



Channing Independent School District District Improvement Plan 2021-2022

County District Number: 103-901

CISD Board Approval: November 11, 2021

Revised

Revised

Reviewed

Revised

Mission Statement

Policy AE

Our goal is to promote excellence in student achievement and to create a positive learning environment through establishing and strengthening lines of communication between school, home, and community. We will involve parents and community members in the learning process to ensure that our students experience success.

Long Range Goals

1. The Board of Trustees and administration of Channing ISD will collaborate to provide appropriate curriculum and instruction which targets student growth for all student subgroups.
2. The Board of Trustees and administration of Channing ISD will provide opportunities to improve post-secondary options.
3. The Board of Trustees and administration of Channing ISD will encourage effective and quality parental involvement.
4. The Board of Trustees and administration of Channing ISD will maintain a 96% attendance rate and maintain a dropout rate of 0%.
5. The Board of Trustees and administration of Channing ISD will integrate technology in instructional and administrative programs.
6. The Board of Trustees and administration of Channing ISD will ensure students and staff are safe at school and school related activities.
7. The Board of Trustees and administration of Channing ISD will provide staff with appropriate, beneficial, and meaningful staff development while recruiting and retaining certified teachers.

The accountability rating for the school District will remain a “B” (82).

District Board of Trustees

Benny Moore
Jay West
Penny Loudder
Orlando Camacho
Monnie Harris
Kirk Dahl

President
Vice-President
Secretary
Member
Member
Member

Channing ISD District Improvement Team

Michael Stevens
Steve Wallace
Kim Pacino
Debra Crain
Josh Ross
Tara Phillips
Dante Aguilar
Danon Rainwater
Tod Browning
Kerra Meurer
Ronnie Gordon
Timbra Morris

Superintendent
Principal
Teacher
Teacher
Teacher
Teacher
Parent
Parent
Community Member
Community Member
Business Representative
Business Representative

Comprehensive Needs Assessment

Comprehensive Needs Assessment Process Summary

A summary of the findings is listed below. A closer review of the data followed with each group assigned to a specific area of data to analyze. Each team reported on their analysis and identified significant findings. A collaborative discussion process was utilized to review concerns and celebrations. This was followed by the creation of a recommended list of priorities which is also listed below. New performance objectives were discussed and written, followed by appropriate strategies, timelines, benchmark assessments, resources, etc. for each goal and performance objective.

Summary of 2020-2021 Program Evaluation

Goal 1: The Board of Trustees and administration of Channing ISD will provide all instructional staff with professional development to meet student needs and enhance student performance.

Teachers were provided several professional development opportunities in the summer through the use of comp days. During teacher in-service the school district provided various staff developments for the teachers to help the teachers grow. The in services provided were DMAC, TEKS Resource, Google, Title IX, Title I, Edgenuity, CPR/First Aid, T-TESS Orientation.

Goal 2: The Board of Trustees and administration of Channing ISD will improve student performance in all subgroups to meet state standards on STAAR assessments.

Efforts were made in the 2020 – 2021 school year to improve student performance for all subgroups. There is not assessment data from the 2019-2020 school year to determine student growth for the 2020-2021 school year. Areas we need to improve as a district, that were determined by our last state assessment results, are 3rd and 4th grade Math and ELAR. We also need to continue to improve our 6th grade ELAR as well.

Goal 3: The Board of Trustees and administration of Channing ISD will maintain a 96% attendance rate and maintain a dropout rate of 0%.

For the 2020-2021 school year, Channing ISD had a 96.35% attendance rate (with Pre-K included) and a 0% dropout rate, so the goal was achieved.

Goal 4: The Board of Trustees and administration of Channing ISD will provide opportunities to improve post-secondary options.

Post-secondary options afforded to Channing ISD students include:

- Dual-credit classes with Frank Phillips College in Dalhart.
- Additional opportunities provided for industry certifications approved by TEA through Frank Philips College.

Goal 5: The Board of Trustees and administration of Channing ISD will have parent and community engagement.

