

# 2021-2026 Throckmorton Collegiate Independent School District (TCISD) Strategic Plan

## TCISD District Improvement Team, 21-26:

Todd Wilson	Superintendent
Rhonda Riley	Elem Principal
Kristina Gaspar	JH/HS Principal
Amy Anthony	Student Services
Peggy Presslar	Nurse
Mrs. Amy Jones	Cafeteria Director
Brandi Keeter	Elementary Teacher
Becky Gage	JH/HS CTE Teacher
Patrick Delaney	Agriculture Teacher
Ashley Redwine	Parent Representative
Brandon Chandler	Community Representative
David Crawford	Business Representative

# Statement of Philosophy

Throckmorton Collegiate ISD (TCISD) aspires to the holistic and optimum development of each student. Processes and programs will be deployed with the intention of developing citizens which effectively manifest the community-chosen outcomes articulated in the ***Throckmorton Learner Profile*** (TLP):

- Lifelong Learners
- Responsible Citizens
- Effective Communicators
- College- and Career- Ready
- Persons of Strong Character

These areas of development will be addressed through academic, co-curricular, extracurricular, and vocational programming.

## Comprehensive Needs Assessment (CNA)

During the planning process several data sets were accessed to inform the improvement planning process. These data include: MAP results, CBA data, STAAR results, EOC results, attendance data, the district TAPR Report, student/staff surveys, retention rates, failure reports, discipline records, transfer reports, and enrollment/demographic trend data.

## Analysis of Comprehensive Needs Assessment (CNA)

Upon review of the CNA, the TCISD DIT Committee concluded the following:

<b>Strengths of TCISD Programming</b>	<b>Areas in Need of Improvement in TCISD Programming</b>
<ul style="list-style-type: none"> <li>• Faculty/staff membership remains strong</li> <li>• A vibrant school vision is evident</li> <li>• Integration of technology into instruction has made a steady and strong advance</li> <li>• TCISD students have performed well in most competitive arenas</li> <li>• A strong professional learning community committed to student improvement has evolved among faculty</li> <li>• TCISD has developed a reputation among the broader</li> </ul>	<ul style="list-style-type: none"> <li>• Better effort to forge stronger parental partnership is needed</li> <li>• Digital citizenship skills need emphasis</li> <li>• Increase use of learning tasks designed to address all dimensions of the Throckmorton Graduate Profile (TLP)</li> <li>• All student groups are struggling academically</li> </ul>

educational community as a leader in learning environment deployment aimed at creating future-ready students • Fiscal stewardship will continue to be a priority	
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<b>_ Goal 1: Optimize Learning _</b>	<b>_ Goal 2: Safe &amp; Nurturing Learning Environment _</b>	<b>_ Goal 3: Exemplary Stewardship _</b>
<p><i>All TCISD students and staff will grow to their optimum potential within each dimension of the Throckmorton Learner Profile (TLP).</i></p> <p><b>Focus Areas:</b></p> <ul style="list-style-type: none"> <li>■ Meet needs of diverse learners</li> <li>■ Monitor performance results</li> <li>■ Student engagement</li> <li>■ Educate students along all dimensions of the Throckmorton Learner Profile</li> </ul> <p><b>Performance Measures:</b></p> <ul style="list-style-type: none"> <li>■ Graduation rates</li> <li>■ Report cards</li> <li>■ District benchmarks and diagnostics</li> <li>■ STAAR/EOC</li> <li>■ NWEA MAP; CIRCLE</li> <li>■ ACT/PLAN/EXPLORE/SAT/PSAT</li> <li>■ Dyslexic Program Evaluation</li> <li>■ Portfolios/Demonstrations</li> <li>■ PEIMS Data</li> <li>■ RtI Data</li> <li>■ Number of college hours</li> <li>■ AVID strategies used</li> </ul> <p><b>Strategies:</b></p> <ul style="list-style-type: none"> <li>■ Raise the level of academic rigor in all disciplines</li> <li>■ Implement AVID learning strategies throughout</li> </ul>	<p><i>TCISD will provide a learning environment that is physically and emotionally safe and that supports students with caring, nurturing professionals.</i></p> <p><b>Focus Areas:</b></p> <ul style="list-style-type: none"> <li>■ Improve communications between school and home</li> <li>■ Improve security and emergency response measures</li> </ul> <p><b>Performance Measures:</b></p> <ul style="list-style-type: none"> <li>■ Staff and community surveys</li> <li>■ Comprehensive Needs Assessment</li> </ul> <p><b>Strategies:</b></p> <ul style="list-style-type: none"> <li>■ Intensify use of technology in school-home communications</li> <li>■ txConnect</li> <li>■ Implement Guardian program to bolster safety environment</li> </ul>	<p><i>TCISD will exercise operational practices that are efficient and effective, making best use of the resources provided by stakeholders.</i></p> <p><b>Focus Areas:</b></p> <ul style="list-style-type: none"> <li>■ Deploy continuous improvement processes</li> <li>■ Build leadership capacity in both staff and students</li> </ul> <p><b>Performance Measures:</b></p> <ul style="list-style-type: none"> <li>■ Internal and external customer satisfaction surveys and feedback portals</li> </ul> <p><b>Strategies:</b></p> <ul style="list-style-type: none"> <li>■ Model practices/strategies to build a communities of learning</li> <li>■ Engage in strategic partnerships with business and non-governmental entities</li> </ul>

