

Bartlett Independent School District

2018-2019 Campus/District Improvement Plan



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Mission Statement

The mission of Bartlett Independent School District is to empower every student to become life-long learners utilizing relationships, relevance, and rigor focused on each student's needs.

Vision

Every student is achieving at his or her maximum potential in an engaging, inspiring, and challenging learning environment.

Goals

Goal #1: Exemplary Student Academic Achievement

Goal #2: Safe and Secure Learning Environment

Goal #3: Recruit, Reward, and Retain Highly Qualified Staff

Goal #4: Parent and Community Based Engagement

Goal #5: Efficient Financial and Facility Operations

Table of Contents

Comprehensive Needs Assessment _____	p. 4
Demographics _____	p. 4
Student Academic Achievement _____	p. 4
Comprehensive Needs Assessment Data Documentation _____	p. 8
Campus/District Leadership Team Members _____	p. 8
Goals and Performance Objectives with Strategies _____	p. 9
Goal #1: Exemplary Student Academic Achievement _____	p. 9
Goal #2: Safe and Secure Learning Environment _____	p. 14
Goal #3: Recruit, Reward, and Retain Highly Qualified Staff _____	p. 15
Goal #4: Parent and Community-Based Engagement _____	p. 17
Goal #5: Efficient Financial and Facility Operations _____	p. 18

Comprehensive Needs Assessment

Demographics

Demographics Summary

Bartlett is a small community located 25 miles south of Temple and 50 miles northeast of downtown Austin. The Bartlett Independent School District is located within three counties: Bell, Williamson, and Milam. It is comprised of one campus and has an enrollment of approximately 340 students in grades Pre-Kindergarten through 12th. This student population is 65% Hispanic and 86% are Economically Disadvantaged.

Demographics Strengths

The close-knit community and small student population allows for a complete understanding of individual family dynamics and allows for an authentic connection to each student.

Demographic Needs

- Increase academic, advancement, and enrichment opportunities for students
- Increase communication with families (including non-English speakers)
- Increase opportunities for family and community participation and education

Student Academic Achievement

Student Academic Achievement Summary

2018 District Performance on State Accountability

- Overall Performance: 77 out of 100 (MET STANDARD) – in 2017, this was 53 of 100 (IMPROVEMENT REQUIRED)
- Student Achievement: 67 out of 100 (MET STANDARD)
- School Progress: 84 out of 100 (MET STANDARD)
- Closing the Gaps: 59 out of 100 (IMPROVEMENT REQUIRED)
- Distinctions Earned: “Top 25 Percent: Comparative Academic Growth”

2018 District Performance on State Accountability Local Area ISD Comparisons

- 2018 Overall Performance: Bartlett-77; Granger-83; Holland-81; Academy-82; Taylor-79; Rogers-82; Temple-76
- 2018 School Progress: Bartlett-84; Granger-87; Holland-80; Academy-72; Taylor-78; Rogers-78; Temple-72

District STAAR Historical Passing Percentages

3rd Grade Reading STAAR Summary	Tested Year	2013	2014	2015	2016	2017
	Met Standard	57%	67%	67%	62%	83%
	Advanced Standard	14%	0%	13%	13%	3%
3rd Grade Math STAAR Summary	Tested Year	2013	2014	2015	2016	2017
	Met Standard	67%	48%	NA	67%	63%
	Advanced Standard	6%	7%	NA	3%	8%
4th Grade Reading STAAR Summary	Tested Year	2013	2014	2015	2016	2017
	Met Standard	54%	45%	68%	83%	36%
	Advanced Standard	11%	10%	12%	6%	7%
4th Grade Math STAAR Summary	Tested Year	2013	2014	2015	2016	2017
	Met Standard	25%	30%	NA	67%	45%
	Advanced Standard	0%	0%	NA	11%	2%
4th Grade Writing STAAR Summary	Tested Year	2013	2014	2015	2016	2017
	Met Standard	78%	42%	76%	78%	24%
	Advanced Standard	4%	0%	4%	17%	2%
5th Grade Reading STAAR Summary	Tested Year	2013	2014	2015	2016	2107
	Met Standard	67%	71%	77%	71%	50%
	Advanced Standard	0%	4%	18%	19%	10%
5th Grade Math STAAR Summary	Tested Year	2013	2014	2015	2016	2017
	Met Standard	71%	64%	NA	65%	40%
	Advanced Standard	14%	0%	NA	5%	5%
5th Grade Science STAAR Summary	Tested Year	2013	2014	2015	2016	2017
	Met Standard	27%	30%	43%	60%	35%
	Advanced Standard	5%	0%	0%	5%	0%
6th Grade Reading STAAR Summary	Tested Year	2013	2014	2015	2016	2107
	Met Standard	61%	65%	59%	65%	52%
	Advanced Standard	11%	0%	0%	6%	4%
6th Grade Math STAAR Summary	Tested Year	2013	2014	2015	2016	2107
	Met Standard	66%	76%	NA	59%	72%
	Advanced Standard	10%	10%	NA	6%	0%
7th Grade Reading STAAR Summary	Tested Year	2013	2014	2015	2016	2107
	Met Standard	67%	57%	70%	81%	48%
	Advanced Standard	8%	7%	4%	19%	17%

