

# PECOS-BARSTOW-TOYAH ISD

## District Improvement Plan

2016/2017

**Pecos - Barstow - Toyah**  
INDEPENDENT SCHOOL DISTRICT



Jim Haley

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409-447-7201

Date Reviewed: 10/18/16

Date Approved:

# PECOS-BARSTOW-TOYAH ISD

## **Mission**

*The mission of the Pecos-Barstow-Toyah ISD is to provide excellence in education. The district will be committed to high standards of achievement, which will foster a positive, creative atmosphere that empowers students with critical thinking, problem solving and decision making skills.*

## **Vision**

*Students and staff at PBT-ISD will be provided a positive environment with high standards of excellence and strong parent and community involvement to achieve exemplary status. Intrinsic motivation for our children at PBT-ISD will be nurtured as we prepare students to achieve high personal goals and to be successful in all aspects of life.*

### Nondiscrimination Notice

PECOS-BARSTOW-TOYAH ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

# District Education Improvement Council

Name	Position
Aguilar, Carly	Business
Aguilar-Lane, Felicia	Teacher-Bessie Haynes
Apolinar, Ana	Community
Chavez, Anabelle	Teacher-Bessie Haynes
Corralez, Lisa	Parent
Dominguez, Suzanne	Non-Teaching Professional-Kinder Principal
Evans, Lori	Teacher-PHS
Fields, Cynthia	Ex-Oficio Member
Flores, Belia	Business
Fowlkes, Stacie	Teacher-Austin
Galindo, Iris	Business
Haley, Jim	Superintendent
Ketchum, Brittina	Teacher-PHS
Lara, Lucy	Teacher-Crockett Middle School
Matta, Nikki	Teacher-Austin
Mckinney, Analisa	Parent
Mitchell, Alicia	Non-Teaching Professional-Austin Principal
Mondragon, Marty	Teacher-Austin
Munoz, Horacio	Teacher-Austin
Munoz, Horacio	Teacher-Austin
Olivas, Luzema	Teacher-Pecos Kindergarten
Ontiveros, Art	Non-Teaching Professional-PHS Principal
Porras, Alma	Non-Teaching Professional-Crockett Counselor
Rayos, Jenny	Parent
Redmon, Karen	Teacher-Pecos Kindergarten
Richard, Teresa	Curriculum & Instructional Technology Director

# District Education Improvement Council

Name	Position
Rios, Art	Teacher-Crockett Middle School
Salgado, Omar	Non-Teaching Professional-Bessie Haynes
Strickling, Lee Ann	Community
Torres, Precilla	Parent
Velez, Cindy	Teacher-Pecos Kindergarten
Wimberly, Susan	Parent

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Pecos-Barstow-Toyah ISD 339 instructional staff serves a population of almost 2500 students from early childhood through grade 12. PBT ISD consists of 5 campuses: a PK-Kindergarten: 2 elementary schools, a middle school, a high school, and a DAEP site. Our student population is 16% African-American, 1% Asian, 6.3% Anglo and 91.7% Hispanic with 52% of the population male and 48% female. Sub-populations served include 138 Gift-Talented students, 232 Limited English Proficient, 162 Bilingual students, five (5) 504 student with 737 identified as At-Risk. PBT ISD instructional staff population is 63.7% Hispanic, 5.9% American Indian, 3.7%Asian, 2.5% African American and 89.4% Anglo. Our average daily attendance rate for 15-16 school year was 94.6%.

## Student Achievement

### Student Achievement Strengths

Pecos-Barstow-Toyah ISD and all of its campuses Met Standard for 2015-2016 with two campuses earning Distinction Designation.

#### Percent at Level II Satisfactory

All Subjects	67%
Reading	65%
Writing	67%
Mathematics	67%
Science	77%
Social Studies	65%

As the state accountability system continues to progress toward Final Level II, PBT ISD will continue to focus on research based strategies to provide the basis for standardization, abandonment and improvement of programs and resources for student achievement.

## School Culture and Climate

### School Culture and Climate Summary

Great Day to be an Eagle!

# Comprehensive Needs Assessment

## School Culture and Climate Summary (Continued)

The 2016-2017 theme for PBT ISD *What If...* targets all aspects of teaching the whole child as well as encouraging and challenging PBT ISD staff to strive for the best not only for our district but ourselves.

## Staff Quality, Recruitment and Retention

### Staff Quality, Recruitment and Retention Summary

The District is committed to recurring, hiring and retaining Highly Qualified staff. PBT ISD 2016-2017 staffs consists of 247 instructors, 70 paraprofessional, 58 support staff, 7 instructional directors, 80 auxiliary staff, 14 campus administrators and one superintendent.

## Curriculum, Instruction and Assessment

### Curriculum, Instruction and Assessment Summary

The District processes and efforts have been implemented for the following:

- TEKS Resource System to provide instructional guides aligned to the state standards
- Development of Unit Assessments that align to the rigor of the TEKS
- Aligned and sufficient instructional and assessment materials
- Data disaggregation to make instructional decisions targeting to the specific needs of the student and teacher

While these efforts have been established, obstacles in implementation still exist due to time constraints that hinder opportunities for training, common planning, monitoring and feedback.

## Family and Community Involvement

### Family and Community Involvement Strengths

The District utilizes many medias to distribute and inform parents, business and the community. There is active participation of staff in local organizations and community events.

# Comprehensive Needs Assessment

## Technology

### Technology Summary

The District continues to evaluate the role of technology in the classroom. The improvement and availability of hardware and software applications within the classroom as well as providing and maintaining a strong network infrastructure is the main target of the Technology department. With the growth of cloud based/online applications, instructional support and professional development is a target for 2016-2017 school year. With the increase of teacher knowledge and confidence in the use of technology PBT ISD strives to encourage students to take ownership of their own learning with self-evaluation and progress monitoring.

# 10 Components of Title I School-Wide Program

## School-wide Program Plan

Pecos-Barstow-Toyah Independent School District is continually striving to increase student achievement. Our schools are dedicated to giving every student the best possible education through an intensive core curriculum that stems from scientifically based research. PBT ISD will continue to strengthen the core academic program, increase the quality and quantity of learning time, and address the learning needs of all students in our district with specialized, challenging instructional and career programs. We are working hard, constantly improving, and refining instruction and management to make our district as effective, productive, and economical as possible.

### 1. Comprehensive Needs Assessment

A comprehensive needs assessment of the entire school that is based on information on the performance of children in relation to the state content and student performance standards.

### 2. School-wide Reform Strategies

PBT ISD will focus on the following areas:

- Provide opportunities for all children to meet the state's proficient and advanced levels of student performance;
- Use effective methods and instructional strategies that are based on scientifically based research that: strengthen the core academic program in the school; increase the amount and quality of learning time; include strategies to help in providing an enriched and accelerated curriculum and for meeting the educational needs of historically underserved populations
- Include strategies to address the needs of all children in the school, but particularly the needs of low-achieving children and those at risk of not meeting the state student achievement standards who are members of the target population of any program that is included in the school-wide program, which may include; counseling, pupil services, and mentoring services; college and career awareness and preparation; the integration of vocational and technical education programs
- Address how the campus will determine if such needs have been met and are consistent with, and are designed to implement the state and local improvement plans, if any.

### 3. Instruction by Highly Qualified Teachers

PBT ISD strives to maintain that all teachers of core academic subjects and instructional paraprofessionals (employees who provide instructional support) in a school-wide program school meet the required qualifications.

### 4. High Quality Ongoing Professional Development

PBT ISD in partnership with the Educational Service Center will continue to provide the best possible opportunities for growth and learning opportunities for our staff to equip them to face the challenge of helping all students meet the State's academic achievement standards.

### 5. High-Quality Teachers to High Need Schools

PBT ISD will implement strategies to attract highly qualified teachers to all campuses and especially to high need campuses.

### 6. Parental Involvement

PBT ISD will implement strategies to increase parental involvement.

### 7. Transition

PBT ISD early childhood programs focus on acquiring a strong start for all of our students. Staff provides the support and knowledge necessary to the students attending to ensure an easy transition.



8. Measures to include Teachers in Assessment Decisions

PBT ISD includes teachers in the decisions regarding the use of academic assessments in order to improve the achievement of individual students and the overall instructional program.

9. Effective and Timely Assistance to Students Experiencing Difficulty

PBT ISD campuses identify and monitor students who need additional learning time in mastering the proficient or advanced levels of academic achievement standards. PBT ISD provides activities to ensure effective timely assistance that is tailored to the students needs through research based strategies. This assistance is made available to all students in the school in need.

10. Coordination and Integration of Federal, State, and Local Services and Programs

PBT ISD includes programs under NCLB, violence prevention programs, nutrition programs, Early College High School, vocational and technical education, and job training.

