



# **Channing Independent School District District Improvement Plan 2022-2023**

County District Number: 103-901

CISD Board Approval: Aug. 22, 2022

## Vision Statement

At Channing ISD, our vision is to cultivate purpose, intentionally inspire, and positively impact the future.

## 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. Academic Excellence: Design and implement engaging and rigorous learning experiences that challenges all students and targets individual student growth.**
- 2. Communication and Marketing: Foster strong partnerships and relationships with all stakeholders (staff, students, parents, community).**
- 3. Environment: Maintain a safe, secure and caring school that fosters student learning and provides a positive work environment.**
- 4. Personnel: Develop, recruit, and retain 100% highly qualified staff through clear expectations, meaningful performance appraisals, and continuous professional development.**
- 5. Technology: Update and integrate technology into instructional and administrative programs.**

By 2025, the accountability rating for the school District will be an A.

## **District Board of Trustees**

Benny Moore	President
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Penny Loudder	Secretary
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## **Channing ISD District Improvement Team**

Dr. Misty Heiskell	Superintendent
Karlton Graves	Principal
Adrien Hunt	Teacher
Debra Crain	Teacher
Carolyn Nelson	Teacher
Tara Phillips	Teacher
Holly Davis	Parent
Danon Rainwater	Parent
Kerra Meurer	Community Member
Ronnie Gordon	Business Representative
Timbra Morris	Business Representative

# **Comprehensive Needs Assessment**

## **Comprehensive Needs Assessment Process Summary**

### **Summary of 2021-2022 Program Evaluation**

## COMPREHENSIVE NEEDS ASSESSMENT SUMMARY

### Data Sources Reviewed:

- STAAR Statewide Summary
- DMAC Reports
- PEIMS Reports
- Ascender Reports (Attendance, Discipline)
- State Accountability Report
- PBMAS Report
- Teacher/Student Surveys
- Stakeholder Interviews

Area Reviewed:	Summary of Strengths	Summary of Needs	Priorities
<p><b>Demographics:</b></p> <p>Channing ISD is in Channing, Texas. Channing, Texas, is located 45 minutes Northwest of Amarillo, Texas, on Highway 385. During the 2021-2022 school year our enrollment was 153 students.</p> <p><b>Demographics:</b></p> <p>Grade Span: PK-12</p> <p>Economically Disadvantaged: 71%</p> <p>EL: 17%</p>	<p>What were the identified strengths?</p> <ul style="list-style-type: none"> <li>● Channing ISD has an interventionist to work with dyslexia students and students identified as Tier 3 in reading.</li> <li>● Channing has implemented Eagle Time for all students to get targeted instruction to fill gaps or provide enrichment to accelerate learning.</li> <li>● Channing is partnering with FPC Dalhart to encourage and promote</li> </ul>	<p>What were the identified needs?</p> <ul style="list-style-type: none"> <li>● Currently only four of our teachers are certified with an ESL endorsement.</li> <li>● Majority of our students are transfer students.</li> <li>● The number of students participating in Dual Credit and CTE programs needs to be increased.</li> </ul>	<p>What are the priorities for the campus, including how federal and state program funds will be used?</p> <p>Channing ISD's main subgroups are Hispanic, White, and Economically Disadvantaged. These three subgroups are a priority with a need. These needs will be filled by providing an Eagle Time period where students are assigned to tutorials. DMAC and TEKS Resource System will be used to help disaggregate student data and plan appropriate lessons for the students that need remediation.</p>