7th Grade Math STAAR Summary	Tested Year	2013	2014	2015	2016	2107
	Met Standard	71%	63%	NA	68%	52%
	Advanced Standard	4%	7%	NA	5%	4%
7th Grade Writing STAAR Summary	Tested Year	2013	2014	2015	2016	2107
	Met Standard	44%	54%	58%	81%	43%
	Advanced Standard	0%	0%	0%	5%	0%
8th Grade Reading STAAR Summary	Tested Year	2013	2014	2015	2016	2107
	Met Standard	78%	80%	85%	72%	78%
	Advanced Standard	11%	12%	15%	11%	7%
8th Grade Math STAAR Summary	Tested Year	2013	2014	2015	2016	2107
	Met Standard	75%	88%	NA	82%	56%
	Advanced Standard	0%	0%	NA	6%	11%
8th Grade Science STAAR Summary	Tested Year	2013	2014	2015	2016	2107
	Met Standard	63%	42%	36%	76%	58%
	Advanced Standard	4%	0%	0%	29%	11%
8th Grade Social Studies STAAR Summary	Tested Year	2013	2014	2015	2016	2107
	Met Standard	19%	27%	16%	76%	42%
	Advanced Standard	0%	4%	0%	18%	9%
EOC English I STAAR Summary	Tested Year	2013	2014	2015	2016	2107
	Met Standard	Rdg-33% Wrtg-14%	46%	34%	38%	43%
	Advanced Standard	Rdg-0% Wrtg-0%	0%	0%	0%	0%
EOC English II STAAR Summary	Tested Year	2013	2014	2015	2016	2107
	Met Standard	Rdg-48% Wrtg-17%	30%	31%	68%	62%
	Advanced Standard	Rdg-4% Wrtg-0%	0%	0%	0%	0%
EOC Algebra I STAAR Summary	Tested Year	2013	2014	2015	2016	2107
	Met Standard	64%	63%	72%	68%	86%
	Advanced Standard	0%	0%	10%	11%	28%
EOC Biology STAAR Summary	Tested Year	2013	2014	2015	2016	2107
	Met Standard	33%	85%	90%	N/A	91%
	Advanced Standard	0%	3%	3%	N/A	0%
EOC US History STAAR Summary	Tested Year	2013	2014	2015	2016	2107
	Met Standard	100%	75%	63%	36%	100%
	Advanced Standard	0%	0%	7%	0%	9%

Student Academic Achievement Strengths

- All students eligible for Texas Success Initiative advanced/dual credit courses were enrolled
 - Fall 2017-18: 10 students enrolled, 15 courses attempted, 80% completed successfully
 - Spring 2017-18: 11 students enrolled, 13 courses attempted, 83% completed successfully
 - Fall 2018-19: 17 students enrolled, 28 courses attempted
- 20% of students achieved Mastery (the highest level on the test) – in 2017, this was 6%
- Accelerated student growth in ELA Reading
- 3rd grade Math pass rate (96%), 3rd grade Reading passing rate (84%), and all secondary EOC tested areas exceeded state performance averages

2017 District STAAR Progress Measure

The distinction earned and the performance in the area of school progress, and are due to academic progress made by students.