# PUBLIC EDUCATION MISSION, OBJECTIVES AND GOALS

## THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

## THE STATE OF TEXAS PUBLIC EDUCATION GOALS

GOAL #1: The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.

GOAL #2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.

GOAL #3: The students in the public education system will demonstrate exemplary performance in the understanding of science.

GOAL #4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

## THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

Objective #1: Parents will be full partners with educators in the education of their children.

Objective #2: Students will be encouraged and challenged to meet their full educational potential.

Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

Objective #4: A well-balanced and appropriate curriculum will be provided to all students.

Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.

Objective #6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.

Objective #7: School campuses will maintain a safe and disciplined environment conducive to student learning.

Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.

Objective #9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

## Pecos-Barstow-Toyah Goals

Participation in extra-curricular and co-curricular programs will continue to increase so as to promote self-esteem, self-confidence and self-respect.

Bring parents and community members to higher levels of involvement.

Testing (BM, CBA, STAAR, EOC) scores will continue to improve.

# No Child Left Behind Performance Goals

*(These goals have not been updated by the U.S. Department of Education as of the 2016/2017 school year.)*

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

# PECOS-BARSTOW-TOYAH ISD

**Goal 1.** Pecos-Barstow-Toyah ISD will offer a variety of extra co-curricular programs designed to enrich the educational experience of students and lay the foundation for post-secondary success.

**Objective 1.** Students and parents will be educated in the coherent sequence of courses that leads to the creation of a personal graduation plan that builds a career pathway including post-secondary job and high education readiness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. PBT ISD eighth grade students will enroll in Exploring Careers to research student career information, interests, and aptitudes. (Title I SW: 1,2,6,7,9) (Target Group: All, LEP, SPED, CTE, M, F) (NCLB: 1,5)	Counselor(s), Principal(s)	August, December 2016, Spring 2017	(L)Local Funds	Summative - Formative: Semi-annually Student schedules, Master Schedule  Summative: All 8th grade students will take the Exploring Careers class at Crockett Middle School.
2. PBT ISD eighth grade students with parents participating will develop broad career options through flexible individual personal graduation plans based on selected career pathways and coherent sequences of courses. (Title I SW: 2,6,7,8,9,10) (Target Group: All, LEP, SPED, CTE, M, F) (NCLB: 1,5)	Counselor(s), Principal(s), Teacher(s)	Fall 2016 & Spring 2017	(L)Local Funds	Summative - Formative; Semester lesson plans, documentation of parent conference, counseling logs;  Summative: All 8th grade students in Exploring Careers will develop graduation plans based on selected career pathways and coherent sequences.
3. Middle school and high school counselors will hold an 8th grade advisement for students and parents. Information from Texas Grant Program will be introduced at this meeting. (Title I SW: 1,2,6,7,8,9,10) (Target Group: All, LEP, SPED, CTE, M, F) (NCLB: 1,5)	Counselor(s), Principal(s)	Twice yearly	(L)Local Funds	Summative - Formative: Agenda, sign-in sheets  Summative: All students will have a plan for their 9th grade year.
4. PBT ISD students in grade eight will be assisted in registering for 9th grade courses in accordance with developed personal graduation plans and selected coherent sequences of courses. (Title I SW: 1,2,3,6,7,8,9,10) (Target Group: All, LEP, SPED, CTE, M, F) (NCLB: 1,5)	Counselor(s), Principal(s)	Fall & Spring preregistration	(L)Local Funds	Summative - Formative: Annually, documentation of assistance  Summative: Compare course selection to written plan

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>5. PBT ISD students selecting career pathways including career &amp; technology sequence of courses will have the opportunity to follow the sequence through graduation. (Title I SW: 2,6,7,8,9,10) (Target Group: All, LEP, SPED, CTE, M, F) (NCLB: 1,5)</p>	Counselor(s), Principal(s)	Prior to preregistration each school year	(L)Local Funds, (S)CATE Funds	<p>Summative - Formative: Semester counselor's log</p> <p>Summative: Principals and counselors will track number of students with career and technology coherent sequences of courses included in the plan.</p>
<p>6. PBT ISD students and parents will have the opportunity to reevaluate and revise their graduation plans based on the student's developing interests and aptitudes as per state standards. (Title I SW: 1,2,6,7,8,9,10) (Target Group: All, LEP, SPED, CTE, M, F) (NCLB: 1,5)</p>	Counselor(s), Principal(s)	Prior to preregistration each school year	(L)Local Funds	<p>Summative - Formative: Annually counselor's log</p> <p>Summative: Number of students visiting counselors or other advisors to discuss/amend personal graduation plans.</p>
<p>7. PBT ISD students in grades 11 and 12 will be provided opportunities to work with counselors and/or teachers/advisors to finalize personal graduation and transition plans. (Title I SW: 1,2,6,7,8,9,10) (Target Group: All, LEP, SPED, CTE, M, F) (NCLB: 1,5)</p>	Counselor(s), Principal(s)	Prior to preregistraion each school year	(L)Local Funds	<p>Summative - Formative: Semester documentation of contact</p> <p>Summative: Documentation of counselor/parent/student conferences.</p>
<p>8. The following opportunities will be offered for higher education requirement: Freshmen will take the PSAT 89. Sophomores take the PSAT 10, Juniors will take the PSAT, NMSQT . (Title I SW: 2,7,9,10) (Target Group: All) (NCLB: 1,5)</p>	Counselor(s), Principal(s), Teacher(s)	August 2016-May 2017	(L)Local Funds	<p>Summative - Formative: Sign-in sheets</p> <p>Summative: Increase in Pecos High School students seeking further education beyond high school.</p>

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>9. Pecos High School counselors will provide students and parents information and assistance in higher education admission requirements and financial aid utilizing the following methods:</p> <ul style="list-style-type: none"> <li>Higher Education</li> <li>PSAT, SAT Tests at Pecos High School</li> <li>Pre College Senior Assembly</li> <li>Senior/Parent Conference</li> <li>College Day (Ft. Stockton)</li> <li>College Preview Day (Sul Ross, UTPB, Midland College)</li> <li>College Letters (COIN Program)</li> <li>Computer Software (OSCAR/COIN)</li> <li>Testing Bulletins (TASP, SAT, SAT II, PSAT, ACT)</li> <li>Career Center (College Catalogs, Common Application, College Videos, Texas Grant Financial Aid</li> <li>Financial Senior Assembly</li> <li>Financial Aid Night (Parent/Senior)</li> <li>Texas Grant Information</li> <li>Complete Financial Aid applications and process through internet</li> <li>Call colleges for financial information</li> <li>Provide information on Stafford Loan (Unsubsidized/Subsidized)</li> <li>(Title I SW: 2,3,6,7,8,9,10) (Target Group: All, LEP, SPED, CTE, M, F) (NCLB: 1,5)</li> </ul>	<p>Counselor(s), Principal(s), Teacher(s)</p>	<p>August 2016- June 2017</p>	<p>(L)Local Funds</p>	<p>Summative - Formative: Agendas, sign-in sheets, flyers</p> <p>Summative: Increase in Pecos High School students seeking further education beyond high school.</p>
<p>10. PBT ISD will offer concurrent classes to Junior and Senior students. (Title I SW: 1,2,3,6,7,8,9,10) (Target Group: All) (NCLB: 1,5)</p>	<p>Counselor(s), Principal(s), Teacher(s)</p>	<p>Fall 2016 &amp; Spring 2017</p>	<p>(L)Local Funds, (S)High School Allotment</p>	<p>Summative - Formative: Daily class schedules</p> <p>Summative: 100% of all students and student groups will meet the standards on the appropriate state assessment.</p>

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
11. Programs such as College Days, "Life Tracks", "Making College Count", "Straightway", etc. will be offered to students at Pecos High School. (Title I SW: 2,6,7,9,10) (Target Group: All) (NCLB: 1,5)	Counselor(s), Principal(s)	August 2016-July 2017	(L)Local Funds	Summative - Formative: Documentation of programs, counseling logs  Summative: Dropout rate of less than 1% or less at Crockett Middle School and a completion rate at or above regional and state rates at Pecos High School.
12. Career and Technical Education pathways will be selected and personal graduation plans developed as required by HB5. (Title I SW: 1,2,9,10) (Target Group: All, CTE) (NCLB: 4,5)	Counselor(s), CTE Director, Principal(s), Teacher(s)	August 2016-May 2017	(L)Local Funds	Summative - Formative: Number of students enrolled in classes;\  Summative: Number of students who receive licenses by the time they graduate from PHS.
13. PHS will continue to offer dual credit classes with a target increased enrollment of 5% or greater. (Title I SW: 1,9) (Target Group: CTE) (NCLB: 1,5)	CTE Director, CTE Teachers	August 2016-June 2017	(L)Local Funds, (S)CATE Funds	Summative - Formative: Unit assessment  Summative: All students in this class will MET standard on state assessment.