<p>Mobility Rate: 11.4%</p> <p>Special Education: 13.1%</p> <ul style="list-style-type: none"> <li>• OHI – 5%</li> <li>• ED – 5%</li> <li>• LD – 75%</li> <li>• Speech – 5%</li> <li>• Autism – 10%</li> </ul> <p>White 51%</p> <p>Hispanic 47%</p> <p>Two or More 2%</p> <p>GT – 2%</p> <p>At-Risk – 63%</p> <p>Attendance Rate – 96.74%</p> <p>Drop-out Rate – 0%</p> <p>Graduation Rate – 100%</p> <p>College and Career Ready Graduates – 25%</p>	<p>Dual Credit courses in high school.</p>		<p>Channing will establish a reimbursement policy so that students who have an A in a dual credit course will be reimbursed 100% for the cost of the class, and students that maintain a B will reimbursed 50% for the cost of the class.</p> <p>Channing will take students to FPC to take the TSI assessment at the beginning of the year and hold parent meetings to help students get registered for dual credit.</p>
<p><b>Student Achievement:</b></p> <p>Channing ISD received a grade of a B (84) on the most recent report card.</p> <p><b>Percent of Students at Approaches</b></p> <p>All Students 72%</p> <p>Reading 66%</p>	<ul style="list-style-type: none"> <li>• Channing ISD has a full-day Pre-K program to ensure more opportunities for learning.</li> <li>• Students have opportunities to recover lost credits through Edgenuity</li> </ul>	<ul style="list-style-type: none"> <li>• Increase the percentage of all students who meet or exceed grade level on the ELAR state assessment.</li> <li>• Increase the percentage of all students who meet or exceed grade level on the Math state assessment.</li> </ul>	<p>We need to increase the number of all of our students who meet or exceed grade level on the state assessments.</p> <p>We need to align our phonics instruction at the primary level. To do this, we will purchase Really Great Reading for Pre-K through 3<sup>rd</sup> grade. The school has brought iReady to us as a</p>

<p>Math 73%</p> <p>Writing 79%</p> <p>Social Studies 88%</p> <p>Science 76%</p>	<ul style="list-style-type: none"> <li>• We had 100% passing rate on all EOC assessments.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase student attendance.</li> <li>• The number of para professionals available to support classroom instruction is limited.</li> <li>• Academic vocabulary is low.</li> </ul>	<p>tool with these students. Other tools we are using are DMAC and TEKS Resource System.</p>
<p><b>School Culture and Climate:</b></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"> <li>• Willingness of the school and community to help each other</li> <li>• Opportunity to build relationships within a school our size.</li> <li>• Development of PTO and community support</li> <li>• Partnership with FPC and the district paying for Dual Credit courses</li> <li>• Use of social media for communication.</li> </ul>	<ul style="list-style-type: none"> <li>• We need to have more of a follow-through mindset. (finish what we start)</li> <li>• Build relationships with parents through teacher parent communication.</li> <li>• Positive Behavior Intervention Strategies.</li> <li>• Consistency with school systems and expectations.</li> </ul>	<ul style="list-style-type: none"> <li>• Professional Development to produce more rigor in the classroom.</li> <li>• Follow-through with activities and organizations to promote school involvement.</li> <li>• Leadership opportunities such as student council and NHS.</li> <li>• Increase participation by showing more of what we are doing. Celebrate our students through social media and the newspaper.</li> </ul>
<p><b>Staff Quality/Professional Development</b></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"> <li>• Competitive teacher salaries</li> <li>• Pay for basic employee insurance benefit package.</li> <li>• Teacher housing at a reasonable rate.</li> </ul>	<ul style="list-style-type: none"> <li>• Requiring teachers who are not certified to get certified.</li> <li>• Development of a plan to get them certified.</li> <li>• Professional development opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>• Maintaining an expectation of teachers being certified.</li> <li>• Promote and use the grow your own program for teachers.</li> <li>• Provide pertinent professional development opportunities for staff.</li> </ul>