Events which involved parent and community include:

- “Meet the Teacher” night before school begins in August
- Parent/Teacher conferences
- Talent show/variety show
- Fall carnival
- Veteran’s Day program
- Christmas Concert

Goal 6: The Board of Trustees and administration of Channing ISD will ensure student and staff will be safe at school and school related activities.

- School marshal established for Channing ISD.
- Increased school security with the use of Safety and Security Grant Money.
 - Completion of installing ballistic glass for the school’s entry

Goal 7: The Board of Trustees and administration of Channing ISD will provide accelerated instructional services for student performing above and below grade level, including special populations.

- Mrs. Dahl is a dyslexia and reading specialist for Channing ISD and provided services for these students.
- Mrs. Garcia provided special education resources for this student population.
- Mrs. Dahl provided gifted-and-talented services for this student population.

Goal 8: The Board of Trustees and Administration of Channing ISD will ensure technology is integrated into instructional and administrative programs.

- For the 2019-2020 school year we purchased many devices to upgrade the school’s technology resources.
- We have devised a plan to improve the school’s technology resources even more and infrastructure by using ESSER III funds.
 - Purchase 18 Interactive TV’s
 - Purchase 26 Teacher Laptops
 - Purchase 60 student Chromebooks
 - Purchase 2 additional fiber runs to help connectivity in outlying buildings
 - Purchase 4 additional servers to replace old servers

Goal 9: The Board of Trustees and administration of Channing ISD will ensure that all students will be taught by certified teachers by the end of the 2018-2019 school year.

Goal is a work in progress, with the following teachers uncertified as of the end of the 2019 – 2020 school year:

- Mrs. Harris (5th grade math)
- Mr. Aguilar (Business/Spanish)
- Ms. Lookingbill (High School English)
- Mrs. Love (3rd grade)
- Mrs. Olivarez (Junior High/High School Math)
 - Resigned and replaced by a certified math teacher

Navigating COVID-19 during the 2020-2021 school year provided issues with getting people to testing locations and certification companies having personnel come out to observe our teachers for the program.

The teachers listed below completed requirements for certification during the 2020-2021 school year.

- Mrs. Garcia (Special Education)
- Mrs. Barber (2nd grade)

Committee/Persons responsible for each focus area of the Comprehensive Needs Assessment

Focus Area	Person(s) Responsible
Demographics	April Whaley, Tuan Clay, Jeff Sanders
Student Achievement	Steve Wallace, Michael Stevens
School Culture and Climate	Mollie Dahl, Melissa Garcia, Micah Meurer
Staff Quality, Recruitment, and Retention	Judy Barber, Tara Phillips, Renee Miller
Curriculum, Instruction, and Assessment	Dante Aguilar, RaeAnn Stevens, Carolyn Nelson
Family and Community Involvement	Michael Stevens
School Context and Organization	Michael Stevens
Technology	Danon Rainwater, Michael Stevens

COMPREHENSIVE NEEDS ASSESSMENT SUMMARY

Data Sources Reviewed:

- STAAR Statewide Summary
- DMAC Reports
- PEIMS Reports
- TxEIS Reports
- State Accountability Report
- PBMAS Report
- Teacher/Student Surveys
- 2021 Yearbook
- Interviews

Area Reviewed:	Summary of Strengths	Summary of Needs	Priorities
<p>Summary</p>	<p>What were the identified strengths?</p>	<p>What were the identified needs?</p>	<p>What are the priorities for the campus, including how federal and state program funds will be used?</p>
<p>Demographics:</p> <p>Channing ISD is in Channing, Texas. Channing, Texas, is located 45 minutes Northwest of Amarillo, Texas, on Highway 385. During the 2020-2021 school year our enrollment was 166 students.</p> <p>Demographics:</p> <p>Grade Span: PK-12</p>	<ul style="list-style-type: none"> ● White students who approach in writing on the state assessment. ● Hispanic students who approach and meet on social studies state assessment. ● Students who are two or more races in Social Studies. 	<ul style="list-style-type: none"> ● Students who are ELL need to increase their scores on approaches in ELAR and Science. ● White students need to increase their meets grade level in mathematics school wide. ● White students need to increase meets grade level in writing. 	<p>When determining priorities, we have considered that the campus is additional targeted because of the number of our white students who have not met the meets grade level percentage required by the state. Other subgroups are close to doing the same for three consecutive years. The other subgroups are Hispanic and Economically Disadvantaged. These three subgroups are a priority with a</p>