STAAR Test	2 YRS Progress	1 YR Progress	1-2 YRS Progress	<1 YR Progress
4 th Reading	20%	48%	68%	32%
4 th Math	40%	36%	76%	24%
5 th Reading	47%	29%	76%	24%
5 th Math	44%	50%	94%	6%
6 th Reading	0%	30%	30%	70%
6 th Math	9%	39%	48%	52%
7 th Reading	21%	50%	71%	29%
7 th Math	0%	54%	54%	46%
8 th Reading	23%	67%	90%	10%
8 th Math	5%	76%	81%	19%
EOC Algebra I	4%	48%	52%	48%
EOC English II	0%	67%	67%	33%

Student Academic Achievement Needs

- Increase student achievement on all assessments
- Maintain student academic growth
- Increase College, Career, and Military Readiness to include all students
- Continue to increase instructional rigor and expectations
- Continue to increase levels of advanced achievement
- Continue to monitor instruction through frequent meetings to analyze data and implement interventions

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

District/campus goals; current and prior year(s) district/campus improvement plans; district/campus planning and decision-making committee(s) meeting data; state and federal planning requirements; etc.

Accountability Data

Texas Academic Performance Report (TAPR) data; Performance Index Framework data; Accountability Distinction Designations; Federal Report Card data; PBMAS data; etc.

Student Assessment Data

State and federally required assessment information; State of Texas Assessment of Academic Readiness (STAAR) assessment data; Texas English Language Proficiency Assessment System (TELPAS) data; Texas Primary Reading Inventory (TPRI), Texas Early Math Inventories (TEMI), iStation, CPALLs, and other assessments; local unit assessment data; attendance data; discipline data; report card grades; observational data; etc.

2018-19 Campus/District Leadership Team Members

Committee Role	Name	Position
District Level Administrator	Travis Edwards	Superintendent
Administrator	Mike Skinner	Principal
Administrator	Angie Peace	Principal
Educational Consultant	Lisa Spain	Coordinator of School Improvement
School Administrator	Lauri Webb	Curriculum/21 st Century Director
Classroom Teacher	Jessica Luna	Elementary (3 rd) Teacher
Classroom Teacher	Jeff Wright	Secondary (Science) Teacher
Classroom Teacher	Lauren Siple	Secondary (SPED) Teacher
Parent	Monique Mathis	

Goals and Performance Objectives

Goal #1: Exemplary Student Academic Achievement

Performance Objective 1: 100% of students will achieve at least one year’s academic progress on year-end assessments (STAAR, TELPAS, TPRI/TEMI, etc.)

Performance Objective 2: 30% or more of students will achieve Mastery on STAAR assessments (6% in 2017; 20% in 2018)

Performance Objective 3: 100% of students will meet or exceed the level of Approaches for the STAAR (in each subject area)

Evaluation Data Sources / Evidence Demonstrating Progress: lesson plans, progress monitoring, student assessment scores, special programs documentation, meeting/activity documentation (minutes, agendas, participant attendance, etc.)

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Ongoing collection/evaluation/disaggregation of data (formative, summative, district unit assessments, state assessments, universal screeners, etc.) and utilization of data to drive/differentiate/scaffold instruction and interventions	Title I: for Coord. of School Improvement (Instructional Coach); 21 st Century Grant; General Funds	Teachers, Principals				
Thorough pre-planning of lessons for instruction and intervention to include high level questions, engaging and rigorous activities, differentiated instruction, and cross-curricular collaboration/implementation		Teachers, Principals				
After-school support for students through the 21 st Century ACE program that includes academic intervention aligned to identified academic student needs and enrichment activities		Teachers, Principals, C&I Director				
Ongoing monitoring and campus/district-wide planning to include: effectiveness of instruction (observations/walk-throughs), evaluation of student progress monitoring data (administrative data meetings), effective master scheduling, planning for "Innovative Instructional Days" and intervention periods, monitoring of special programs and student support, ongoing targeted and effective professional development, etc.		Principals, Coord. School Improvement; Campus Leadership Team				
Ongoing effective utilization of technology to support academic achievement – to include chromebooks for students in grades 4 th -12 th , utilization of computer labs by grades PreK-12 th , use of software (such as: iStation, Study Island, Khan Academy, Flocabulary, etc.)		Teachers, Principal, C&I Director				
Ongoing encouragement and positive incentives to students – to include student awards ceremonies, promotion of the importance of assessments, and opportunities earned through academic achievement		Teachers, Principals				
For Reviews: ✓ = Accomplished ➔ = Continue/Modify + = Considerable Progress ✦ = Some Progress ○ = No Progress ✕ = Discontinue						