<p>teachers who are certified and retain them.</p>	<ul style="list-style-type: none"> <li>● Grow your own program.</li> <li>● ESL Certification Bonus</li> </ul>	<ul style="list-style-type: none"> <li>● Applicant pool for certified positions is small.</li> </ul>	
<p><b>Curriculum, Instruction, Assessment</b></p> <p>Channing ISD staff uses TEKS Resource System for their yearly scope and sequence, 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"> <li>● TEKS Resource YAG and scope and sequence.</li> <li>● Adopted texts (most) link to Google classroom</li> <li>● Partnership with ESC 16 for professional development.</li> <li>● Student growth is tracked using DMAC.</li> <li>● Incorporating Really Great Reading Phonics program Pre-k through 3<sup>rd</sup> grade.</li> </ul>	<ul style="list-style-type: none"> <li>● Vertically aligned curriculum and instruction.</li> <li>● Vertically aligned instruction</li> <li>● More rigorous teacher found/created assessments.</li> <li>● Need more paraprofessionals to support student growth in the classroom.</li> </ul>	<ul style="list-style-type: none"> <li>● Curriculum and instruction platforms that are vertically aligned for consistency.</li> <li>● Access to STAAR level assessments and instructional resources.</li> <li>● ACT and TSI preparation materials and resources.</li> </ul>
<p><b>Family and Community Involvement</b></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>	<ul style="list-style-type: none"> <li>● Provide the community with many events so they can be part of the school community including: Variety Show, Fall festival, Veterans Day Program, Christmas program, basketball games, flag program through FFA, VFD Fundraiser</li> <li>● Use of kitchen for Meals on Wheels</li> </ul>	<ul style="list-style-type: none"> <li>● Continue to improve use of technology to increase communication between schools and families/community.</li> <li>● Investigate new ways to increase family/community involvement.</li> <li>● Investigate opportunities for students to be involved in the</li> </ul>	<ul style="list-style-type: none"> <li>● Provide recognition to community organizations and families who support school endeavors.</li> <li>● Continue to seek new ways to involve families/community in school programs.</li> <li>● Work with outside organizations to provide trainings/programs for community/families.</li> </ul>



<p>same without the support of community members.</p>	<ul style="list-style-type: none"> <li>● Use of auditorium for funerals</li> <li>● Lunch Buddies</li> <li>● Active PTO</li> <li>● Use of digital communication tools.</li> </ul>	<p>community through volunteerism.</p>	
<p><b>School Context and Organization</b></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"> <li>● OAP</li> <li>● FFA</li> <li>● Dual Credit through FPC</li> <li>● UIL programs (academic and athletic)</li> </ul>	<ul style="list-style-type: none"> <li>● Increase the number of students who are competitive in UIL Academics.</li> <li>● Increase the number of students who participate and stay in various sports.</li> </ul>	<ul style="list-style-type: none"> <li>● Increase success in UIL Academics.</li> <li>● Increase success in Athletics.</li> </ul>
<p><b>Technology</b></p> <p>Channing ISD has:</p> <ul style="list-style-type: none"> <li>● A computer lab</li> <li>● PK-8 grade has one Chromebook cart for each grade level</li> <li>● Several copiers and a printer</li> <li>● HS students one-to-one with Chromebooks</li> <li>● Laptops for teacher computers</li> <li>● A couple Smartboards</li> </ul>	<ul style="list-style-type: none"> <li>● HS students one to one with Chromebooks</li> <li>● Use of Chromebook carts</li> <li>● Classrooms have interactive TV's.</li> </ul>	<ul style="list-style-type: none"> <li>● Outdated teacher laptops</li> <li>● Some Chromebooks are becoming outdated</li> <li>● Beef up the infrastructure with fiber runs and replace old servers.</li> </ul>	<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 all state assessments.
3. Use of Eagle Time, 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 design and implement engaging and rigorous learning experiences that challenges all students and targets individual student growth.