<p>Economically Disadvantaged: 72%</p> <p>EL: 12%</p> <p>Mobility Rate: 11.4%</p> <p>Special Education: 12.9%</p> <p>White 57%</p> <p>Hispanic 39%</p> <p>African American 1%</p>			<p>need. These needs will be filled by providing an Eagle Time period where students are assigned to tutorials. Teachers will be receiving additional tools to help desegregate student data in order to help teachers determine which area students need remediation. We also purchased additional curriculum and instructional tools for these teachers to use. The tools are DMAC and TEKS Resource System.</p>								
<p>Student Achievement:</p> <p>Channing ISD received a grade of a B (82) on the most recent report card. Channing school is an additionally targeted campus because of the percentage of students who met grade level. Channing School earned two distinctions.</p> <p>Percent of Students at Approaches</p> <table border="0"> <tr> <td>All Students</td> <td>72%</td> </tr> <tr> <td>Reading</td> <td>66%</td> </tr> <tr> <td>Math</td> <td>73%</td> </tr> <tr> <td>Writing</td> <td>79%</td> </tr> </table>	All Students	72%	Reading	66%	Math	73%	Writing	79%	<ul style="list-style-type: none"> Percentage of all students who approach grade level on the Social Studies state assessment. Percentage of all students who meet grade level on the Social Studies state assessment. 	<ul style="list-style-type: none"> Increase the percentage of all students who meet or exceed grade level on the ELAR state assessment. Increase the percentage of all students who meet or exceed grade level on the Math state assessment. Increase the percentage of white students who meet or exceed grade level the writing state assessment. Increase the percentage of ELL students who approached or exceed grade level on the state assessment. 	<p>When determining priorities, we have considered that the campus is additional targeted because of the number of our students who have not met the meets grade level percentage required by the state. Other subgroups are close to doing the same for three consecutive years. We need to increase the number of all of our students who meet or exceed grade level on the state assessment. Another specific area that needs to be addressed is our 3rd grade students who are in 4th grade for the 2021-2022 school year. To help with this we are providing additional personnel to help with interventions. The school has</p>
All Students	72%										
Reading	66%										
Math	73%										
Writing	79%										

<p>Social Studies 88%</p> <p>Science 76%</p>		<ul style="list-style-type: none"> • Increase the percentage of 3rd grade students who are now 4th grade students who approach on the Math and Reading STAAR tests. 	<p>brought iReady to us as a tool with these students. Other tools we are using are DMAC and TEKS Resource System.</p>
<p>School Culture and Climate:</p> <p>The school culture is positive and changes are happening at Channing ISD. We have an amazing opportunity at our school to build relationships with all stakeholders.</p>	<ul style="list-style-type: none"> • Willingness of the school and community to help each other • Opportunity to build relationships within a school our size. • Development of PTO and community support • Updates in technology school-wide • Partnership with FPC and the district paying for Dual Credit courses 	<ul style="list-style-type: none"> • We need to have more of a follow-through mindset. (finish what we start) • Build relationships with parents through teacher parent communication • Positive Behavior Intervention Strategies • Consistency with school systems and expectations 	<ul style="list-style-type: none"> • Professional Development to produce more rigor in the classroom. • Follow-through with activities and organizations to promote school involvement. • Leadership opportunities such as student council and NHS. • Increase encouragement of participation by showing more of what we are doing. Celebrate our students through social media and the newspaper.
<p>Staff Quality/Professional Development</p> <p>The quality of staff is great and the selling point is the community atmosphere and small classes. Channing ISD currently has many teachers who are not certified. We will focus on increasing the number of</p>	<ul style="list-style-type: none"> • Competitive teacher salaries • Pay above state minimum on health insurance. • Teacher housing at a reasonable rate. • Grow your own program. • ESL Certification Bonus 	<ul style="list-style-type: none"> • Requiring teachers who are not certified to get certified. • Development of a plan to get them certified. • Professional development opportunities. 	<p>Maintaining an expectation of teachers being certified. Promote and use the grow your own program for teachers.</p> <p>Provide pertinent professional development opportunities for staff.</p>