<ul style="list-style-type: none"> <li>■ all grade levels</li> <li>■ Increase use of problem-based learning as an instructional tool</li> <li>■ Ownership of learning</li> </ul>		
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2021-2026

Campus: Throckmorton Collegiate ISD

<b>Goal 1: Optimize Learning</b>				
	<b>Process Management – Specific Action Steps and Timelines for Each Change Strategy</b>	<b>Start - Finish Dates</b>	<b>Responsibility</b>	<b>Resources Costs/Services</b>
1	Enhance writing instruction to elementary students by designating dedicated time to that process four days weekly.	Aug 2021- May 2026	Faculty and Instructional Support Personnel	Time; Quality curriculum tools; Budgeted funds; Grant/Gifted funds
2	Continue implementation of 1-to-1 availability of technology devices to all students in grades Pre-K through 12.	Aug 2021- May 2026	Board of Trustees; Administration	Budgeted funds; Grant/Gifted funds
3	Administer Benchmarks to ensure appropriate scope, sequence, and cognitive levels of instruction and assessment in each K-11 grade classroom.	Nov 2021- March 2026	Administration; Counselor; Faculty and Instructional Support Personnel; Faculty and Instructional Support Personnel	Time; Quality curriculum tools; DMAC
4	Engage in observations of instructional practices through Harvard Instructional Rounds	Sep 2021- May 2026	Administration; Counselor; Faculty and Instructional Support Personnel	Time; Harvard Rounds training
5	Develop and administer staff development focused on engaged and rigorous learning models, and the TLP	Aug 2021- July 2026	Administration; Counselor; Faculty and Instructional Support Personnel	Time; Quality curriculum tools
6	Deploy an Embedded Staff Development model by which teachers observe, dialogue, and collaborate with other teachers toward raising the level of instructional best practices.	Aug 2021- May 2026	Administration; Counselor; Faculty and Instructional Support Personnel	Time;
7	Provide and support advanced courses for high school students via online delivery.	Aug 2021- May 2026	Administration; Counselor; Faculty and Instructional Support Personnel	Quality curriculum tools; Budgeted fund; Grant/Gifted funds
8	Enhance higher order thinking in students through deployment of multi-media projects and project-based lessons that are integrated with core subject area and aligned to TLP dimensions	Aug 2021- May 2026	Administration; Faculty and Instructional Support Personnel	Time; Quality curriculum tools
	Fully implement the Early College High School model	Aug 2021- July	Board of Trustees; Administration;	Budgeted fund;