**Performance Objective 1:** Channing ISD will improve student performance on state assessments where more students achieve meets grade level in all subgroups.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Analyze STAAR/EOC data for areas of need  <b>Expected Impact:</b> Increased Student Performance  <b>Evidence of Implementation and Impact:</b> DMAC Reports and TAPR Reports  <b>Staff Responsible:</b> Principal, Interventionist, Teachers  <b>Title I Components:</b> RS, SA  <b>Funding Sources:</b> Local/SCE Insert Cost of DMAC</p>	<b>Oct.</b>	<b>Apr.</b>	<b>June</b>
Strategy 2 Details			
<p><b>Strategy 2:</b> Target identified STAAR/EOC objectives for improvements and implement strategies to enhance academic learning.  <b>Expected Impact:</b> Increased Student Performance  <b>Evidence of Implementation and Impact:</b> DMAC Reports  <b>Staff Responsible:</b> Principal, Interventionist, Teachers  <b>Title I Components:</b> RS, SA  <b>Funding Sources:</b> Local/SCE</p>			
Strategy 3 Details			
<p><b>Strategy 3:</b> Use of assigned tutorials to provide intervention through acceleration of students (Eagle Academy)  <b>Expected Impact:</b> Increased STAAR and EOC scores  <b>Evidence of Implementation and Impact:</b> Master Schedule  <b>Staff Responsible:</b> Principal, Interventionist, Teachers  <b>Title I Components:</b> RS, SA  <b>Funding Sources:</b> SCE</p>			
<p>NP= No progress    SP = Some Progress    A = Accomplished    C/M = Continue/Modify    X = Discontinue</p>			

**Goal 1:** Channing ISD will design and implement engaging and rigorous learning experiences that challenges all students and targets individual student growth.

**Performance Objective 2:** Identify students K-3 who are not on grade level in reading.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Use ELI Engage and TPRI for early literacy learners.  <b>Expected Impact:</b> Increased Student Performance in reading  <b>Evidence of Implementation and Impact:</b> TPRI Report  <b>Staff Responsible:</b> Principal, Interventionist, Teachers  <b>Title I Components:</b> RS, TIA  <b>Funding Sources:</b> ECA Insert Cost of TPRI and ELI</p>	<b>Oct.</b>	<b>Apr.</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Incorporate Really Great Reading for our phonics program Pre-K through 3<sup>rd</sup> Grade  <b>Expected Impact:</b> Increased Student Performance in decoding and reading  <b>Evidence of Implementation and Impact:</b> Increased student reading levels  <b>Staff Responsible:</b> Principal, Interventionist, Teachers  <b>Title I Components:</b> RS, TIA  <b>Funding Sources:</b> ECA</p>			
<p>NP= No progress    SP = Some Progress    A = Accomplished    C/M = Continue/Modify    X = Discontinue</p>			

**Goal 1:** Channing ISD will design and implement engaging and rigorous learning experiences that challenges all students and targets individual student growth.

**Performance Objective 3:** Student performance for our special populations will increase by 10% on all state assessments.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Utilize interdisciplinary strategies to address the needs of our gifted population.  <b>Expected Impact:</b> Increased Student Performance at the Meets and Masters level  <b>Evidence of Implementation and Impact:</b> Gifted students stay engaged and are challenged  <b>Staff Responsible:</b> Principal, Teachers  <b>Title I Components:</b> CIS, RS  <b>Funding Sources:</b> GT</p>	<b>Oct.</b>	<b>Apr.</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> ESL students will be serviced by certified teachers.  <b>Expected Impact:</b> Increased Student Performance on TELPAS  <b>Evidence of Implementation and Impact:</b> TELPAS  <b>Staff Responsible:</b> ESL Coordinator, Principal  <b>Title I Components:</b> HQ, RS, PD  <b>Funding Sources:</b> SCE</p>			
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Homeless and Foster Care students will be identified and serviced as needed.  <b>Expected Impact:</b> Increased STAAR and EOC scores  <b>Evidence of Implementation and Impact:</b> Master Schedule  <b>Staff Responsible:</b> Principal, Teachers  <b>Title I Components:</b> RS, SA, CIS  <b>Funding Sources:</b> SCE</p>			
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**Goal 1:** Channing ISD will design and implement engaging and rigorous learning experiences that challenges all students and targets individual student growth.

