

2020-2021 District Improvement Plan

Lytle Independent School District

District Name



Superintendent: Michelle Carroll Smith

Goals and Strategies

District Goal: Goal 1: Shape our culture where student pride results in persistence and commitment to producing quality work.

- Performance Objective:**
- 1.1 Promote a district-wide positive culture of Pirate Pride.
 - 1.2 Refine the soft skills rubric for effective use at each campus.
 - 1.3 Foster a safe learning environment.
 - 1.4 Support campuses in achieving student individual growth in writing, reading, and math.
 - 1.4.a Increase percentage of 3rd grade students that score meets grade level on STAAR Reading
 - 1.4.b Increase percentage of 3rd grade students that score meets grade level on STAAR Math
 - 1.5 Be responsive to the diverse needs of our students.
 - 1.6 Close achievement gap within Special Programs: English Learners (EL), Special Education, Migrant, and At-Risk
 - 1.7 Increase the percent of graduates that are college, career or military ready (CCMR).

Picture of Success: Students have a strong work ethic that prepares them for all aspects of their future. They show pride in their work, are excited about learning, and fully engaged in their coursework. They voluntarily commit time and effort to activities both within and beyond the classroom.

Progress Monitoring CBAS signaling information will be provided quarterly; September, December, March and June.

Action Items	Performance Objective	Resources Human/ Material/ Fiscal	Person(s) Responsible	Timeline	Data Source for Evaluation
1 Provide training and support for the continued implementation of programs that foster a positive culture.	1.1	Local Fund Capturing Kids Hearts Leader In Me	Superintendent Assistant Superintendent Federal Programs Director	First Semester	Campus Budget Training Certificates Training Schedule
2 Provide training and support on instructional resources that increases individual student achievement.	1.4, 14.a, 14.b, 1.5, 1.7	Assigned Staff Local Funds IMA Funds Trainers Online Resources	Asst. Superintendent	BOY, MOY and EOY	MAP Testing Online Textbooks TEKS Resources Testing schedule and testing results reporting
3 Provide training and support on instructional resources that increases the achievement of students in special populations.	1.3, 1.4, 14.a, 14.b, 1.6, 1.7	ESC 20 Title I, Part A Title I, Part C Title III, LEP IDEA-B	Director of Special Ed. Director of Federal Programs District Administration	Ongoing	ESC Commitment Contract ESL Cooperative GT Cooperative Special Ed. Training
4 Revise and provide training on the soft skills rubric.	1.2	Local Fund Soft Skills Rubrix	Asst. Superintendent	Ongoing	Training Agenda, Sign In Sheets and Training Evaluation

Action Items	Performance Objective	Resources Human/ Material/ Fiscal	Person(s) Responsible	Timeline	Data Source for Evaluation
5 Assess and support the quality of writing initiatives implemented at each campus.	1.4,14.a, 14.b, 1.7	Assigned Staff	Asst. Superintendent	Ongoing	Writing Rubric
6 Develop and enforce district policies and practices that ensure the safety and security of students and staff.	1.3	Assigned Staff	Campus Administrators District EOP Team	Ongoing	Debrief meeting minutes. Faculty Meeting agendas. Drill Logs.
7 Require all district employees to complete security and safety training.	1.3	Texas School Safety Center i Love U Guys	District EOP Team	Ongoing	Certification of completions collected for all employees.
8 Provide communication tool for students, parents and staff to report bullying or criminal activity	1.3	Title IV Funds Crisis Go & Safe 2 Speak Up App	Director of Public Relations	Ongoing	Number of reports submitted through application.

Student Outcome State Goal #1

Goal 1 The percent of 3rd grade students that score Approaches Grade Level or Above on STAAR Reading will increase from 66% to 80% by June 2024.														
Target/ Actual	Campus	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Education (Current) (SPED)	Special Education (Former)	Non- Cont. Enrolled	Cont. Enrolled	Econ. Disadv.	EL (Current & Monitored)
Baseline	66%		66%	64%					0%		68%	61%	59%	67%
August 2020	Covid-19													
Target August 2021	69%		69%	67%					10%		71%	64%	62%	70%
Actual August 2021														
Target August 2022	72%		72%	70%					20%		74%	67%	65%	73%
Actual August 2022														
Target August 2023	76%		76%	74%					30%		78%	71%	69%	77%
Actual August 2023														
Target August 2024	80%		80%	78%					40%		82%	75%	73%	81%
Actual August 2024														

