all students. <b>Strategy's Expected Result/Impact:</b> Increase student and staff proficiency in district's technology systems. <b>Staff Responsible for Monitoring:</b> District Technology Department, Instructional Techs, District and Campus Administrators  <b>Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June
<div>  0% No Progress            100% Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 3:** Woodville ISD will recruit, support and retain quality, caring and ethical educators who encourage, model, and promote lifelong learning.  
#RelationshipsMatter

**Performance Objective 1:** The district will recognize teaching excellence and provide opportunities for all teachers to improve.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Campus Administrators will use the Texas Teacher Evaluation and Support System to help set professional goals for the district teaching staff. <b>Strategy's Expected Result/Impact:</b> Teachers will acquire professional development specific to their recognized needs and career goals. <b>Staff Responsible for Monitoring:</b> District Administrators Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The district will continue to submit data for the Teacher Incentive Allotment to reward and retain the most effective teachers by earning designations. <b>Strategy's Expected Result/Impact:</b> Approved Plan to reward and retain effective teachers. <b>Staff Responsible for Monitoring:</b> District and Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 3:** Woodville ISD will recruit, support and retain quality, caring and ethical educators who encourage, model, and promote lifelong learning.  
#RelationshipsMatter

**Performance Objective 2:** Woodville ISD will recruit, mentor, assist and train new teachers in order to reduce to loss of potential long term employees for the school district.





**Evaluation Data Sources:** Mentor and Instructional Coaching Evaluations

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The district will support Alternative Certification teachers through a district pathway for training and financial assistance to in order to recruit and retain quality teachers. <b>Strategy's Expected Result/Impact:</b> Retain quality teachers which will have a substantial positive impact on student outcomes. <b>Staff Responsible for Monitoring:</b> District and Campus Administrators, Instructional Coaches  <b>Title I:</b> 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div><div></div></div>Continue/Modify</div><div><div><div></div><div></div></div>Discontinue</div></div>				

**Goal 4:** Woodville ISD will actively seek to involve, and be involved with, all educational stakeholders to ensure the success of our students, our schools and our community.

**Performance Objective 1:** Stakeholders will engage in creating and continually refining the district and campus' mission, vision and values.

**Evaluation Data Sources:** District and Campus Advisory Committees  
District SHAC Committee

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The district's SEL Specialist/Parent Liaison will improve community outreach and provide opportunities for community members to experience and learn about programs and offerings from all campuses. <b>Strategy's Expected Result/Impact:</b> Increased community involvement on various committees and programs in the district <b>Staff Responsible for Monitoring:</b> District and Campus Administrators, SEL Counselor/Parent Liaison	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The district's Student Leadership group will discuss, review and actively participate in district's initiatives to ensure the involvement and success of students, staff and community. <b>Strategy's Expected Result/Impact:</b> Involvement of a successful Student Leadership Group <b>Staff Responsible for Monitoring:</b> District and Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

# Addendums



## Early Childhood Literacy Board Outcome Goal

The percent of 3<sup>rd</sup> grade students that score meets grade level or above on STAAR Reading will increase from 23% to 43% by June 2024.

### Yearly Target Goals

2020	2021	2022	2023	2024
23%	28%	33%	38%	43%

### Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020	17%	0%	29%	xx%	xx%	xx%	14%	5%	12%	xx%	14%	24%	21%
2021	24%	10%	34%	xx%	xx%	xx%	22%	12%	20%	xx%	22%	29%	26%
2022	32%	20%	39%	xx%	xx%	xx%	28%	20%	28%	xx%	30%	34%	32%
2023	38%	30%	44%	xx%	xx%	xx%	35%	28%	36%	xx%	38%	39%	38%
2024	43%	40%	48%	xx%	xx%	xx%	42%	36%	43%	xx%	44%	44%	43%

Early Childhood Math Board Outcome Goal													
The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 21% to 41% by June 2024.													
Yearly Target Goals													
2020	2021	2022	2023	2024									
21%	26%	31%	36%	41%									
Closing the Gaps Student Groups Yearly Targets													
	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020	26%	0%	23%	xx%	xx%	xx%	0%	5%	12%	xx%	14%	24%	11%
2021	28%	10%	28%	xx%	xx%	xx%	6%	10%	19%	xx%	20%	29%	18%
2022	31%	15%	31%	xx%	xx%	xx%	14%	15%	25%	xx%	28%	35%	24%
2023	35%	25%	35%	xx%	xx%	xx%	22%	23%	31%	xx%	34%	40%	30%
2024	40%	35%	40%	xx%	xx%	xx%	32%	34%	38%	xx%	40%	45%	36%

CCMR Board Outcome Goal													
The percentage of graduates that meet the criteria for CCMR will increase from 74% to 95% by August 2024.													
Yearly Target Goals													
2020	2021	2022	2023	2024									
74%	80%	85%	90%	95%									
Closing the Gaps Student Groups Yearly Targets													
	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020	62%	58%	80%	xx%	xx%	xx%	xx%	75%	70%	xx%	xx%	xx%	xx%
2021	68%	66%	85%	xx%	xx%	xx%	xx%	80%	80%	xx%	xx%	xx%	xx%
2022	76%	74%	88%	xx%	xx%	xx%	xx%	85%	85%	xx%	xx%	xx%	xx%
2023	84%	82%	92%	xx%	xx%	xx%	xx%	90%	90%	xx%	xx%	xx%	xx%
2024	93%	91%	97%	xx%	xx%	xx%	xx%	95%	95%	xx%	xx%	xx%	xx%