# PECOS-BARSTOW-TOYAH ISD

**Goal 2.** The Pecos-Barstow-Toyah ISD will encourage parents to be actively involved in their student's education

**Objective 1.** PBT-ISD will provide parents with resources that will encourage them to be knowledgeable and active in their student's education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Subject syllabi will be posted on-line for grades 9-12 prior to the start of the school year. (Title I SW: 1,2,6,9) (Target Group: All) (NCLB: 1,5)	Principal(s), Teacher(s)	August 2016	(L)Local Funds	Summative - Formative: Syllabi  Summative: 100% of all students and tudent groups will meet the standards on the appropriate state assessment.
2. Channel 2, PBT's educational access station, will be available for parents to monitor district and campus news, events and expectations. (Title I SW: 2,6) (Target Group: All) (NCLB: 1,5)	Director of Technology, Principal(s), Teacher(s)	2016-17 school year	(L)Local Funds	Summative - Formative: Channel 11 postings  Summative: 100% of all students and tudent groups will meet the standards on the appropriate state assessment.
3. txConnect will be available to all parents to access their student's grades and attendance. (Title I SW: 2,6,9) (Target Group: All) (NCLB: 1,5)	Director of Special Programs, PEIMS/TxEIS Specialist, Principal(s), Teacher(s)	2016-17 school year	(L)Local Funds	Summative - Formative: PBT website and parent requests for password.  Summative: 100% of all students and tudent groups will meet the standards on the appropriate state assessment.
4. PBT ISD website will be available with campus links, teacher email addresses, teacher web pages, district/campus events, calendars and expectations. (Title I SW: 2,6,9) (Target Group: All) (NCLB: 1,5)	Director of Technology, Principal(s), Teacher(s)	2016-17 school year	(L)Local Funds	Summative - Formative: PBT Website  Summative: 100% of all students and student groups will meet the standards on the appropriate state assessment.



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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. Parental involvement aides/clerks are assigned to each campus to assist parent contact. (Title I SW: 1,2,6,9) (Target Group: All) (NCLB: 1,5)	Assistant Superintendent(s), Parental Involvement Aide, Principal(s)	2016-17 school year	(S)State Compensatory - \$93,547	Summative - Formative: Parent/teacher conference logs, PI aide/clerks notes  Summative: 100% of all students and student groups will meet the standards on the appropriate state assessment.
6. Classroom telephones are installed in all classrooms and Remind 101 is available for teacher to parent communication. (Title I SW: 1,2,6,9,10) (Target Group: All) (NCLB: 1,5)	Director of Technology, Principal(s), Teacher(s)	2016-17 school year	(F)E-rate, (L)Local Funds	Summative - Formative: classroom phones  Summative: 100% of all students and student groups will meet the standards on the appropriate state assessment.
7. Annual Parenting Sessions will be offered to all parents, such as state assessment awareness, health care, study skills, family intervention, higher education, etc.... (Title I SW: 2,6,9,10) (Target Group: All) (NCLB: 1,5)	Core Subject Teachers, Counselor(s), Parental Involvement Aide, Principal(s), Teacher(s)	At least once a year	(F)Title I - \$500, (L)Local Funds	Summative - Formative: Once a semester sign in sheets, agendas  Summative: 100% of all students and student groups will meet the standards on the appropriate state assessment.
8. Annual state assessment information will be provided to all parents of grades 3-12 students including test administration dates. (Title I SW: 1,2,6,9,10) (Target Group: All) (NCLB: 1,5)	Parental Involvement Aide, Principal(s), Teacher(s)	August 2016-May 2017	(L)Local Funds	Summative - Formative: Once a semester  Summative: 100% of all students and student groups will meet the standards on the appropriate state assessment.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Annual Parenting informational sessions will be offered to all parents for "Healthy Relationships" (dating violence, harassment, bullying awareness, etc.) through Crisis Center and guest speakers. (Title I SW: 2,6,9,10) (Target Group: All) (NCLB: 1,4,5)	Counselor(s), Parental Involvement Aide, Principal(s)	Yearly	(F)Title I - \$500, (L)Local Funds	Summative - Formative: Once a semester, sign in sheets, agendas  Summative: Documentation of sessions.

# PECOS-BARSTOW-TOYAH ISD

**Goal 3.** Pecos-Barstow-Toyah ISD will provide a safe secure learning environment with special emphasis on student safety, skills for life long success and parent/community involvement.

**Objective 1.** PBT ISD will use data to decrease behavior incidents with research based strategies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students and parents will provided a Student Handbook and Code of Conduct digital or hard copy if needed and required to sign for receipt. (Title I SW: 1,2,9) (Target Group: All) (NCLB: 1,4,5)	Principal(s), Teacher(s)	August 2016	(F)Title I - \$9,400, (L)Local Funds	Summative - Formative: Daily discipline referrals, signed receipt of student handbook  Summative: 100% of all students and student groups will meet the standards on the appropriate state assessment.
2. Students in ISS and at the DAEP will receive guidance and counseling. (Title I SW: 2,9,10) (Target Group: All, AtRisk) (NCLB: 1,4,5)	Counselor(s), DAEP Administrator, DAEP TEACHERS, Principal(s), Teacher(s)	August 2016-May 2017	(L)Local Funds, (S)State Compensatory - \$4,500	Summative - Formative: Once a semester, sign-in sheets, counseling logs  Summative: 100% of all students and student groups will meet the standards on the appropriate state assessment.
3. Campus administrators will work with parents asking for help with at home discipline problems, which may include conferencing with students, or administrative discretion. Parents will submit a written request to the campus principal at principal/parent conference. (Title I SW: 2,9) (Target Group: All, AtRisk) (NCLB: 1,4,5)	Principal(s)	August 2016-May 2017	(L)Local Funds	Summative - Formative: Documentation of parent contacts  Summative: 100% of all students and student groups will meet the standards on the appropriate state assessment.
4. All staff members will receive and follow the district's emergency operations plan. (Title I SW: 2,9) (Target Group: All) (NCLB: 1,4,5)	All campus staff, Director of Maintenance, Director of Transportation, Principal(s), School Nurse, Superintendent(s)	August 2016-July 2017	(L)Local Funds	Summative - Formative: Copy of plan available in each classroom and office;  Summative: All staff members will be aware of what to do if a crisis arises.
5. Security will be provided at Pecos High School and Crockett Middle School extra curricular events as deemed necessary. (Title I SW: 2,9) (Target Group: All) (NCLB: 1,4,5)	Principal(s), Superintendent(s)	August 2016-June 2017	(L)Local Funds	Summative - Formative: Time Cards  Summative: Decreased behavior issues.

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**Objective 1.** PBT ISD will use data to decrease behavior incidents with research based strategies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. All staff and students will be issued photo ID badges. The staff and students at PHS and Crockett should have their badges in their possession while at school. Elementary and kindergarten students will wear badges to the library and where deemed necessary by the campus administrator. (Title I SW: 2,9) (Target Group: All) (NCLB: 1,4,5)	All campus staff, Assistant Principal(s), Director of Technology, Principal(s), Superintendent(s)	August 2016-August 2017	(S)State Compensatory - \$5,000	Summative - Formative: Schedules of ID badges issued. records of supplies used.  Summative: All staff, students and visitors will wear an ID badge at all times.
7. Campus visitors, volunteers, and substitutes will be issued ID badges as they enter a campus. (Title I SW: 2,9) (Target Group: All) (NCLB: 1,4,5)	All campus staff, Director of Technology, Principal(s)	August 2016-August 2017	(S)State Compensatory - \$5,000	Summative - Formative: Sign in sheets for visitors, substitute logs  Summative: All staff, students and visitors will wear an ID badge.
8. PBT ISD will provide a victim of bullying an opportunity to transfer to another classroom. (Title I SW: 2,9,10) (Target Group: All) (NCLB: 1,4,5)	Assistant Principal(s), Counselor(s), Principal(s), Teacher(s)	August 2016-May 2017	(L)Local Funds	Summative - Formative: Discipline Referrals, Counseling logs  Summative: Discipline problems will decrease and be managed.
9. In School Suspension (ISS) and ISS D-Hall are available at the campuses for students with behavior/discipline incidents. (Title I SW: 2,9) (Target Group: All) (NCLB: 1,4,5)	Assistant Principal(s), Principal(s), Teacher(s)	August 2016-May 2017	(F)Title I - \$23,815, (S)State Compensatory - \$100,019	Summative - Formative: Discipline referrals.  Summative: Discipline incidents will decrease and be managed.
10. All campus volunteers will be required to submit a form for criminal history screening. (Title I SW: 2,6) (Target Group: All) (NCLB: 1,4,5)	Assistant Superintendent(s), Parent Volunteers, Principal(s)	August 2016-July 2017	(L)Local Funds	Summative - Formative: Police Record Report  Summative: All volunteers will be screened and approved to work in our schools.