Data taken from the Texas Academic Performance Report / Campus STAAR Performance

Student Outcome State Goal #2

Goal 2 The percent of 3rd grade students that score Approaches Grade Level or Above on STAAR Math will increase from 61% to 80% by June 2024.														
Target/ Actual	Campus	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Education (Current) (SPED)	Special Education (Former)	Non- Cont. Enrolled	Cont. Enrolled	Econ. Disadv.	EL (Current & Monitored)
Baseline	61%		60%	64%					0%		62%	58%	57%	67%
August 2020														
Target August 2021	65%		64%	68%					10%		66%	62%	61%	71%
Actual August 2021														
Target August 2022	70%		69%	73%					20%		71%	67%	66%	76%
Actual August 2022														
Target August 2023	75%		74%	78%					30%		76%	72%	71%	81%
Actual August 2023														
Target August 2024	80%		79%	83%					40%		81%	77%	76%	86%
Actual August 2024														

Data taken from the Texas Academic Performance Report / Campus STAAR Performance

MAP Student Outcome Goal #1

Goal 1 Increase the percent of 3rd grade students that meets or exceeds the RIT in Reading from 187.7 to 197.7 by June 2024											
Target/ Actual	Campus	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Education (Current) (SPED)	Econ. Disadv.	EL (Current & Monitored)
Baseline MOY	187.7	168.5	188.3	189	-	-	172	161	177.2	184.3	183.3
Target August 2020	189.7	170.5	190.3	191			174	163	179.2	186.3	185.3
Actual August 2020											
Target August 2021	191.7	172.5	192.3	193			176	165	18.2	188.3	187.3
Actual August 2021											
Target August 2022	193.7	174.5	194.3	195			178	167	183.2	190.3	189.3
Actual August 2022											
Target August 2023	195.7	176.5	196.3	197			180	69	185.2	19.3	191.3
Actual August 2023											
Target August 2024	197.7	178.5	198.3	199			182	171	187.2	194.3	193.3
Actual August 2024											

Mid-Year Data for 2019-2020 - NWEA RIT 2015 Scores by Grade Level National Norms
 Reading:BOY - 188.3 MOY - 195.6 EOY - 198.6

Data taken from the Grade Report (Ethnicity) and District Summary Report (Program)

When students finish their MAP Growth test, they receive a number called a RIT score for each area they are tested (reading, or math). This score represents a student’s achievement level at any given moment and helps measure their academic growth over time. The RIT scale is a stable scale, like feet and inches, that accurately measures student performance, regardless of age, grades, or grade level. Like marking height on a growth chart, and being able to see how tall your child is at various points in time, you can also see how much they have grown between tests.

MAP Student Outcome Goal #2

Goal 2 Increase the percent of 3rd grade students that meets or exceeds the RIT in Math from 191.7 to 201.7 by June 2024											
Target/ Actual	Campus	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Education (Current) (SPED)	Econ. Disadv.	EL (Current & Monitored)
Baseline MOY	191.7	171.5	191.7	194.8			182	19	184.7	188.9	186.3
Target August 2020	193.7	173.5	193.7	196.8			184	181	186.7	190.9	188.3
Actual August 2020											
Target August 2021	195.7	175.5	195.7	198.8			186	183	188.7	192.9	190.3
Actual August 2021											
Target August 2022	197.7	177.5	.797	.8							
Actual August 2022											
Target August 2023	199.7	179.5	199.7	202.8			190	187	192.7	196.9	194.3
Actual August 2023											
Target August 2024	201.7	181.2	201.7	204.8			192	189	194.7	198.9	196.3
Actual August 2024											

Mid-Year Data for 2019-2020 - NWEA RIT 2015 Scores by Grade Level National Norms
 Math: BOY - 190.4 MOY – 198.2 EOY - 203.4
 Data taken from the Grade Report (Ethnicity) and District Summary Report (Program)

When students finish their MAP Growth test, they receive a number called a RIT score for each area they are tested (reading, or math). This score represents a student’s achievement level at any given moment and helps measure their academic growth over time. The RIT scale is a stable scale, like feet and inches, that accurately measures student performance, regardless of age, grades, or grade level. Like marking height on a growth chart, and being able to see how tall your child is at various points in time, you can also see how much they have grown between tests.

CCMR Student Outcome State Goal #1

Goal 1 Increase the percent of graduates that are college, career, or military ready (CCMR) from 55% to 66% by June 2024.