**Performance Objective 4:** Increase Attendance Rates to 97% or higher.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Attendance will be monitored every three weeks and truancy measures (phone calls, meetings, and home visits will be implemented as needed.  <b>Expected Impact:</b> Improved attendance rates  <b>Evidence of Implementation and Impact:</b> Attendance and discipline reports  <b>Staff Responsible:</b> Principal  <b>Title I Components:</b> RS, SA  <b>Funding Sources:</b> Local/SCE</p>	<b>Oct.</b>	<b>Apr.</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Incorporate attendance incentives  <b>Expected Impact:</b> Increased attendance  <b>Evidence of Implementation and Impact:</b> Increased attendance rates  <b>Staff Responsible:</b> Principal, Superintendent  <b>Title I Components:</b> RS, SA  <b>Funding Sources:</b> Local/SCE</p>			
<p>NP= No progress    SP = Some Progress    A = Accomplished    C/M = Continue/Modify    X = Discontinue</p>			

**Goal 1:** Channing ISD will design and implement engaging and rigorous learning experiences that challenges all students and targets individual student growth.

**Performance Objective 5:** Channing ISD will provide opportunities to improve post-secondary options.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> College and Career Days (FPC, WTAMU, Texas Tech)  <b>Expected Impact:</b> Increased admission into post-secondary institutions  <b>Evidence of Implementation and Impact:</b> Social Media Posts, student attendance  <b>Staff Responsible:</b> Principal  <b>Title I Components:</b> SR, T, PI, CIS  <b>Funding Sources:</b> CCMR</p>	<b>Oct.</b>	<b>Apr.</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> FASFA workshops, Scholarship Meetings, Military Recruiter visits  <b>Expected Impact:</b> Increased number of students applying for scholarships, and/or joining military  <b>Evidence of Implementation and Impact:</b> Sign-in sheets, graduates with FASFA,  <b>Staff Responsible:</b> Principal  <b>Title I Components:</b> T, PI  <b>Funding Sources:</b> CCMR</p>			
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Pay for All 10<sup>th</sup> grade students to take TSIA if not exempt, and juniors to take ACT.  <b>Expected Impact:</b> Increased ACT scores and dual credit enrollment.  <b>Evidence of Implementation and Impact:</b> Invoices for ACT and TSIA  <b>Staff Responsible:</b> Superintendent  <b>Title I Components:</b> T  <b>Funding Sources:</b> CCMR</p>			
Strategy 4	Formative Reviews		
<p><b>Strategy 4:</b> Offer and pay for dual credit courses for students who qualify (A= full reimbursement, B = 50% reimbursement)  <b>Expected Impact:</b> Increased enrollment in Dual Credit  <b>Evidence of Implementation and Impact:</b> Dual Credit enrollment and reimbursements  <b>Staff Responsible:</b> Superintendent, Principal  <b>Title I Components:</b> T  <b>Funding Sources:</b> CCMR</p>			
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Strategy 5	Formative Reviews		
<p><b>Strategy 5:</b> Offer ASVAB and PSAT  <b>Expected Impact:</b> Increased scores and acceptance into military  <b>Evidence of Implementation and Impact:</b> Invoice for PSAT and ASVAB Report  <b>Staff Responsible:</b> Superintendent, Principal  <b>Title I Components:</b> T  <b>Funding Sources:</b> CCMR</p>			
<p>NP= No progress    SP = Some Progress    A = Accomplished    C/M = Continue/Modify    X = Discontinue</p>			



**Goal 2:** Channing ISD will foster strong partnerships and relationships with all stakeholders (staff, students, parents, and community).