<p>teachers who are certified and retain them.</p>			
<p>Curriculum, Instruction, Assessment</p> <p>Channing ISD staff uses TEKS Resource System for their yearly scope and sequence, for curriculum, and assessments. Teachers also use state adopted texts, Teachers Pay Teachers activities, and other teacher found resources to supplement curriculum. Assessments used include the STAAR test, TEKS Resource assessments, teacher created and teacher found assessments. DMAC is used to disaggregate major assessment data.</p>	<ul style="list-style-type: none"> ● TEKS Resource year scope and sequence ● Adopted texts (most) link to Google classroom 	<ul style="list-style-type: none"> ● Vertically aligned curriculum ● Vertically aligned instruction ● More rigorous teacher found/created assessments. 	<ul style="list-style-type: none"> ● Curriculum and instruction platforms that are vertically aligned for consistency. ● Access to STAAR level assessments and instructional resources ● ACT and TSI preparation materials and resources
<p>Family and Community Involvement</p> <p>Being a small community, the school plays a vital role in all aspects of the community. The school must work hand in hand with families and all community members. Numerous opportunities are available for community/family involvement throughout the school year. These opportunities, as well as the school, would not be the</p>	<p>Provide the community with many events so they can be part of the school community.</p> <ul style="list-style-type: none"> ● Variety Show ● Fall Festival ● Veterans Day program ● Christmas program ● Basketball games ● Volunteer Fire Department fundraiser ● Flag program through FFA 	<ul style="list-style-type: none"> ● Continue to improve use of technology to increase communication between schools and families/community. ● Investigate new ways to increase family/community involvement. ● Offer parent meetings on college applications and financial aid. 	<ul style="list-style-type: none"> ● Provide recognition to community organizations and families who support school endeavors. ● Continue to seek new ways to involve families/community in school programs. ● Work with outside organizations to provide trainings/programs for community/families.

<p>same without the support of community members.</p>	<p>Use of kitchen for Meals on Wheels Use of auditorium for funerals Lunch Buddies</p>	<ul style="list-style-type: none"> ● Investigate opportunities for students to be involved in the community through volunteerism. 	
<p>School Context and Organization</p> <p>Channing ISD provides students with multiple opportunities to get involved in various organizations that relate to co-curricular and extracurricular activities.</p>	<ul style="list-style-type: none"> ● OAP ● FFA 	<ul style="list-style-type: none"> ● Increase the number of students who are competitive in UIL Academics. ● Increase the number of students who are in Choir. ● Increase the number of students who participate and stay in various sports. 	<ul style="list-style-type: none"> ● Increase success in UIL Academics. ● Increase success in Athletics.
<p>Technology</p> <p>Channing ISD has:</p> <ul style="list-style-type: none"> ● A computer lab ● PK-8 grade has one Chromebook cart for each grade level ● Several copiers and a printer ● HS students one-to-one with Chromebooks ● Laptops for teacher computers ● A couple Smartboards 	<ul style="list-style-type: none"> ● HS students one to one with Chromebooks ● Use of Chromebook carts 	<ul style="list-style-type: none"> ● Outdated teacher laptops ● Some Chromebooks are becoming outdated ● Interactive TV's rather than smartboards for all teachers ● Beef up the infrastructure with fiber runs and replace old servers. 	<p>The infusion of ESSER funds will help the school district upgrade technology. Once the technology upgrades have been completed the school district will have a technology plan in which technology is on a rotation to update our technology. This will take a few years as we phase it in.</p>

Recommended Priorities

1. Increase students' academic expectations.
2. All students who were did not meet, approaches, or meets grade level will need to grow 10 percent on the state assessment.
3. Use of intervention tools and personnel to provide students with targeted intervention.
4. Increase the number of certified teachers.
5. Increase our technology capabilities.