Target/ Actual	Campus	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Econ. Disadv.	EL (Current & Monitored)	Special Education (Current) (SPED)	Special Education (Former)	Cont. Enrolled	Non- Cont. Enrolled
Baseline	55%		52%	62%					48%	20%	42%		62%	39%
Target August 2020	57%		54%	64%					50%	22%	44%		64%	41%
Actual August 2020														
Target August 2021	59%		56%	66%					54%	24%	46%		66%	43%
Actual August 2021														
Target August 2022	61%		58%	68%					56%	26%	48%		68%	45%
Actual August 2022														
Target August 2023	63%		61%	71%					59%	29%	51%		71%	48%
Actual August 2023														
Target August 2024	66%		64%	73%					62%	32%	54%		74%	51%
Actual August 2024														

Data taken from the Texas Academic Performance Report / Closing the Gaps / School Quality Status

Goals and Strategies

District Goal: Goal 2: Support teacher effectiveness as designer, leader, and guide to instruction leading to the design of meaningful learning experiences.

Performance Objective: 2.1 Promote an atmosphere of high expectations for the design of student work for all staff.
2.2 Support quality instruction.
2.3 Recruit retain and grow quality staff.

Picture of Success: Campus leaders skillfully and continuously assess, coach, and monitor effectiveness of instruction. Teachers collaboratively plan and design meaningful learning experiences that result in student learning. Teachers hold themselves accountable for quality instruction and establish a culture in which student feedback drives the design of future learning experiences.

Progress Monitoring CBAS signaling information will be provided quarterly; September, December, March and June.

Action Items	Performance Objective	Resources Human/ Material/ Fiscal	Person(s) Responsible	Timeline	Data Source for Evaluation
1 Assist campuses in creating and conducting staff and student surveys/ focus groups.	2.1, 2.2	Survey Monkey Panorama Survey Focus Groups	District Design Team	Ongoing	Teacher and Student Survey Results
2 Review survey results and collaborate with campus administrators on creating a professional development plan.	2.2, 2.3	Survey Monkey	Director of Human Resources	Ongoing	Teacher Survey Results Panorama Survey
3 Provide opportunities for instructional leadership and coaching professional development to campus leadership.	2.1, 2.3	Local Fund	Asst. Superintendent	Ongoing	Training dates schedule. Completion of training.
4 Establish common practices, terminology and norms for the use of the additional planning time given to teachers.	2.1, 2.2	Local Fund	District Design Team	Ongoing	Evidence of Expectations set by the District Design Team
5 Develop an Induction Program that supports new teachers, struggling teachers, and administrators.	2.1, 2.3	Assigned Staff	Director of Human Resources		Evidence of Expectations set by the District Design Team
6 Provide resources and training to campuses in implementing strategies to support special populations.	2.2	Local Fund ESC 20	Federal Programs Director Campus Administrators	Ongoing	Training scheduled. Evidence that strategies and resources
7 Develop innovative interview techniques to allow candidates to demonstrate their potential to design engaging lessons.	2.1, 2.3	Assigned Staff	Director of Human Resources	Ongoing	Interview Process Plan available.
8 Set the expectations that campus leadership will conduct walk throughs and coaching sessions.	2.1, 2.3	District Design Teams Test Sense Consulting	Superintendent	Ongoing	Walk Through Forms Schedules Teacher Survey Feedback or Feedback

Action Items	Performance Objective	Resources Human/ Material/ Fiscal	Person(s) Responsible	Timeline	Data Source for Evaluation
9 Provide resources and training to campuses in implementing programs such as Leader in Me and Capturing Kids Hearts.	2.2, 2.3	Local Fund Title I, Part A	Asst. Superintendent Federal Programs Director	Ongoing	Training Contracts/Schedule Attendees sign in sheets

Goals and Strategies

District Goal: Goal 3: Cultivate partnerships with our community in support of the district direction.

- Performance Objective:**
- 3.1 Improve the accuracy and timeliness of communication.
 - 3.2 Increase parents & teachers collaboration in support of their child's education.
 - 3.3 Increase parent involvement in the safety of our schools.
 - 3.4 Encourage campuses to create opportunities for stakeholders to participate in campus activities.
 - 3.5 Support community partnerships to share expertise with our staff and students.

Picture of Success: Lytle I.S.D. partners with our community to realize our vision and accomplish our mission. Parents collaborate with teachers and staff in support of their child's education. Community members come into our schools and work side by side with our teachers and students to support and provide experiences to enhance learning. Our business community shares their expertise to extend learning opportunities and create work experiences. Stakeholders attend and support district and community events.

Progress Monitoring CBAS signaling information will be provided quarterly; September, December, March and June.