**Performance Objective 1:** Parental attendance will increase by 5% at school functions, and parents will have active contact with our school at least one time during the school year.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Offer school sponsored activities and committees (Meet the Teacher, parent/teacher conferences, Fall Festival, Variety Show, Veterans Day Assembly, Christmas Concert, etc.)  <b>Expected Impact:</b> Increased parental involvement  <b>Evidence of Implementation and Impact:</b> Social Media Posts, contact logs  <b>Staff Responsible:</b> Principal, Superintendent  <b>Title I Components:</b> PI  <b>Funding Sources:</b> Local</p>	<b>Oct.</b>	<b>Apr.</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Freshman orientation w/parents to 8<sup>th</sup> grade students prior to start of 9<sup>th</sup> grade.  <b>Expected Impact:</b> Increase in the number of graduation plans completed prior to 9<sup>th</sup> grade.  <b>Evidence of Implementation and Impact:</b> graduation plans  <b>Staff Responsible:</b> Principal  <b>Title I Components:</b> T, PI  <b>Funding Sources:</b> Local</p>			
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide community with access to school information through technology (Facebook, Video meetings, school website, etc)  <b>Expected Impact:</b> Increased parental participation due to better communication  <b>Evidence of Implementation and Impact:</b> Social Media and Website postings  <b>Staff Responsible:</b> Superintendent, Principal  <b>Title I Components:</b> PI  <b>Funding Sources:</b> SCE</p>			
Strategy 4	Formative Reviews		
<p><b>Strategy 4:</b> Partner with PTO to encourage parent involvement  <b>Expected Impact:</b> Increased parent participation  <b>Evidence of Implementation and Impact:</b> PTO minutes and agendas  <b>Staff Responsible:</b> Principal, PTO teacher Rep  <b>Title I Components:</b> PI  <b>Funding Sources:</b> Local</p>			
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**Goal 3:** Channing ISD will maintain a safe, secure and caring school that fosters student learning and provides a positive work environment.

**Performance Objective 1:** All students and staff will be provided with a safe environment while at school functions.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Maintain an effective, coordinated and consistent plan for discipline and classroom management.</p> <p><b>Expected Impact:</b> Reduced office referrals</p> <p><b>Evidence of Implementation and Impact:</b> Discipline Data</p> <p><b>Staff Responsible:</b> Principal, Superintendent</p> <p><b>Title I Components:</b> CIS, PD</p> <p><b>Funding Sources:</b> Local</p>	<b>Oct.</b>	<b>Apr.</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Staff will be trained on Bloodborne Pathogens and Stop the Bleed annually.</p> <p><b>Expected Impact:</b> Proper response and protocols followed when handling blood</p> <p><b>Evidence of Implementation and Impact:</b> Sign in sheets, training certificates</p> <p><b>Staff Responsible:</b> Principal, Superintendent</p> <p><b>Title I Components:</b> RS, PD</p> <p><b>Funding Sources:</b> Local</p>			
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> The front entrance will be secure and check in procedures will be implemented (visitor badges, ID's, etc)</p> <p><b>Expected Impact:</b> Increased security</p> <p><b>Evidence of Implementation and Impact:</b> visitor badges, safer school</p> <p><b>Staff Responsible:</b> School Secretary and Admin Assistant</p> <p><b>Title I Components:</b> RS</p> <p><b>Funding Sources:</b> Local/SCE</p>			
Strategy 4	Formative Reviews		
<p><b>Strategy 4:</b> Safe and Supportive School Team will meet at least 4 times throughout the year</p> <p><b>Expected Impact:</b> Improved safety measures</p> <p><b>Evidence of Implementation and Impact:</b> Agendas and minutes</p> <p><b>Staff Responsible:</b> Principal, Superintendent</p> <p><b>Title I Components:</b> RS</p> <p><b>Funding Sources:</b> Local</p>			
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Strategy 4	Formative Reviews		
<b>Strategy 5:</b> Threat assessment team will be identified and trained at/before the beginning of school <b>Expected Impact:</b> Improved safety measures <b>Evidence of Implementation and Impact:</b> Agendas and minutes, certificates <b>Staff Responsible:</b> Principal, Superintendent <b>Title I Components:</b> RS, PD, TIA <b>Funding Sources:</b> Local			
NP= No progress   SP = Some Progress   A = Accomplished   C/M = Continue/Modify   X = Discontinue			

**Goal 3:** Channing ISD will maintain a safe, secure and caring school that fosters student learning and provides a positive work environment.