# PECOS-BARSTOW-TOYAH ISD

**Goal 3.** Pecos-Barstow-Toyah ISD will provide a safe secure learning environment with special emphasis on student safety, skills for life long success and parent/community involvement.

**Objective 1.** PBT ISD will use data to decrease behavior incidents with research based strategies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
11. PBT ISD will use the Texas Behavior Support Initiative (TBSI) as well as other programs to focus on a behavior support system for all students. (Title I SW: 2,9) (Target Group: SPED) (NCLB: 1,4,5)	Director of Special Education, Principal(s), Teacher(s)	August 2016-May 2017	(F)IDEA Formula	Summative - Formative: Training documentation  Summative: Review of discipline data.
12. School counselors will offer guidance instruction to students that will address topics such as suicide prevention, conflict resolution, drug awareness, character education, divorce, violence, self esteem, academics and higher education. (Title I SW: 2) (Target Group: All) (NCLB: 1,4,5)	Counselor(s), Principal(s)	August 2016-May 2017	(L)Local Funds	Summative - Formative: Once every six weeks, counseling logs  Summative: All students will be aware of counselor services available.
13. PBT ISD will participate in Red Ribbon Week focusing on substance abuse through appropriate curriculum programs. (Title I SW: 2,9,10) (Target Group: All) (NCLB: 1,4,5)	Assistant Superintendent(s), Counselor(s), DARE officer, Principal(s), Teacher(s)	October 2016	(L)Local Funds, (S)State Compensatory - \$1,300	Summative - Formative: Once a year, drug free rally agenda, once every six weeks, counseling logs  Summative: Documentation of district/campus activities, Documentation in lesson plans.
14. Students transitioning from one campus to another will visit the upcoming campus prior to the beginning of school. (Title I SW: 2,7,9) (Target Group: All) (NCLB: 1,4,5)	Counselor(s), Principal(s), Teacher(s)	May 2017	(L)Local Funds	Summative - Formative: Bus requests, agendas of campus visits  Summative: 100% of all students and student groups will meet the standards on the appropriate state assessment.

# PECOS-BARSTOW-TOYAH ISD

**Goal 3.** Pecos-Barstow-Toyah ISD will provide a safe secure learning environment with special emphasis on student safety, skills for life long success and parent/community involvement.

**Objective 1.** PBT ISD will use data to decrease behavior incidents with research based strategies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
15. Students in grades 7-12 who participate in extracurricular activities and/or drive a vehicle on campus will participate in random drug and alcohol testing. (Title I SW: 2,9) (Target Group: All) (NCLB: 1,4,5)	Assistant Principal(s), Assistant Superintendent(s), Principal(s), Superintendent(s)	August 2016-July 2017	(L)Local Funds	Summative - Formative: As required by the Student code of Conduct  Summative: To provide students in extracurricular activities and/or drive a vehicle on campus a deterrent to use illegal drugs and alcohol and to maintain a school environment free of drug and alcohol use and its effects.
16. All Assistant Principals will attend a minimum of 12 hours of Positive Behavior Training annually. (Title I SW: 2,6,9) (Target Group: All) (NCLB: 1,4,5)	Assistant Principal(s), Principal(s)	by December 2016	(L)Local Funds	Summative - Formative: Discipline logs;  Summative: Certificate of Attendance
17. All campuses will provide students the opportunity to register and visit campuses prior to the first day of school. PBT ISD will provide ongoing staff development as needed for behavior management techniques/positive behavior. (Title I SW: 2,7,9) (Target Group: All) (NCLB: 1,4,5)	Counselor(s), Principal(s), Teacher(s)	April-May 2017, Aug. 2017	(L)Discretionary, (L)Local Funds	Summative - Formative: Students picking up schedules, registration packet distribution; Summative: 100% of all students and student groups will meet the standards on the appropriate state assessment.
18. PBT ISD will use a drug dog to ensure a safe and wholesome environment. (Title I SW: 2,9) (Target Group: All) (NCLB: 1,4,5)	Assistant Principal(s), Assistant Superintendent(s), Principal(s), Truancy Officer	August 2016-May 2017	(L)Local Funds	Summative - Formative: Monthly Reports  Summative: Discipline problems will decrease and be managed.

# PECOS-BARSTOW-TOYAH ISD

**Goal 3.** Pecos-Barstow-Toyah ISD will provide a safe secure learning environment with special emphasis on student safety, skills for life long success and parent/community involvement.

**Objective 1.** PBT ISD will use data to decrease behavior incidents with research based strategies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
19. Annual Informative Parenting sessions will be offered to all parents for dating violence, harassment and bullying awareness. (Title I SW: 1,2,6,9,10) (Target Group: All) (NCLB: 1,5)	Counselor(s), Parental Involvement Aide, Principal(s), Teacher(s)	Annually	(F)Title I - \$100, (L)Local Funds	Summative - Formative: Once a semester, sign-in sheets, agendas  Summative: Documentation of sessions. Bullying incidents will decrease and victim safety will be enhanced.
20. PBT ISD will develop and implement a Safety Plan for each victim of dating violence and bullying that will include a "Stay Away" agreement to promote a safe learning environment. (Title I SW: 1,2,9) (Target Group: All) (NCLB: 1,4,5)	Assistant Principal(s), Counselor(s), Principal(s), Teacher(s)	August 2016-May 2017	(L)Local Funds	Summative - Formative: Discipline referrals, complaint forms, safety plans  Summative: Bullying incidents will decrease and victim safety will be enhanced.
21. Student complaint forms will be utilized at all grade levels to report incidents of bullying or dating violence. (Title I SW: 2,9) (Target Group: All) (NCLB: 1,4,5)	Assistant Principal(s), Counselor(s), Principal(s), Teacher(s)	August 2016-May 2017	(L)Local Funds	Summative - Formative: Discipline Referrals, Complaint Forms, Safety Plan  Summative: Bullying incidents will decrease and victim safety will be enhanced.
22. PBT ISD will utilize parent letters, posters and items in the Student Handbook to promote a Help Line numbers for students that are victims of dating violence or bullying violence. (Title I SW: 2,6,9,10) (Target Group: All) (NCLB: 1,4,5)	Assistant Principal(s), Counselor(s), Principal(s), Teacher(s)	August 2016-May 2017	(F)Title I - \$9,400, (L)Local Funds	Summative - Formative: Discipline referrals, complaint forms, safety plan  Summative: bullying incidents will decrease and victim safety will be enhanced.

# PECOS-BARSTOW-TOYAH ISD

**Goal 3.** Pecos-Barstow-Toyah ISD will provide a safe secure learning environment with special emphasis on student safety, skills for life long success and parent/community involvement.

**Objective 1.** PBT ISD will use data to decrease behavior incidents with research based strategies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
23. PBT ISD will incorporate dating and sexual violence education that is age-appropriate into annual health curriculum for students in grades 7-12. (Title I SW: 2,6,9,10) (Target Group: All) (NCLB: 1,4,5)	Assistant Principal(s), Counselor(s), Principal(s), Teacher(s)	August 2016-May 2017	(L)Local Funds	Summative - Formative: Discipline referrals, complaint forms, safety plan  Summative: Bullying incidents will decrease and victim safety will be enhanced.
24. Security cameras will be placed at campuses to ensure a safe and wholesome environment for staff and students. (Title I SW: 9) (Target Group: All) (NCLB: 4)	Director of Technology, Principal(s)	August 2016 - July 2017	(L)Local Funds	Summative - All students and staff will be provided a safe, wholesome environment.