Action Items	Performance Objective	Resources Human/ Material/ Fiscal	Person(s) Responsible	Timeline	Data Source for Evaluation
1 Utilized Blackboard Communication, website, and application features for district communication.	3.1	Local Fund	Director of Technology Director of PR	Ongoing	Training scheduled, sign in sheet, usage of Blackboard throughout the year. Expectations are written.
2 District will set expectations for campus parent involvement opportunities.	3.2	Assigned Staff	Federal Programs Director Parent & Community Liaison	Ongoing	Calendar of events, agenda, sign in sheets, flyers, social media initiations, Parent Involvement Policy Communication Plan
3 Assist in promoting campus activities on social media.	3.1	Assigned Staff Facebook, Twitter, Social Sentinal	Director of Public Relations	Ongoing	Social media postings. Number of likes and views
4 Advertise and promote more participation in the Pirate LookOut Program.	3.3	Assigned Staff	District EOP Team	Ongoing	Flyers, Social Media Posting, and Meeting Agendas/sign in sheet
5 Actively seek community internships to expand opportunities for students to explore career paths.	3.4, 3.5	Assigned Staff	Director of Career and Technology	Ongoing	Contracts with community and businesses offering internships for students
6 Support the SHAC (School Health Advisory Council) through community meetings and activities to include: sex education programs, promoting health, fitness and good nutrition.	3.3	Assigned Staff	Asst. Superintendent	Ongoing	SHAC Meeting schedule, agendas, and minutes. Flyers for activities planned. of likes and views.
7 Provide expectations and training to leadership on how to post activities on the district website calendar.	3.1	Shared Outlook Calendar	Director of Public Relations	Ongoing	District Website Calendar with events

Action Items	Performance Objective	Resources Human/ Material/ Fiscal	Person(s) Responsible	Timeline	Data Source for Evaluation
8 Host pastors meetings monthly to sustained partnership	3.5	Assigned Staff	Parent & Community Involvement Coordinator	Ongoing	Agenda, Events, Sign in sheets
9 Provide communication tool for students, parents and staff to report bullying or criminal activity	3.1, 3.3	Emergency Management System Title IV	Director of Public Relations		SHAC Meeting schedule, agendas, and minutes. Flyers for activities planned.
10 Facilitate partnerships with community leaders to enhance learning.	3.4, 3.5	Assigned Staff	Parent & Community Involvement Coordinator	Ongoing	Schedule of Events. Sign In sheets
11 Provide communication tool for students, parents and staff to report bullying or criminal activity	3.1, 3.3	Title IV Funds Crisis Go and Safe to Speak Up Applications	District EOP Team	Ongoing	Report of number of reports submitted.

Assurance Addendum

Lytle Independent School District

DEIC Membership and Meetings

Membership Composition of the District Educational Improvement Committee

Name of DWAC Member	Position
Harry Piles	Assistant Superintendent
Laura Uribe-Center	HR/Federal Programs Director
Robby Pierce	Special Education Director
Loretta Zavala	DAEP Principal
Jammie Fewell	Primary Principal
Christina Jass	Primary Teacher
Debbie Gourad	Elementary Academic Coach
Rachel Smoot	Elementary Teacher
Erika Sadler	Jr High Counselor
Michael Gomez	Jr High Teacher
Shelley Armentrout	Jr High Teacher
Jennifer Criswell	High School Asst. Principal
Frank Hernandez	High School Teacher
Pastor Shaun Leverton	Community/Parent
Laura Reyna	Parent

Assurance Addendum

Lytle Independent School District

Staff Development

Date	Audience	Responsible for Planning	Purpose/Content
July 29-30, 2019	Leadership- Principals, Asst. Principals, Counselors, Academic Coaches, Head Coach, Lead Teachers, Directors, Asst. Superintendent & Superintendent	MCS, LUC	Leadership Blueprint- Flip Flippen Group
Aug. 12, 2019	Asst Superintendent, AL, JH and HS Staff	HP	Eduphoria Training
Aug. 23, 2019	JH Assistant Principal and HR/Federal Programs Director	LUC	School Threat Assessment Workshop
Nov. 18-20, 2019	Principals, Directors, Asst. Superintendent and Superintendent	MCS	TPAC Conference Georgetown
Jan. 24-25, 2020	Administrators MCS, LUC, WC, LZ, AL, ES	MCS	TCWSE Conference Austin
Jan. 26-28, 2020	Administrators- MCS, LUC, HP, RP, JG, WC, ES, JF, LM, AL	MCS	TASA Mid-Winter Austin
Feb. 18-19, 2020	Administrators- MCS, HP, AL, JG, AR, JC	MCS	Visit Roscoe Collegiate ISD
Feb. 25, 2020	Administrators- MCS, HP, RT, and LUC	MCS	Friends of Texas /Alan November - San Antonio NISD