State Compensatory Education Funds (SCE) statement

State Compensatory Education funds will be targeted to serve students identified as at-risk of failing to meet the state standards.

Key to Program Budget Codes and Title I Schoolwide Components

Program Budget Codes		Title I Schoolwide Components	
Abbreviation	Program	Abbreviation	Component
T IA	Title I, Part A	CNA	Campus Needs Assessment
T IC	Title I, Part C (Migrant)	RS	School Reform Strategy
T IIA	Title II, Part A (TPTR)	HQ	Highly Qualified
T IID	Title II, Part D (Technology)	PD	Professional Development
ECA	Early Childhood Allotment	ER	Employee Recruitment
SCE	State Compensatory Education (Supplemental to Instruction)	PI	Parental Involvement
OEYP	Optional Extended Year	T	Transition
AMI / ARI	Accelerated Math/Reading Instruction	TIA	Teacher Involvement in Assessment
LOCAL	Local Funds	SA	Timely Assistance of Student Mastery
D	Dyslexia	CIS	Coordination / Integration of Services
SPED	Special Education		
CTE	Career and Tech Education		
CCMR	College, Career, and Military Readiness		

Goal 1	Channing ISD will collaborate to provide appropriate curriculum and instruction which targets student growth for all student subgroups.						
Performance Objectives	<ul style="list-style-type: none"> • Improve student performance on state assessment where more students achieve meets grade level in all subgroups. • Identify students K-3 who are not on grade level in reading. • Enhance student performance for our special population students to a level at or above the grade level. 						
Summative Evaluation	State assessment results and DMAC reports disaggregated by student group. TEA report card and accountability report.						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timelines	Title I Schoolwide Components
Analyze STAAR/EOC data for areas of need.	Principal, Interventionist, and Teachers	Local/SCE	Prior to STAAR/EOC assessment	DMAC reports TAPR report	DMAC Reports	On going	RS, SA
Target identified STAAR/EOC objectives or SEs for improvements and implement strategies.	Principal, Interventionist, and Teachers	Local/SCE	May 2022	DMAC reports	DMAC reports	On going	RS, SA
Teachers will develop benchmark tests.	Interventionist and Teachers	Local/SCE	February 2022	DMAC reports	Results on the DMAC website	Once per semester	RS, TIA, SA
Use of TPRI for early literacy learners.	Principal, Interventionist, and Teachers	ECA	2021-2022 school year	TPRI Reports	TPRI Reports	May 2022	RS, TIA
Utilize interdisciplinary strategies to address needs of gifted population.	Principal and Teachers	GT	May 2022	Gifted students continue to stay engaged in class and are being challenged.	The quantity of gifted students achieving level III on the	May 2022	CIS, RS

					STAAR/E OC exams		
ESL students will be serviced by certified teachers	ESL Coordinator, Counselor, and Principal	SCE	May 2022	All ESL students being serviced by certified ESL teachers	Increased ELL level	May 2022	HQ, RS, PD
Use of Assigned tutorials to provide intervention through acceleration of students.	Principal, Interventionist, and Teachers	SCE	On going	Master Schedule	Increased STAAR/EO C scores	May 2022	RS, SA
Provide services for dyslexic students	Dyslexia Teacher	D	May 2022	Students being excited out of the dyslexia program	Increase the number of students being exited out of the dyslexia program	May 2022	CIS