9		2026	Counselor; Faculty and Instructional Support Personnel	Grant/Gifted funds
10	Use leveled library as enhancement to the regular instructional program	Aug 2021- May 2026	Faculty and Instructional Support Personnel	Budgeted funds
11	Enrollment in PSAT for all 10 <sup>th</sup> and 11 <sup>th</sup> graders to provide college readiness assessment.	Aug 2021- Dec 2026	Counselor	Budgeted funds
12	Provide targeted counseling and intensive academic support for At-Risk students. Specifically, additional tutoring during the instructional day will be provided.	Aug 2021- May 2026	Counselor	Time;Budgeted funds
13	Deploy transition services to aid high school students in preparation for higher education.	Aug 2021- July 2026	Administration; Counselor; Faculty and Instructional Support Personnel	time
14	Continue and enhance the dyslexia program, to identify and best serve dyslexic students at appropriate age levels.	Aug 2021- July 2026	Administration; Counselor; Faculty and Instructional Support Personnel	Time;Quality curriculum tools; Neuhaus
15	Provide professional development for differentiation and for meeting needs of special learners such as those in special education, ELL, dyslexic, At-Risk, G/T, and 504 programs.	Aug 2021- July 2021	Administration; Counselor; Faculty and Instructional Support Personnel	Time;Budgeted funds
16	Continue deployment of a long-term plan for technology integration.	Aug 2021- May 2026	Board of Trustees; Administration; Faculty and Instructional Support Personnel	Time
17	Provide professional development directed at seamlessly enhancing the integration of technology into the regular instructional format.	Aug 2021- July 2026	Administration	Time;Budgeted funds
18	Conduct inter-district professional development in order to trade and disseminate best instructional practices, especially with regard to technology integration.	Aug 2021- July 2026	Administration; Faculty and Instructional Support Personnel	Time;Budgeted funds
19	Deploy high-yield instructional strategies at all grade levels to ensure optimal learning by ALL students.	Aug 2021- May 2026	Faculty and Instructional Support Personnel	Quality curriculum tools
20	Administer the EXPLORE (8 <sup>th</sup> graders) and PLAN (10 <sup>th</sup> graders) exams to students for predictive and diagnostic use.	Aug 2021- Dec 2026	Counselor	Time;Budgeted funds
21	Provide an array of high demand, high paying vocational and technical education pathways	Aug 2021- May 2026	Board of Trustees; Administration; Counselor;	TWC data; master schedule
26	Students will take classes through Cisco for their Associate's of Arts Degree Plan and/or certificate program	Aug 2021- May 2026	Administration; Counselor	Budgeted funds; MOU
23	Build intervention time into the school day for struggling learners.	Aug 2021- May 2026	Board of Trustees; Administration; Counselor	Quality curriculum tools
24	Implement Advancement Via Individual Determination (AVID) across all grade levels to facilitate students learning how they learn and learning to take ownership of their own learning.	Aug 2021- May 2026	Administration; Counselor; Faculty and Instructional Support Personnel	Time;Grant/Gifted funds; AVID SI
25	Students will have opportunity through PTECH to stay enrolled and take classes at Tech or WTAM on TCISD campus to earn their Bachelor's degree	Aug 2021-May 2026	Site coordinator/supt; counselor	Time to recruit; degree plans