# PECOS-BARSTOW-TOYAH ISD

- Goal 4.** Pecos-Barstow-Toyah ISD will maintain or increase student achievement in all academic areas at or above the regional average on district and state assessment.
- Objective 1.** All students, including AEP students and the special populations of At Risk, Bilingual/ESL, G/T, Special Education, Migrant, Title I, CTE, Homeless, Dyslexic and 504 will meet the standards on the district and state assessment

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Pecos-Barstow-Toyah ISD will use programs such as Waterford (PK-2), Lonestar Learning (1 -3), Learning.com (K-8), Measuring-Up (1-8), Study Island (4-6), Edgenuity (6-12), Texas Success offerings (3-12), digital interactive lab (PHS) as supplementary resources to enhance instruction and enable students to master the TEKS. (Title I SW: 1,2,8,9,10) (Target Group: All, H, ECD, ESL, Migrant, LEP, SPED, GT, AtRisk) (NCLB: 1,2,5)</p>	<p>Core Subject Teachers, Director of Special Programs, Principal(s), Teacher(s)</p>	<p>August 2016-May 2017</p>	<p>(F)Title I - \$54,778</p>	<p>Summative - Formative: Daily Master Schedule, review of unit assessment data every 6 weeks Summative: 100% of all students and student groups will meet the standard on state assessment.</p>
<p>2. Pecos-Barstow-Toyah ISD will offer K-5 students who did not perform satisfactorily on a diagnostic instrument an opportunity to attend Reading/Math Tutorials and will provide at least one instructional aide per campus (Kindergarten through Crockett) to reinforce/remediate reading and math skills to struggling students. (Title I SW: 1,2,8,9,10) (Target Group: All, AtRisk) (NCLB: 1,2)</p>	<p>Core Subject Teachers, Principal(s), Teacher(s), Title I Aide</p>	<p>August 2016-May 2017</p>	<p>(F)Title I - \$377,648, (S)State Compensatory - \$220,813</p>	<p>Summative - Formative: Reading Academy roster, unit assessment data review every 6 weeks, progress monitoring every 3 weeks, daily aide's schedules  Summative: 100% of all students and student groups will meet the standard on the Reading, Math, Writing, Science and Social Studies state assessment.</p>
<p>3. Pecos-Barstow-Toyah ISD will offer a Title I funded summer school program to K-high school students who have failed at least two core subjects and/or failed a state assessment. (Title I SW: 1,2,8,9,10) (Target Group: AtRisk) (NCLB: 1,5)</p>	<p>Core Subject Teachers, Director of Special Programs, Director/Administrator, Parental Involvement Aide, Principal(s), Teacher(s)</p>	<p>June-July 2017</p>	<p>(F)Title I - \$43,030</p>	<p>Summative - Formative: Weekly progress monitoring  Summative: 100% of all students and student groups will meet the standards on state assessment.</p>
<p>4. Pecos-Barstow-Toyah ISD will offer GT, Pre-AP and AP classes to eligible students 1-12. (Title I SW: 1,2,8,9,10) (Target Group: GT, 9th, 10th, 11th, 12th, 6th, 7th, 8th) (NCLB: 1,5)</p>	<p>Core Subject Teachers, Director of Special Programs, G/T Teacher, Principal(s), Teacher(s)</p>	<p>August 2016-May 2017</p>	<p>(L)Local Funds, (S)Gifted &amp; Talented, (S)High School Allotment</p>	<p>Summative - Formative: Daily master schedules.  Summative: 100% of all students and student groups will meet the standards on state assessment.</p>

# PECOS-BARSTOW-TOYAH ISD

- Goal 4.** Pecos-Barstow-Toyah ISD will maintain or increase student achievement in all academic areas at or above the regional average on district and state assessment.
- Objective 1.** All students, including AEP students and the special populations of At Risk, Bilingual/ESL, G/T, Special Education, Migrant, Title I, CTE, Homeless, Dyslexic and 504 will meet the standards on the district and state assessment

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. Struggling students will be identified, a plan developed/implemented to meet their needs and monitored using assessment data. (Title I SW: 1,2,8,9,10) (Target Group: All, AtRisk) (NCLB: 1,5)	Core Subject Teachers, Principal(s), Teacher(s)	August 2016-May 2017	(F)Title I - \$14,158, (L)Local Funds	Summative - Formative: Progress monitoring every 3 weeks  Summative: All at-risk students will meet the standards on state assessment.
6. Pecos-Barstow-Toyah ISD will offer summer school for all eligible 9-12 grade students for credit recovery and state assessment preparation. (Title I SW: 1,2,8,9) (Target Group: All, H, W, AA, ECD, Migrant, LEP, AtRisk) (NCLB: 1,2,5)	Core Subject Teachers, Principal(s), Teacher(s)	June 2017	(F)Title I - \$21,818	Summative - Formative: Weekly progress monitoring.  Summative: 100% of all students and student groups will meet the standards on the appropriate state assessment.
7. Pecos-Barstow-Toyah ISD will reduce class sizes K-12 through the Teacher/Principal Training and Recruiting (TPTR) Program. (Title I SW: 2,3,9) (Target Group: All, H, W, AA, ECD, Migrant, LEP, SPED, GT, AtRisk) (NCLB: 1,2,5)	Assistant Superintendent(s), Business Manager, Director of Special Programs, Principal(s)	August 2016-May 2017	(F)Title IIA Principal and Teacher Improvement - \$115,780	Summative - Formative: Campus teacher rosters.  Summative: 100% of all students and student groups will meet the standards on the appropriate state assessment.
8. Pecos-Barstow-Toyah ISD will offer the services of a Curriculum/Special Programs Director to administer federal/state programs. (Title I SW: 1,2,4,6,8,9,10) (Target Group: All, H, W, AA, ECD, ESL, Migrant, LEP, SPED, GT, CTE, M, F, AtRisk) (NCLB: 1,2,5)	Assistant Superintendent(s), Director of Special Programs, Superintendent(s)	July 2016-June 2017	(L)Local Funds - \$96,134	Summative - Formative: Review progress monitoring every 3 weeks and benchmark data every 6 weeks. Summative: 100% of all students and student groups will meet the standards on the appropriate STAAR tests.

# PECOS-BARSTOW-TOYAH ISD

- Goal 4.** Pecos-Barstow-Toyah ISD will maintain or increase student achievement in all academic areas at or above the regional average on district and state assessment.
- Objective 1.** All students, including AEP students and the special populations of At Risk, Bilingual/ESL, G/T, Special Education, Migrant, Title I, CTE, Homeless, Dyslexic and 504 will meet the standards on the district and state assessment

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Pecos-Barstow-Toyah ISD will provide department heads for core area subjects, including CTE at Pecos High School. (Title I SW: 2,8,9) (Target Group: All) (NCLB: 1,2,5)	Principal(s)	August 2016-May 2017	(L)Local Funds, (S)CATE Funds - \$1,000	Summative - Formative: Documentation of department meetings.  Summative: 100% of all students and student groups will meet the standards on the appropriate state assessment.
10. Each campus will have the services of a librarian or a library aide. Each library will provide resources to ensure student success. (Title I SW: 2,9,10) (Target Group: All) (NCLB: 1,2,5)	Assistant Superintendent(s), Principal(s)	August 2016-May 2017	(L)Local Funds - \$198,517	Summative - Formative: Library Schedule.  Summative: 100% of all students and student groups will meet the standards on the appropriate state assessment.
11. LEP students will be identified and enrolled in a bilingual (K-5) or ESL (6-12) program. Supplementary instructional materials and equipment will be purchase as well as offer tutorials. (Title I SW: 1,2,8,9,10) (Target Group: ESL, LEP) (NCLB: 1,2,5)	Director of Special Programs, Principal(s), Teacher(s)	August 2016-June 2017	(F)Title III Bilingual / ESL - \$12,064, (S)Bilingual Funds	Summative - Formative: HLS, LAS tests, parent permission, progress monitoring student progress every 3 weeks.  Summative: 100% of all Bilingual/ESL students will meet the standards on the appropriate state assessment.
12. School age mothers will be provided with day care services as long as day care services are available. (Title I SW: 2,9) (Target Group: F, AtRisk) (NCLB: 1,5)	PEP Teacher, Principal(s), Teacher(s)	August 2016-May 2017	(L)Local Funds - \$5,000	Summative - Formative: Life Skills entry forms.  Summative: Completion rate will increase and school age mothers will meet the standards on the appropriate state assessment.