**Performance Objective 2:** Programs will be implemented to educate all students on Safe and Drug Free Schools (SDFS).

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Practice emergency drills with teachers and students (fire – monthly, lock-down and weather – 2 times per year) <b>Expected Impact:</b> Proper response and protocols followed during drills <b>Evidence of Implementation and Impact:</b> Drill schedules and notes <b>Staff Responsible:</b> Principal, Superintendent <b>Title I Components:</b> RS, CIS <b>Funding Sources:</b> Local			
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Link on website to report safety concerns and bullying. <b>Expected Impact:</b> Students utilize the tool to report concerns <b>Evidence of Implementation and Impact:</b> link on website, reports <b>Staff Responsible:</b> School Secretary and Admin Assistant <b>Title I Components:</b> RS <b>Funding Sources:</b> Local			
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Provide programs such as drug awareness, suicide prevention, and conflict resolution <b>Expected Impact:</b> Reduction of student safety concerns <b>Evidence of Implementation and Impact:</b> Invoices for programs <b>Staff Responsible:</b> Principal, Superintendent <b>Title I Components:</b> RS <b>Funding Sources:</b> Local			
NP= No progress   SP = Some Progress   A = Accomplished   C/M = Continue/Modify   X = Discontinue			

**Goal 4:** Develop, recruit, and retain 100% Highly Qualified Staff through clear expectations, meaningful performance appraisals, and continuous professional development.

**Performance Objective 1:** Certified teachers will be recruited. By 2024, 100% of Channing ISD teachers will be certified in the area they are teaching.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Use of ESC 16 Human Resource consortium to recruit teachers.  <b>Expected Impact:</b> Increased number of certified applicants.  <b>Evidence of Implementation and Impact:</b> job postings on ESC 16 website  <b>Staff Responsible:</b> Principal, Superintendent  <b>Title I Components:</b> HQ, ER  <b>Funding Sources:</b> Local</p>			
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Pay stipends for high demand teaching areas.  <b>Expected Impact:</b> Increased number of HQ staff staying with the district  <b>Evidence of Implementation and Impact:</b> Teacher Certification, salary sheets  <b>Staff Responsible:</b> Principal, Superintendent  <b>Title I Components:</b> HQ  <b>Funding Sources:</b> Local</p>			
Strategy 3 Details			
<p><b>Strategy 3:</b> Attend job fairs at Region 16 and WTAMU  <b>Expected Impact:</b> Increased number of certified applicants.  <b>Evidence of Implementation and Impact:</b> application pool  <b>Staff Responsible:</b> Principal, Superintendent  <b>Title I Components:</b> HQ, ER  <b>Funding Sources:</b> Local</p>			
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**Goal 4:** Develop, recruit, and retain 100% Highly Qualified Staff through clear expectations, meaningful performance appraisals, and continuous professional development.

**Performance Objective 2:** Channing IS will retain qualified staff members to ensure exemplary status for the campus.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Assign mentors to new teachers to help organize management and instructional issues in the classroom.</p> <p><b>Expected Impact:</b> Retention of new teachers</p> <p><b>Evidence of Implementation and Impact:</b> Mentoring logs</p> <p><b>Staff Responsible:</b> Principal, Superintendent</p> <p><b>Title I Components:</b> HQ</p> <p><b>Funding Sources:</b> Local</p>			
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Work on compliance with ESL by paying and ESL stipend for teachers who obtain that certification and add it to their teaching certificate.</p> <p><b>Expected Impact:</b> Increased ESL Performance at school</p> <p><b>Evidence of Implementation and Impact:</b> Teacher Certification,</p> <p><b>Staff Responsible:</b> Principal, Superintendent</p> <p><b>Title I Components:</b> HQ</p> <p><b>Funding Sources:</b> SCE</p>			
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**Goal 4:** Develop, recruit, and retain 100% Highly Qualified Staff through clear expectations, meaningful performance appraisals, and continuous professional development.