Goal #1: Exemplary Student Academic Achievement

Performance Objective 4: 100% of 12th graders will meet College, Career, and/or Military Readiness (CCMR) standards

Evaluation Data Sources / Evidence Demonstrating Progress: meeting/activity documentation (minutes, agendas, participant attendance, etc.); student licensures/certifications

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Encourage students; promote awareness of opportunities and ensure CCMR goal setting at all grade level – to include CCMR focused electives and ongoing CCMR focused information/activity events for parents and students (field trips, guest speakers, information nights, etc.); one-on-one student conferences; ongoing parent communication/support	Carl Perkins Grant; 21 st Century Grant; General funds	Teachers, Academic Dean, Principals				
Monitor student goal setting and progress towards meeting goals; CCMR activity planning/implementation		Academic Dean, Principals, Campus Leadership Team				
CCMR focused college-readiness activities will occur during 21 st Century ACE program in after school and summer school		C&I Director				
Focus on Juniors and Seniors for CCMR planning/preparation, and promotion/awareness of athletic/academic scholarships		Academic Dean, Athletic Director				
Ongoing review of Career and Technical Education (CTE) program to ensure the availability of programs that provide students with licensure/certification		Academic Dean, Principals, Campus Leadership Team				
For Reviews: ✓ = Accomplished ➔ = Continue/Modify + = Considerable Progress ✚ = Some Progress ○ = No Progress ✘ = Discontinue						

Goal #1: Exemplary Student Academic Achievement

Performance Objective 5: Achieve UIL Academic District Champion at each division level (elementary, middle, and high school levels)

Performance Objective 6: All extra-curricular organizations, teams, and clubs will achieve Regional and/or State level

Performance Objective 7: All students participating in organizations, teams, and clubs will achieve 100% passing rate all school year

Evaluation Data Sources / Evidence Demonstrating Progress: meeting/activity documentation (minutes, agendas, participant attendance, scoring results/awards, etc.); student report cards

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Encourage and actively recruit students for participation – to include incentives/rewards for participation; celebration of successes; and public acknowledgement (newspaper, Pawprints, school board meetings, athletic and academic pep rallies, etc.)	21 st Century Grant; General Funds	Teachers, Principals, Coaches, Athletic Director, Club/Activity Sponsors				
Utilize 21 st Century ACE program for practice activities and enrichment after school		Coaches, Club/Activity Sponsors, C&I Director				
Work throughout the entire school year (as opposed to just before contest) on student engagement/preparation; ensure meeting of all deadlines and knowledge/adherence to rules/regulations		Coaches, Club/Activity Sponsors, Athletic Director				
Teach, mentor, monitor coaches/sponsors; monitor programs/events		Athletic Director, Principals				
Monetary incentives (stipends) for staff sponsorship of many organizations, clubs, UIL activities, etc.		Principals, Superintendent				
For Reviews: ✓ = Accomplished ➔ = Continue/Modify + = Considerable Progress ⊕ = Some Progress ○ = No Progress ✕ = Discontinue						

Goal #1: Exemplary Student Academic Achievement

Performance Objective 8: Decrease the achievement gap between special populations of students (socio-economic status, ethnicity, Special Education, English Learners, etc.) to achieve “Met Standard” in “Closing the Gaps” on State Accountability

Evaluation Data Sources / Evidence Demonstrating Progress: lesson plans, progress monitoring, student assessment scores, special programs documentation, meeting/activity documentation (minutes, agendas, participant attendance, etc.)