# PECOS-BARSTOW-TOYAH ISD

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- Objective 1.** All students, including AEP students and the special populations of At Risk, Bilingual/ESL, G/T, Special Education, Migrant, Title I, CTE, Homeless, Dyslexic and 504 will meet the standards on the district and state assessment

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>13. Pecos-Barstow-Toyah ISD will offer an after school GT elementary art program. (Title I SW: 10) (Target Group: GT, 1st, 2nd, 3rd, 4th, 5th) (NCLB: 1,5)</p>	<p>Director of Special Programs, G/T Director, G/T Teacher, Principal(s), Teacher(s)</p>	<p>Twice a week; Sept. - May</p>	<p>(L)Local Funds, (S)Gifted &amp; Talented - \$3,690</p>	<p>Summative - Formative: Weekly attendance rosters.</p> <p>Summative: 100% of all gt art students will meet the standards on the appropriate state assessment.</p>
<p>14. Pecos-Barstow-Toyah ISD will continue to implement a dyslexia plan at all campuses which will address the following goals:</p> <ol style="list-style-type: none"> <li>1. Staff Development</li> <li>2. Data Gathering</li> <li>3. Remedial/Compensatory Strategies</li> <li>4. Identification and Placement of students</li> <li>5. Referral to Special Education</li> <li>6. Exit from the Dyslexia Program</li> </ol> <p>PBT-ISD will purchase supplementary instructional materials and equipment for dyslexia teachers to use with their students. (Title I SW: 2,8,9,10) (Target Group: Dys) (NCLB: 1,5)</p>	<p>Director of Special Programs, Dyslexia Director, Dyslexia teacher, Principal(s), Teacher(s)</p>	<p>Sept. 2016-May 2017</p>	<p>(F)Title I - \$2,274, (L)Local Funds, (S)SSI, (S)State Compensatory - \$83,347</p>	<p>Summative - Formative: Lesson plans, referral, assessment and placement letters, progress monitoring every 3 weeks.</p> <p>Summative: 100% of all students and student groups will meet the standards on the appropriate state assessment.</p>
<p>15. Pecos-Barstow-Toyah ISD will offer Gifted/Talented services to eligible students K-12. K-5 will have a GT pullout program and classroom teachers who have GT students in their classrooms will be required to have their 30 hrs of basic GT training with a 6 hr. annual update. 7th -12th grades will have GT facilitator(s) who will monitor academic progress of GT general intellectual students. (Title I SW: 1,2,8,10) (Target Group: GT) (NCLB: 1,5)</p>	<p>Core Subject Teachers, Director of Special Programs, G/T Director, G/T Teacher, Principal(s), Teacher(s)</p>	<p>August 2016-May 2017</p>	<p>(L)Local Funds, (S)Gifted &amp; Talented - \$61,976</p>	<p>Summative - Formative: Daily master schedules</p> <p>Summative: 100% of all gt students will meet standard on the appropriate state assessment.</p>

# PECOS-BARSTOW-TOYAH ISD

- Goal 4.** Pecos-Barstow-Toyah ISD will maintain or increase student achievement in all academic areas at or above the regional average on district and state assessment.
- Objective 1.** All students, including AEP students and the special populations of At Risk, Bilingual/ESL, G/T, Special Education, Migrant, Title I, CTE, Homeless, Dyslexic and 504 will meet the standards on the district and state assessment

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
16. Pecos-Barstow-Toyah ISD will provide clothing and instructional supplies as needed to identified Homeless students. (Title I SW: 2,9) (Target Group: ECD) (NCLB: 5)	Assistant Principal(s), Counselor(s), Director of Special Programs, Parental Involvement Aide, Principal(s), School Nurse, Teacher(s)	August 2016 - June 2017	(F)Title I - \$2,500	Summative - Formative: Review student residency questionnaire after new students enroll in district.  Summative: Homeless students will meet the standards on all state assessment.
17. PBT-ISD will provide consumable/nonconsumable supplies and curriculum training to core content teachers. (Title I SW: 1,2,9) (Target Group: All) (NCLB: 1,2,5)	Director of Special Programs, Principal(s), Superintendent(s)	2015-16 school year	(L)Local Funds	Summative - All students will meet the standards on the state assessment.
18. CTE students will have access to desktops and/or laptops and proper licenses to enhance their programs of study and provide opportunities to learn multiply industry aspects. (Title I SW: 1,2,9,10) (Target Group: CTE) (NCLB: 1,5)	CTE Director, CTE Teachers, Principal(s)	August 2016- June 2017	(F)Carl Perkins CATE, (F)Perkins, (L)Local Funds	Summative - All students enrolled in CTE classes will meet the standards on the state assessment.

# PECOS-BARSTOW-TOYAH ISD

**Goal 5.** Pecos-Barstow-Toyah ISD will use current research based curriculum and instructional strategies to ensure student success.

**Objective 1.** Staff will use technology to increase student 21st Century knowledge and skills.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. State TEKS will be used to guide all grades in technology curriculum and will be assessed by the appropriate faculty at each campus. K-8 will use state adopted Technology Application software, EasyTech, to meet TEKS requirements. Grades 9-12 will use state TEKS to guide the technology application curriculum. The appropriate faculty at each campus will assess all. (Title I SW: 1,2,9,10) (Target Group: All) (NCLB: 1)	Director of Special Programs, Director of Technology, Principal(s), Teacher(s)	August 2016-May 2017	(L)Local Funds	Summative - Formative: Weekly lesson plans, progress monitoring every 3 weeks  Summative: Students will use technology for subject specific projects that will be measured and assessed.
2. PBT-ISD Internet service will be accessed by all PBT-ISD staff and available for student, and community use, with signed Acceptable Use Policy (AUP). (Title I SW: 1,2,9,10) (Target Group: All) (NCLB: 1,5)	Director of Technology, Librarian, Librarian Aide, Principal(s)	August 2016-May 2017	(F)E-rate, (L)Local Funds	Summative - Formative: Sign-in sheets  Summative: Doc. of use and AUP's on file.
3. Maintain/update PBT Wide Area Network (WAN) electronics and end-user equipment on all PBT campuses/locations. (Title I SW: 2,9) (Target Group: All, CTE) (NCLB: 1)	Business Manager, CTE Director, Director of Technology, Superintendent(s)	August 2016-May 2017	(F)E-rate, (L)Local Funds	Summative - Formative: Maintain yearly documentation of upgrade.  Summative: Purchase orders, documentation of upgrades, documentation of maintenance and long range plan for technology
4. Campus will house their own distance learning equipment to allow teachers better access to staff development via distance learning. (Title I SW: 1,2,4,9,10) (Target Group: All) (NCLB: 1)	Director of Special Programs, Director of Technology, Principal(s)	August 2016-May 2017	(L)Local Funds	Summative - Teachers will receive high quality professional development, this will help all students meet standards on state assessment.
5. Teachers will use technology applications to enhance classroom instruction. (Target Group: All)	Director of Special Programs, Director of Technology	August 2016-May 2017	(L)Local Funds	Summative - Formative: Weekly lesson plan, participation hours in program.
6. Teachers will receive technology training. (Target Group: All)	Director of Special Programs, Director of Technology	August 2016-May 2017	(L)Local Funds	Summative - Formative: Weekly lesson plan, participation hours in program.

# PECOS-BARSTOW-TOYAH ISD

**Goal 6.** Pecos-Barstow-Toyah ISD will provide opportunities for quality staff and professional development.

**Objective 1.** PBT ISD will ensure students meet or exceed state standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will assist in the planning and development of campus CNA and CIP, focusing on state standards. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All, H, W, AA, ECD, ESL, Migrant, LEP, SPED, GT, CTE, AtRisk, Dys) (NCLB: 1,2,3,4,5)	Core Subject Teachers, Principal(s), Teacher(s)	August 2016-June 2017	(L)Local Funds	Summative - Formative: Weekly sign-in sheets, agendas  Summative: 100% of students and student groups will meet the standards on the appropriate state assessment.
2. All teachers, including special population teachers, will attend local, regional and state workshops and/or conferences, focusing on state standards. (Title I SW: 1,2,4,7,8,9,10) (Target Group: All, H, W, AA, ECD, ESL, Migrant, LEP, SPED, GT, CTE, AtRisk) (NCLB: 1,5)	Core Subject Teachers, Director of Special Programs, Principal(s), Teacher(s), Title I Aide	August 2016-July 2017	(F)IDEA Formula - \$15,000, (F)Title I - \$51,000, (F)Title IIA Principal and Teacher Improvement - \$4,983, (F)Title III Bilingual / ESL - \$6,000, (L)Local Funds, (S)Bilingual Funds, (S)CATE Funds, (S)Gifted & Talented	Summative - Formative: As appropriate, certificates of attendance.  Summative: 100% of students and student groups will meet the standards on the appropriate state assessment.
3. Pre-AP and AP teachers will attend AP training through College Board. (Title I SW: 2,4,8) (Target Group: All, GT) (NCLB: 1,5)	Director of Special Programs, Principal(s), Teacher(s)	August 2016-May 2017	(F)Title I - \$2,274, (F)Title IIA Principal and Teacher Improvement - \$4,983, (L)Local Budget	Summative - Formative: Annually sign-in sheets and certificates of attendance.  Summative: 100% of students and student groups will meet the standards on the appropriate state assessment.
4. PBT-ISD will provide staff development/training in the Texas Behavior Support Initiative (TBSI) through ESC Region 18. (Title I SW: 2,4,8,9) (Target Group: SPED) (NCLB: 1,5)	Director of Special Education, Principal(s), Teacher(s)	August 2016-May 2017	(F)IDEA Formula	Summative - Formative: Annually sign in sheets and certificates of attendance.  Summative: Documentation of training.