26	Enhanced through TPAC pillar 1 located here	Aug 2021-May 2026	Administration; DIT; teachers	
	<b>Goal 2: Safe &amp; Nurturing Learning Environments</b>			
	<b>Process Management – Specific Action Steps and Time Lines for Each Change Strategy</b>	<b>Start - Finish Dates</b>	<b>Responsibility</b>	<b>Resources Costs/Services</b>
1	Improve communications with parents by promoting the parental view portal to allow for monitoring of grades and attendance.	Aug 2021- July 2026	Board of Trustees; Administration; Counselor; Faculty and Instructional Support Personnel; Support Personnel	Time
2	Continue improvement and use of the district website, Facebook, and Twitter for enhanced school-to-home communications.	Aug 2021- July 2026	Administration; Counselor; Faculty and Instructional Support Personnel; Support Personnel	Time; social media platforms
3	Continue to seek out external opportunities for TCISD students to demonstrate/share their learning with those outside Throckmorton.	Aug 2021- July 2026	Board of Trustees;; Administration; Counselor; Faculty and Instructional Support Personnel	Time
4	Meet regularly to review student performance data and plan for intervention for struggling students.	Aug 2021- May 2026	Administration; Counselor; Faculty and Instructional Support Personnel	Time
5	Engage secondary students in on-site experiences at college campuses and job fairs to ease the transition from high school to higher education.	Aug 2021- May 2026	Administration; Counselor	Time; Budgeted funds
6	Provide students with instruction/information addressing student health needs i.e. HIV/AIDS, teen pregnancy, drugs, alcohol, violence prevention, Internet safety, bullying, and safe dating strategies.	Aug 2021- May 2026	Administration; Counselor; Faculty and Instructional Support Personnel; Support Personnel	Time
7	Engage students in meaningful Internet safety training, embedded in the regular instructional formatting.	Aug 2021- May 2026	Administration; Counselor; Faculty and Instructional Support Personnel	Time
8	Review and revise discipline management plan, as embedded in the Code of Conduct and communicated through the Student Handbook.	Aug 2021- July 2026	Board of Trustees;; Administration; Counselor; Faculty and Instructional Support Personnel; Support Personnel	Time
9	Continue to invite professionals from other schools to TCISD to observe instruction and provide feedback, known as external rounds	Aug 2021- April 2026	Board of Trustees; Administration; Counselor; Faculty and Instructional Support Personnel	2 days dedicated for external rounds
10	Engage in parental education sessions to promote parent understanding and collaboration in the appropriate use of instructional technology.	Aug 2021- July 2026	Administration; Counselor; Faculty and Instructional Support Personnel	Time
11	Conduct an Open House to strengthen the partnership between parents and the school.	October of each year	Board of Trustees; Administration; Counselor; Faculty and Instructional Support Personnel; Support Personnel	Time
12	Revise and deploy a comprehensive, yet succinct, emergency response	Aug 2021- May	Board of Trustees;; Administration;	Time; log of drills

	system, and engage in regular drills of same.	2026	Counselor; Faculty and Instructional Support Personnel; Support Personnel	
13	Implement Guardian plan to bolster comprehensive safety of the learning environment	May 2021-May 2026	Board of Trustees; Administration	Time; Budgeted funds
14	Employ positive behavior management system and Conscious Discipline strategies district wide	Aug 2021-May 2026	Leadership Team	Time; budgeted funds
15	Monthly grade level counseling	Oct 2021-May 2026	Counselor	time
16	Train staff in ALICE	August 2026	Superintendent; Assistant Principal	ALICE training; curriculum
17	Continue to revise/review Emergency Operations Plan	monthly	EOP team	EOP; sign in sheets
18	Continue to review/review crisis management plan	August 2021-Oct 2026	Crisis Management team; SBDM	Crisis Management Plan
19	Continue to review/review After Trauma Plan	Oct 2021-Nov26	Crisis Mgmt team; local law enforcement	After Trauma Plans; exemplar trauma plans
20	Enhance through TPAC pillar 7 activities as measured <a href="#">here</a>	Aug 2021-May 2026	SBDM team; teachers; students	Signaling chart

<b>Goal 3: Exemplary Stewardship</b>				
	<b>Process Management – Specific Action Steps and Time Lines for Each Change Strategy</b>	<b>Start - Finish Dates</b>	<b>Responsibility</b>	<b>Resources Costs/Services</b>
1	Conduct Comprehensive Needs Assessment and Community Engagement Survey to discern levels of operational efficiency and opportunities for improvement.	March of each year	Board of Trustees; Administration	Time; survey
2	Engage in frequent classroom walkthroughs and feedback from instructional leaders through Harvard internal rounds	Aug 2021-April 2026	Administration; Faculty and Instructional Support Personnel	Time; rounds data; problems of practice
3	Engage in monthly budget monitoring as a business team to provide tighter process controls. Funds to be monitored are budgeted local funds, student activity accounts, and state and federally awarded grants.	Aug 2021 - July 2026	Supt; business manager; board	Time
4	Ensure that all faculty are highly qualified for the field(s) in which they are teaching.	Aug 2021- May 2026	Administration; Counselor	Time
5	Engage in purposeful and frequent processes of continuous improvement in order to optimize efficiency and effectiveness.	Aug 2021- July 2026	Board of Trustees; Administration; Counselor; Faculty and Instructional Support Personnel	Time

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