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Ongoing staff training in effective differentiation strategies and best practice related to students with individualized needs (English Learners, Dyslexia, low socio-economic students, etc.)	ESC 13 BIL/ESL SSA; General Funds	Teachers, Principals, Coord. School Improvement				
Ongoing data disaggregation and monitoring of instruction		Teachers, Principals				
For 2018-19 school year, hire an additional staff member to increase district-wide support for Special Education and English Learners		Principals				
Referral to special programs (Response to Intervention, Section 504, Dyslexia, ESL, Special Education, etc.) as appropriate to ensure effective/appropriate ongoing support and accommodations for students		Teachers, Principals, C&I Director				
Effective and compliant operations to ensure students in special programs (Response to Intervention, Section 504, Dyslexia, ESL, Special Education, etc.) are identified, provided ongoing support as needed, and utilizing accommodations/modifications as required		Principals, C&I Director				
For Reviews: ✓ = Accomplished ➔ = Continue/Modify + = Considerable Progress ⊕ = Some Progress ○ = No Progress ✘ = Discontinue						

Goal #1: Exemplary Student Academic Achievement

Performance Objective 9: BISD will increase student average daily attendance to 98%

Evaluation Data Sources / Evidence Demonstrating Progress: attendance data, student participation in incentives, attendance letters and documentation of communication and follow-up

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Accurately record/monitor daily attendance; plan for making up work, making up lost instruction, and making up time	General Funds; OG Truancy Grant	Teachers, Attendance Clerks, Principals				
Individual and campus attendance incentives – to include recognition at awards assemblies, secondary final exam exemptions, perfect attendance celebration events (food truck tickets, pickles for perfection, etc.)		Teachers, Principals				
Ongoing parent notification/communication, documentation letters and follow-up		Teachers, Principals, Truancy Officer				
For Reviews: ✓ = Accomplished ➔ = Continue/Modify + = Considerable Progress ⚡ = Some Progress ○ = No Progress ✘ = Discontinue						

Goal #2: Safe and Secure Learning Environment

Performance Objective 1: 25% decrease in the number of office discipline referrals (in 2017-18, there were 63 total referrals in elementary, and 100 total referrals in secondary)

Evaluation Data Sources / Evidence Demonstrating Progress: discipline data, classroom walk-through documentation

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Build positive, encouraging relationships with students, and utilize positive behavioral incentives (individual, classroom, campus-wide)	General Funds	Teachers, Principals				
Display of CHAMPS/PBIS aligned visuals, and consistent usage of CHAMPS/PBIS protocols in all classrooms		Teachers, Principals				
Creation/implementation of campus discipline committee to establish behavior expectations, and monitor/address behavioral needs		Teachers, Principals				
Monitor consistent use of strategies and positive incentives; ensure discipline placements are appropriate and aligned to legal requirements		Principals				
For Reviews: ✓ = Accomplished ➔ = Continue/Modify + = Considerable Progress ✚ = Some Progress ○ = No Progress ✖ = Discontinue						

Goal #2: Safe and Secure Learning Environment

Performance Objective 2: When surveyed, students, staff, and parents will report feeling the campus is a safe and secure learning environment

Evaluation Data Sources / Evidence Demonstrating Progress: visitor logs, maintenance logs

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Ensure/check that doors are secured after entry/exit – always remove anything preventing doors from locking	General Funds	All Staff				
Ensure all visitors enter through main door and sign-in to the school visitor management system (escort any non-registered visitor to office immediately) – teach students not to open doors for strangers/visitors		All Staff				
Monitor safety/security; advertise/inform public/community of the sign-in system; educate staff; convey school policy to parents; stress student safety		Principals, Superintendent				
Ensure regular maintenance of building – regularly check door mechanisms; repair keys and/or door mechanisms as needed; post visible signs		Maintenance Director				
For Reviews: ✓ = Accomplished ➔ = Continue/Modify + = Considerable Progress ⊕ = Some Progress ○ = No Progress ✕ = Discontinue						

Goal #3: Recruit, Reward, and Retain Highly Qualified Staff

Performance Objective 1: Increase staff retention rate by 5% (85% at end of 2017-18)

Performance Objective 2: District-wide ongoing focus on improving culture and climate

Evaluation Data Sources / Evidence Demonstrating Progress: staff hiring and salary documentation, staff surveys