# PECOS-BARSTOW-TOYAH ISD

**Goal 6.** Pecos-Barstow-Toyah ISD will provide opportunities for quality staff and professional development.

**Objective 1.** PBT ISD will ensure students meet or exceed state standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. Staff development will be provide in failure intervention instructional strategies & training for RTI and 504 processes. (Title I SW: 2,4,8,9,10) (Target Group: SPED) (NCLB: 1,5)	Director of Special Education, Principal(s), Teacher(s)	August 2016-May 2017	(F)IDEA Formula	Summative - Formative: Annually sign in sheets and certificates of attendance.  Summative: Documentation of trainings and numbers of special ed. referrals.
6. PBT-ISD will enter into an agreement with ESC Region 18 to provide professional development and technical assistance for Pecos High School(Focus Campus), Crockett Middle School (Focus Campus), Haynes Elementary (Focus Campus) and Austin Elementary in best practices in Math and Reading instruction for all sub groups. (Title I SW: 2,4,8,9) (Target Group: All, H, ECD, SPED) (NCLB: 1,5)	Director of Special Education, Director of Special Programs, Principal(s)	August 2016-May 2017	(F)Title I School Improvement	Summative - Formative: PD certificates and PD monitoring document.  Summative: 100% of students and student groups will meet the standards on the appropriate state assessment.
7. PBT-ISD will provide ongoing staff development on transition planning. (Title I SW: 1,2,4,7,9) (Target Group: SPED) (NCLB: 1,5)	Director of Special Education	August 2016-May 2017	(F)IDEA Formula	Summative - Formative: Quarterly agendas, sign in sheets and certificates of attendance.  Summative: Documentation of training.
8. PBT-ISD will provide ongoing staff development as needed for drug awareness and prevention. (Title I SW: 2,4,9,10) (Target Group: All) (NCLB: 1,4,5)	Assistant Superintendent(s), Counselor(s), DARE officer, Principal(s), Teacher(s)	August 2016-May 2017	(L)Local Funds, (S)State Compensatory - \$1,750	Summative - Formative: Sign in sheets Summative: Bullying incidents will decrease and victims safety will be enhanced.
9. PBT-ISD will provide staff development as needed for dating violence, harassment, and bullying awareness and prevention. (Title I SW: 2,4,9) (Target Group: All) (NCLB: 1,4,5)	Assistant Principal(s), Assistant Superintendent(s), Counselor(s), Principal(s), Teacher(s)	August 2016-May 2017	(L)Local Funds - \$48,473	Summative - Formative: Sign in sheets  Summative: Measurable decrease incidents.



# PECOS-BARSTOW-TOYAH ISD

**Goal 6.** Pecos-Barstow-Toyah ISD will provide opportunities for quality staff and professional development.

**Objective 1.** PBT ISD will ensure students meet or exceed state standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
10. PBT-ISD will provide Leadership training for new administrators as needed. (Title I SW: 1,2,4,9) (Target Group: All) (NCLB: 1,2,5)	Assistant Superintendent(s), Director of Special Programs, Principal(s), Superintendent(s)	August 2016-June 2017	(F)Title I - \$46,049	<p>Summative - Formative: All new campus based administrators will attend Leadership training.</p> <p>Summative: All students will meet the standards on all state assessment.</p>

# PECOS-BARSTOW-TOYAH ISD

**Goal 7.** Pecos-Barstow-Toyah ISD will maintain or increase student attendance, dropout and completion rate.

**Objective 1.** PBT ISD will maintain - a dropout rate of less than 1% for students of all populations at Crockett Middle School - a completion rate of at or above regional and state rates at Pecos High School - an attendance rate of 97% or higher districtwide.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Student daily attendance and enrolled will be monitored by campus staff, parental involvement aides/clerks and truancy officer as per TEC. (Title I SW: 2,9,10) (Target Group: All, AtRisk) (NCLB: 1,5)	Assistant Principal(s), Parental Involvement Aide, Principal(s), Teacher(s), Truancy Officer	August 2016-May 2017	(L)Local Funds, (S)State Compensatory - \$145,190	Summative - Formative: Daily telephone/home visit logs.  Summative: TAPR data
2. Local and state agencies will be contacted to help enforce attendance requirements. (Title I SW: 2,9,10) (Target Group: All, AtRisk) (NCLB: 1,5)	Assistant Principal(s), Parental Involvement Aide, Principal(s), Truancy Officer	August 2016-May 2017	(L)Local Funds	Summative - Formative: Monthly documentation of contacts.  Summative: TAPR data
3. Saturday school will be offered to students in grades 4-12 who have not met the 90% attendance criteria. (Title I SW: 2,9) (Target Group: All, AtRisk) (NCLB: 1,5)	Principal(s)	August 2016-June 2017	(S)State Compensatory - \$5,047	Summative - Formative: Attendance Sheets  Summative: TAPR data

# PECOS-BARSTOW-TOYAH ISD

- Goal 8.** Pecos-Barstow-Toyah ISD will coordinate shared services with Region 18 ESC, Migrant Fiscal Agent, in order to provide all migrant students who met the Priority for Services (PFS) eligibility criteria with quality academic support programs to create a positive impact on student achievement.
- Objective 1.** PFS students within PBT ISD will have access to supplemental instructional and support services as needed.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide training to all Migrant Education Program administrators and other staff on the significance and requirement by TEA to generate, print, and share "Priority for Services" Reports with all instructional personnel working with migrant students as needed. (Target Group: Migrant) (NCLB: 1,5)	All MEP Staff	August 2016 - May 2017	(F)Region 18 SSA	Summative - Formative: Participants List
2. Inform all district personnel of the definition of PFS students and significance of prioritizing all instructional services for these students for compliance issues. Information will be shared through campus staff meetings as needed. (Target Group: Migrant) (NCLB: 1,5)	District Migrant Contact	August 2016 - May 2017	(F)Region 18 SSA	Summative - Formative: Participants List
3. Determine individual needs of every migrant identified student and family for instructional and support services; identify available resources to address said needs; coordinate with campus administrators, other district staff, and local entities to ensure that each child and family has access to the appropriate services; and follow-up to monitor and document progress as needed. (Target Group: Migrant) (NCLB: 1,5)	All MEP Staff, District Migrant Contact	August 2016 - May 2017 as needed	(F)Region 18 SSA	Summative - Formative: Preliminary Family Needs Assessment Form  PFS Migrant Student Assessment  Migrant Student Monitoring
4. Coordinate training for migrant students' teachers and campus administrators to inform them of individual needs of migrant students in their class and on their campus. Stress the significance of prioritizing all instructional services for these students to meet specific needs. (Target Group: Migrant) (NCLB: 1,5)	District Migrant Contact	August 2016 - May 2017 as needed	(F)Region 18 SSA	Summative - Formative: Contact Log  Participants List
5. Periodic home visits to update parents on the academic progress of their children. (Target Group: Migrant) (NCLB: 1,5)	All MEP Staff, District Migrant Contact	As needed throughout the year (2x per semester)	(F)Region 18 SSA	Summative - Formative: Contact Log

# PECOS-BARSTOW-TOYAH ISD

- Goal 8.** Pecos-Barstow-Toyah ISD will coordinate shared services with Region 18 ESC, Migrant Fiscal Agent, in order to provide all migrant students who met the Priority for Services (PFS) eligibility criteria with quality academic support programs to create a positive impact on student achievement.
- Objective 1.** PFS students within PBT ISD will have access to supplemental instructional and support services as needed.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Coordinate with available programs offering options for credit accrual and recovery to ensure that migrant secondary students are accessing opportunities available to earn needed credits and make up coursework, which is lacking due to late arrival and/or early withdrawal. Student participation must not interfere with core classes. (Target Group: Migrant) (NCLB: 1,5)	All MEP Staff, District Migrant Contact	As needed throughout the year	(F)Region 18 SSA	Summative - Formative: Migrant Student checklist with Resources provided  Migrant Student Monitoring
7. Ensure consolidation of partial secondary credits, proper course placement, and credit accrual for ontime graduation, including accessing and reviewing academic records from NGS. (Target Group: Migrant) (NCLB: 1,5)	All MEP Staff, District Migrant Contact	As needed throughout the year	(F)Region 18 SSA	Summative - Formative: Graduation Plan  School Records
8. Monitor academic progress of migrant students while working cooperatively with district administrators and staff to implement a total instructional and supportive program that addresses the specific needs of migrant students. Maintain documentation of services provided for Compliance Reporting. (Target Group: Migrant) (NCLB: 1,5)	All MEP Staff, District Migrant Contact	As needed throughout the year	(F)Region 18 SSA	Summative - Formative: Migrant Student Monitoring  Counseling Notes  PFS Student Assessment
9. Coordinate with school staff and the Texas Migrant Interstate Program (TMIP) to ensure that migrant students who have failed state assessment in any content area are accessing local, intrastate remediation. (Target Group: Migrant) (NCLB: 1,5)	All MEP Staff, District Migrant Contact	Before migrant student's early withdrawal	(F)Region 18 SSA	Summative - Formative: TMIP Student Referral Form (if applicable)
10. Generate PFS Report for every SSA district in the region on a monthly basis and submit and/or mail to the SSA district migrant contact. (Target Group: Migrant) (NCLB: 1,5)	Migrant Specialist	Monthly from July 1 to June 30	(F)Region 18 SSA	Summative - Formative: NGS PFS Reports