**Performance Objective 3:** High Quality Staff Development will be provided for all staff.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Collaborate with outside entities for staff development opportunities and use of facilities.  <b>Expected Impact:</b> Improved teacher performance  <b>Evidence of Implementation and Impact:</b> Professional Development Logs, T-TESS  <b>Staff Responsible:</b> Principal, Superintendent  <b>Title I Components:</b> HQ, PD  <b>Funding Sources:</b> SCE</p>			
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide opportunities for teachers to share successful strategies with other teachers.  <b>Expected Impact:</b> Improved student growth on STAAR  <b>Evidence of Implementation and Impact:</b> PLC minutes, observations  <b>Staff Responsible:</b> Principal, Superintendent  <b>Title I Components:</b> PD  <b>Funding Sources:</b> Local</p>			
Strategy 3 Details			
<p><b>Strategy 3:</b> Allow teachers to attend workshops throughout the year in content specific areas.  <b>Expected Impact:</b> Improved teacher performance  <b>Evidence of Implementation and Impact:</b> CEU's, T-TESS observations,  <b>Staff Responsible:</b> Principal, Superintendent  <b>Title I Components:</b> HQ, ER  <b>Funding Sources:</b> Local</p>			
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**Goal 5:** Channing ISD will integrate technology in instructional and administrative programs.

**Performance Objective 1:** 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 equivalent.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Increase academic performance across the curriculum through technology  <b>Expected Impact:</b> Increased student participation  <b>Evidence of Implementation and Impact:</b> EOC Grades  <b>Staff Responsible:</b> Principal,  <b>Title I Components:</b> RS  <b>Funding Sources:</b> CTE</p>	<b>Oct.</b>	<b>Apr.</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide technology training to staff to enhance instruction and student performance.  <b>Expected Impact:</b> Increased technology integration in classrooms  <b>Evidence of Implementation and Impact:</b> observations, student technology records  <b>Staff Responsible:</b> Principal,  <b>Title I Components:</b> RS, PD  <b>Funding Sources:</b> Local/CTE</p>			
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Use DMAC for testing items and data disaggregation  <b>Expected Impact:</b> Increased student performance on assessments  <b>Evidence of Implementation and Impact:</b> DMAC reports  <b>Staff Responsible:</b> Principal  <b>Title I Components:</b> RS  <b>Funding Sources:</b> SCE</p>			
Strategy 4	Formative Reviews		
<p><b>Strategy 4:</b> Use TEKS Resource System with fidelity  <b>Expected Impact:</b> Improved student learning outcomes  <b>Evidence of Implementation and Impact:</b> Lesson plans  <b>Staff Responsible:</b> Principal  <b>Title I Components:</b> RS  <b>Funding Sources:</b> SCE</p>			
<p>NP= No progress    SP = Some Progress    A = Accomplished    C/M = Continue/Modify    X = Discontinue</p>			

**Goal 5:** Channing ISD will integrate technology in instructional and administrative programs.

**Performance Objective 2:** Update and increase technology to provide teachers with better tools to provide instruction for our students.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Develop a 5-year plan to update technology  <b>Expected Impact:</b> Improved student engagement and performance in class  <b>Evidence of Implementation and Impact:</b> updated technology, budget  <b>Staff Responsible:</b> Principal, Superintendent  <b>Title I Components:</b> CNA  <b>Funding Sources:</b> Local/SCE</p>			
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Increase wireless infrastructure to support additional chromebooks  <b>Expected Impact:</b> Increased number of students on devices during school day  <b>Evidence of Implementation and Impact:</b> Invoices  <b>Staff Responsible:</b> Superintendent  <b>Title I Components:</b> CNA  <b>Funding Sources:</b> Erate/Local</p>			
<p>NP= No progress   SP = Some Progress   A = Accomplished   C/M = Continue/Modify   X = Discontinue</p>			