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Administrative proposal to increase staff salary by 1-3% per year until salary ranges are commensurate with local districts	General Funds; Title I Funds: Coord. of School Improvement	Superintendent				
Administrative proposal to provide incentive pay for teachers in acute shortage areas and for staff attendance at or above 96%		Superintendent				
Teachers will earn incentive reward days (not to interfere with instruction) for extra effort		Superintendent, Principals				
Administrators will participate in ongoing recruitment activities (publish open positions, attend job fairs, etc.)		Superintendent, Principals				
Continue formalized mentor program for first, second, and third year teachers and administrators		Coord. School Improvement				
Ensure ongoing communication with staff and increase transparency through weekly INSPIRE newsletter		C&I Director				
Ensure ongoing growth and increased effectiveness of district leadership – to include book studies and ongoing professional development		Superintendent, Coord. School Improvement				
Administrators will maintain professional support for staff		Superintendent, Principals				
Ongoing activities and monitoring to improve school culture and climate		Principals, Coord. School Improvement				
For Reviews: ✓ = Accomplished ➔ = Continue/Modify + = Considerable Progress ⊕ = Some Progress ○ = No Progress ✘ = Discontinue						

Goal #4: Parent and Community Based Engagement

Performance Objective 1: Ensure ongoing communication with parents and other community stakeholders

Performance Objective 2: 100% parent-student and teacher participation in Student-Led Conferences

Performance Objective 3: Increased family participation in student support events: Open House; STAAR Night; Literacy Night; Grandparents Day; Fall Festival; etc.

Performance Objective 4: Provide free adult continuing education courses on campus (Certified Nurse’s Assistant; English As a Second Language; GED; etc.)

Evaluation Data Sources / Evidence Demonstrating Progress: documentation/copies of parent/community communication, participation logs for events and classes

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Increase communication with all stakeholders to ensure visibility and transparency – to include: newspaper publications, Facebook and website postings, quarterly PAWPRINTS newsletter, etc.	General Funds; 21 st Century Grant	Superintendent, Principals, C&I Director				
All staff will provide weekly parental communication – may include: take-home folders, phone calls, emails, newsletters, School Messenger calls, Remind101, district website, Facebook, etc. – ensure communication is positive as well as addressing challenges, build positive and encouraging relationships with parents		All Staff				
Provide student surveys to obtain parent and student feedback in order to target improvements for students, parents, and community		Coord. School Improvement; C&I Director				
Assist students in preparing for Student-Led Conferences and monitor for 100% participation		Teachers, Principals				
Plan/prepare for events and monitor; ensure early/regular communication of scheduled events		Principals				
Continuing education courses for parents in CNA, ESL, and GED to occur for 2018-19 through a partnership with the Literacy Council of Williamson County		Superintendent, C&I Director				
Increase communication in Spanish as well as English for bilingual families		All Staff				
For Reviews: ✓ = Accomplished ➔ = Continue/Modify + = Considerable Progress ⊕ = Some Progress ○ = No Progress ✘ = Discontinue						

Goal #5: Efficient Financial and Facility Operations

Performance Objective 1: Earn an “A” in Financial Integrity Rating System of Texas (FIRST)

Performance Objective 2: Decrease utility usage by 10%

Performance Objective 3: Ensure the ongoing financial stability and growth of the district

Evaluation Data Sources / Evidence Demonstrating Progress: utility records, School Board Meeting minutes, financial documentation and reports

Strategy Description	Funding Sources	Monitor	Reviews (Formative & Summative)			
			Nov	Jan	Mar	Jun
Make school district financial information available – to include district check register posted on district website	General Funds	Superintendent, Finance Director				
Ensure community outreach to include civic, church, political, and business leadership – to include VFW mentoring on campus in 2018-19		Superintendent				
Investigate the possibility of a Tax Ratification Election		Superintendent				
Develop a long-term vehicle replacement and maintenance program		Maintenance Director, Superintendent				
Develop a plan for maintenance and up-dates to athletic facilities, including the baseball field, softball field, and football field		Maintenance Director, Athletic Director, Superintendent				
For Reviews: ✓ = Accomplished ➔ = Continue/Modify + = Considerable Progress ✚ = Some Progress ○ = No Progress ✘ = Discontinue						