Goal 2	Channing ISD will provide opportunities to improve post-secondary options.						
Performance Objectives	<ul style="list-style-type: none"> Expose students to various potential post-secondary educational opportunities. Support students by providing them with resources to help them enter college. 						
Summative Evaluation	CCMR data on TAPR report, Increased ACT/SAT scores.						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timelines	Title I Schoolwide Components
College and Career Days at Frank Phillips College and Dalhart High School	Counselor	CCMR	May 2022	Students in attendance	Increased student admission into post-secondary institution.	May 2022	SR, T
FAFSA workshops	Counselor	CCMR	May 2022	Students graduate with their FAFSA being filled out.	Students graduate with their FAFSA being filled out.	May 2022	T, PI
Scholarship Meetings	Counselor	CCMR	May 2022	Sign-in Sheet	Students apply and receive scholarships	May 2022	T, PI
Offer ASVAB and encourage the military recruiters to visit.	Counselor	CCMR	October 2022	ASVAB report	Students getting accepted into the military.	October 2022	T
Pay for all Juniors and some Seniors to take the ACT and TSIA.	Superintendent	CCMR	March 2022	Invoice for ACT	Increased ACT scores.	March 2022	T
Administer PSAT	Counselor	CCMR	October 2022	Invoice for PSAT	Increased SAT scores.	October 2022	T
Offer and pay for Dual Credit courses for students who qualify.	Superintendent and Counselor	CCMR	May 2022	Students Transcripts	Students Transcripts.	May 2022	T
Discuss and monitor student's personal graduation plans.	Counselor	CCMR	On going	Copies of student's personal graduation plans.	Copies of student's personal graduation plans.	May 2022	T, PI, CIS
College Preview Days for Juniors and Seniors at Texas Tech University and West Texas A&M University.	Counselor	CCMR	On going	Photos of students at the preview days	Increase the number of students who attend college	May 2022	T, PI, CIS

Goal 3	<ul style="list-style-type: none"> • Channing ISD will encourage effective and quality parental involvement. 						
Performance Objectives	<ul style="list-style-type: none"> • Parental attendance will increase by 5% at school functions. • Parents will participate as partners in their children’s education by having active contact with our schools at least one time during the school year. 						
Summative Evaluation	Participation Logs and the quantity of personal graduation plans turned in.						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timelines	Title I Schoolwide Components
Offer School sponsored activities and committees. Meet the teacher, parent teacher conferences, fall festival, variety show, Veterans day assembly, Christmas Concert, athletic contest etc.....	Superintendent and Principal	Local	May 2022	Contact log	Survey response for positive contact	May 2022	PI
Offer a freshman orientation to eighth grade students prior to the first day of ninth grade. This meeting includes meeting with their parents.	Principal and Counselor	Local	April 2022	The number of students who have turned in their personal graduation plans.	The number of students who have turned in their personal graduation plans.	May 2022	PI, T
Provide the community with access to school information through technology.	Principal, Counselor, and Superintendent	SCE	May 2022	Fewer parent phone calls.	Increase in Parent participation because of the communication.	On going	PI

Goal 4	Channing ISD will maintain a 96% attendance rate and maintain a dropout rate of 0%.						
Performance Objectives	<ul style="list-style-type: none"> • Provide an educational environment with accountability and rewards with good attendance. • Strive for 97% attendance while maintaining at least 96% attendance. 						
Summative Evaluation	TAPR Repot. TxEIS Report						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timelines	Title I Schoolwide Components
Student attendance will be monitored, and truancy prevention measures will be in place.	Principal	SCE, Local	May 2022	Attendance and Discipline Reports	Improved Attendance	May 2022	RS, SA
Attendance incentives	Principal and Superintendent	SCE, Local	May 2022	Improved Attendance	Improved Attendance	May 2022	RS, SA

Goal 5	Channing ISD will integrate technology in instructional and administrative programs.						
Performance Objectives	<ul style="list-style-type: none"> • Provide current technological tools to accomplish the functions of administrative and support staffs to ensure 100% of all ISD students earn a high school diploma or its equivalent. • Update and increase technology to provide our teachers with better tools to provide instruction for our students. 						
Summative Evaluation	Finished product on the 5-year plan, students increased knowledge and use with various software.						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timelines	Title I Schoolwide Components
Develop a 5-year plan to update technology	Superintendent and Principal	SCE/Local	May 2022	Finished product of a 5-year plan	Finished product of a 5 year plan	May 2022	CNA
Increase academic performance across the curriculum through the use of technology.	Principal	CTE	May 2022	STAAR results	STAAR results	May 2022	RS
Increase the wireless infrastructure to support additional Chromebooks	Superintendent	Erate/Local	September 2022	Invoices of contract services for installation	The number of students who are on the Chromebooks during the day	December 2022	CNA
Update technology as quickly as possible and maintain high quality equipment.	Superintendent	Local	Ongoing	Invoices	Teachers and Students use of up to date technology	Ongoing	CNA