# PECOS-BARSTOW-TOYAH ISD

- Goal 8.** Pecos-Barstow-Toyah ISD will coordinate shared services with Region 18 ESC, Migrant Fiscal Agent, in order to provide all migrant students who met the Priority for Services (PFS) eligibility criteria with quality academic support programs to create a positive impact on student achievement.
- Objective 1.** PFS students within PBT ISD will have access to supplemental instructional and support services as needed.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
11. SSA district disseminates a copy of the PFS report to the appropriate campus personnel. (Target Group: Migrant) (NCLB: 1,5)	District Migrant Contact	Monthly from July 1 to June 30	(F)Region 18 SSA	Summative - Formative: NGS PFS Reports
12. Provide campus administrators, appropriate campus staff, and parents the PFS criteria and updated PFS reports. (Target Group: Migrant) (NCLB: 1,5)	All MEP Staff, District Migrant Contact	Monthly from July 1 to June 30	(F)Region 18 SSA	Summative - Formative: NGS PFS Reports

# PECOS-BARSTOW-TOYAH ISD

**Goal 9.** Pecos-Barstow-Toyah ISD will use recruitment and retention strategies to hire Highly Qualified Staff each year.

**Objective 1.** All core content area teachers and instructional para-professionals in Pecos-Barstow-Toyah ISD will be highly qualified.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. PBT ISD will offer a competitive salary, stipends and signing bonuses in hard-to-fill areas. (Title I SW: 1,2,3,5) (Target Group: All) (NCLB: 3)	Assistant Superintendent(s), Principal(s), Superintendent(s)	August 2016-July 2017	(F)Title IIA Principal and Teacher Improvement - \$16,613, (L)Local Budget	Summative - Formative: Fully HQ staff at each campus  Summative: HQ Report; number and quality of applications.
2. New Teacher Mentoring using the research based strategies. (Title I SW: 3,5) (Target Group: All) (NCLB: 3)	Assistant Superintendent(s), Mentoring Teacher, Principal(s)	August 2016-June 2017	(F)Title IIA Principal and Teacher Improvement - \$4,500, (L)Local Funds	Summative - Formative: Training sessions for mentors and new teachers  Summative: HQ report; teacher retention numbers.
3. Active Teacher Recruiting efforts will begin in the Spring as needed. (Title I SW: 1,3,5) (Target Group: All) (NCLB: 3)	Assistant Superintendent(s), Principal(s)	March 2017-August 2017	(L)Local Funds	Summative - Formative: Fully HQ staff at each campus  Summative: HQ report; number and quality of applications.
4. PBT ISD may provide professional employees certification opportunities in order to improve the quality workforce to meet the requirements of P.L. 107-110, Section 1119. Financial assistance may include: A. College coursework tuition B. Alternative certification program fees/tuition C. TExES Exam fees D. Certain legal fees example: H1B Visas (Title I SW: 1,3) (Target Group: All) (NCLB: 3)	Assistant Superintendent(s)	August 2016-July 2017	(F)Title IIA Principal and Teacher Improvement - \$1,600	Summative - Formative: Registration purchase orders  Summative: District HQ status will be 100%
5. All instructional para-professionals will be HQ before the beginning of the school year. (Title I SW: 1,2,4) (Target Group: All) (NCLB: 1,3,4)	Assistant Superintendent(s), Principal(s)	August 2016	(F)Title IIA Principal and Teacher Improvement - \$1,500	Summative - Summative: All instructional para-professionals will be HQ before the school year starts.

# PECOS-BARSTOW-TOYAH ISD

**Goal 10.** Pecos-Barstow-Toyah Independent School District will comply with all State Accountability Requirements.

**Objective 1.** PBT ISD will increase student passing and progress measure on state assessment at or above regional and state rates.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. PBT ISD will provide progress monitoring software programs (such as Waterford, Istation, Renaissance) to be used in assessing the students in K-3 to determine strengths and weaknesses. (Title I SW: 1,2,3,4,9) (Target Group: SPED) (NCLB: 1,5)	Director of Special Education, Inclusion Teacher, Special Ed Teachers, Teacher(s)	August 2016-May 2017	(F)IDEA Formula, (F)Title I - \$5,780, (L)Local Funds	Summative - Formative: Review benchmark test data every 6 weeks  Summative: Increase all students groups passing and progress measure to or above regional and state rates on state assessment.
2. PBT ISD will provide inclusion teachers on every campus to co-teach, reinforce and support regular classroom teachers. (Title I SW: 2,3,10) (Target Group: SPED) (NCLB: 1)	All campus staff, Assistant Principal(s), Core Subject Teachers, Director of Special Education, Inclusion Teacher, Special Ed Teachers	August 2016-May 2017	(S)Sp Ed funds	Summative - Formative: Review progress monitoring every 3 weeks and benchmark data every 6 weeks.  Summative: Increase all students groups passing and progress rate at or above regional and state on state assessment.
3. PBT ISD will provide staff development in teaching strategies targeted at special student needs in both regular education classes as well as special education classes. A Co-teaching model between spec.ed and reg ed teachers will be implemented at CMS. (Title I SW: 1,2,4,9,10) (Target Group: SPED) (NCLB: 1)	Director of Special Education, Principal(s), Special Ed Teachers, Teacher(s)	August 2016-May 2017	(F)IDEA Formula	Summative - Formative: Annual sign in sheets and certificates of attendance.  Summative: Increase all students groups passing and progress rate at or above regional and state on state assessment.
4. PBT-ISD staff will be provided trained in best practice for work with economically disadvantaged/at-risk students. (Title I SW: 1,2,4) (Target Group: ECD, AtRisk) (NCLB: 1,5)	Assistant Superintendent(s), Director of Special Programs, Principal(s)	August 2016-July 2017	(F)Title I - \$2,274, (F)Title IIA Principal and Teacher Improvement - \$6,983, (L)Local Funds	Summative - All economic disadvantaged students will meet the standards on STAAR/EOC tests.

# PECOS-BARSTOW-TOYAH ISD

**Goal 10.** Pecos-Barstow-Toyah Independent School District will comply with all State Accountability Requirements.

**Objective 1.** PBT ISD will increase student passing and progress measure on state assessment at or above regional and state rates.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. Cohort campus visits to other districts, staff visits with other district personnel at professional trainings, and ESC 18 mentoring. (Target Group: All, H, ECD) (NCLB: 1,2,5) (Target Group: All, H, ECD) (NCLB: 1,2,5)	Principal(s)	August 2016-July 2017	(L)Local Funds	Summative - Formative: Summary of strategies to implement as a result of Campus visit.



# Documents Reviewed

PBT-ISD reviewed the following documents to determine the goals and objectives which are addressed in our District Improvement Plan. Annual data review of all tests results under the Texas Student Assessment Program administered during the 2014-15 & 2015-16 school years, disaggregated by student demographic groups, special programs and gender.

- Campus Improvement Plans
- Texas Academic Performance Report
- System Safeguards - Status Report
- Course/class grades.
- Master schedule review.
- Special Program students data and needs.
- Performance-Based Monitoring Analysis System (PBMAS) results.
- Mobility rates.
- Discipline records
- TPRI results through Istation
- Unit Assessment results for grades K-2.
- NCLB Goals.
- 10 Components of a School-Wide Title I Program.
- Adequate Yearly Progress (AYP) results for Reading/ELA and Math disaggregated by student demographic groups, Special Education and Limited English Proficient (LEP) Students.

Our 2016-17 District Improvement Plan's Goals, Objectives and Strategies are based on the review of the documents listed above, we do have a comprehensive needs assessment document which was a result of the documents reviewed.

# Resources

Resource	Source
No rows defined.	