Goal 6	Channing ISD will ensure students and staff are safe at school and school related activities.						
Performance Objectives	<ul style="list-style-type: none"> All students and staff will be provided with a safe environment while at all school functions. Programs will be implemented to educate all students regarding SDFS. 						
Summative Evaluation	Annual discipline reports disaggregated by campus, grade level, and student groups. PBMAS report. Attendance reports						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timelines	Title I Schoolwide Components
Maintain an effective, coordinated and consistent plan for discipline and classroom management.	Superintendent and Principal	Local	May 2022	Student consequences are appropriate for the misbehavior	Reduction of office referrals	On going	CIS, PD
Staff will be trained on stop the bleed annually.	Superintendent and Principal	Local	May 2022	Sign in Sheet	Sign in Sheet	May 2022	RS, PD
Develop and implement a crisis management plan.	Superintendent and Principal	Local	May 2022	Crisis Management folder	Crisis Management folder	May 2022	RS
Implementation and practicing emergency drills with teachers and students.	Superintendent and Principal	Local	May 2022	Calendar with drill date on it.	Calendar with drill date on it.	May 2022	CIS, RS
Have a link on the website to report anything to prevent bullying and any other student concerns.	Superintendent and Principal	Local	May 2022	Observe the link on the website.	Observe the link on the website.	May 2022	RS
Have anonymous school marshal (s) on campus.	Superintendent and Principal	Local	May 2022	Board Policy	Board Policy	May 2022	RS

Provide programs for students such as a drug awareness program, suicide prevention program, conflict resolution program, violence prevention program etc.....	Superintendent and Principal	Local	May 2022	Invoices for the programs	Reduction of student safety concerns	May 2022	RS
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Goal 7	<ul style="list-style-type: none"> • Channing ISD will provide staff with appropriate, beneficial, and meaningful staff development while recruiting and retaining certified teachers. 						
Performance Objectives	<ol style="list-style-type: none"> 1. Certified teachers will be recruited. 2. Channing ISD will retain qualified staff members to ensure exemplary status for the campus. 3. High Quality Staff Development will be provided for all staff. 						
Summative Evaluation	ESC 16 professional development report, increase the percentage of teachers who are certified, and Sign-in sheets						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timelines	Title I Schoolwide Components
New teachers are given experienced mentors to help in the organizational management and instructional issues in the classroom.	Superintendent and Principal	Local	May 2022	Attending new teacher and mentor workshops at ESC 16.	Retention of new teachers.	May 2022	HQ
Use of Education Service Centers Human Resource Consortium to recruit teachers.	Superintendent and Principal	Local	May 2022	Job postings	Hiring of certified personnel	May 2022	HQ, ER
Pay Stipends for high demand teaching areas.	Superintendent	Local/SCE	May 2022	Job postings	The number of teachers in high demand areas who stay with the district.	May 2022	HQ
Work on becoming compliant with ESL by implementing an ESL stipend	Superintendent, Principal	SCE	May 2022	Teacher Certification documentation	ESL increased performance in school	On going	HQ
Collaborate with outside entities for staff development opportunities and use of facilities.	Superintendent and Principal	SCE	May 2022	ESC 16 professional development log.	Teachers have grown professionally as is evidenced by their evaluation.	May 2022	HQ, PD

Provide opportunities for teachers to share successful strategies with other teachers.	Superintendent and Principal	Local	May 2022	PLC minutes	Improved student growth on STAAR assessments	May 2022	PD
Allow teachers to attend workshops throughout the year in content specific areas.	Superintendent and Principal	Local	May 2022	ESC 16 professional development log.	Improved student growth on STAAR assessments	May 2022	PD