

Hooks Independent School District

Goal 1. Hooks ISD will provide all staff with a foundation of support to promote leadership and success.

Objective 1. The district will provide all staff with the necessary time, resources, and professional development needed in order to become active leaders of learners.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A comprehensive needs assessment will be conducted by the District Site-Based Committee to identify educational strengths and weaknesses in student achievement, curriculum, instruction and assessment, staff quality, recruitment and retention, school culture and climate, organizational structure and processes, family and community involvement and technology. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1,2,3,4)	Assistant Superintendent of Instruction	monthly through October	(S)Local Funds	Criteria: Comprehensive Needs Assessment Narrative and alignment with Campus Improvement Plan 09/19/22 - Pending
2. The district will foster collaboration of all stakeholders by utilizing surveys for input, comments, and suggestions from parents, staff, and students. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Assistant Superintendent of Instruction, Principal(s), Superintendent(s)	Spring Semester	(S)Local Funds	Criteria: Surveys will be utilized to identify strengths and weaknesses and to provide the district data in regards to overall stakeholder satisfaction. 09/19/22 - Pending 01/10/22 - On Track
3. The district will continue to have District Improvement Committee meetings to help improve the district plan as well as identify district needs. (Title I SW Elements: 1.1,2.1,2.2) (Target Group: All) (Strategic Priorities: 1)	Assistant Superintendent of Instruction, Superintendent(s)	October, January, May	(S)Local Funds	Criteria: Committee will meet and revise the DIP and copies will be provided to each committee member. A copy will also be posted on the district website. 09/19/22 - Pending 01/10/22 - On Track
4. The campus and district administrators will meet each week to discuss campus operations, business and personnel matters, technology, curriculum & instruction, athletics, band, and ACE. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 1)	Superintendent(s)	Weekly	(S)Local Funds	Criteria: Sign-in sheets, minutes, and meeting agendas will be used in the district's comprehensive needs assessment. 09/19/22 - Pending 01/10/22 - On Track
5. The district will analyze campus instructional leadership surveys for growth	Assistant Superintendent of Instruction, Superintendent(s)	Spring Semester	(S)Local Funds	Criteria: Survey results and professional development records

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areas, and provide campus leaders with professional development focused on individual needs. (Title I SW Elements: 2.4) (Target Group: All) (Strategic Priorities: 1)				of leadership training attended will be used to evaluate professional development needs. 09/19/22 - Pending
6. The campus and district administrators will promote positive attitudes and present positive role models for students and the district. Staff will follow the Educator Code of Ethics. The district will maintain positive school and community relations. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 1)	Assistant Superintendent of Instruction, Principal(s), Superintendent(s), Teacher(s)	Daily	(S)Local Funds	Criteria: School and community surveys will be evaluated as part of district needs assessment. 01/10/22 - On Track
7. The district will continue to provide staff development for teachers and administrators that will include information regarding Skyward, DMAC, Response to Intervention, Gifted and Talented, STAAR/EOC, Special Education, formative and summative assessments, differentiation, cooperative learning, implementation of technology in the classroom, and other research based best practices to meet the identified needs of all student populations. (Title I SW Elements: 2.5,2.6) (Target Group: All,AtRisk) (Strategic Priorities: 2,4)	Assistant Superintendent of Instruction, Principal(s)	August, January, February	(S)State Compensatory - \$3,000	Criteria: Documentation will be provided to show evidence of ongoing data driven professional development as it connects to curriculum, instruction, assessment, and campus planning in the form of sign-in sheets, professional development certificates and training evaluations based on the board approved professional development clearinghouse. 01/10/22 - On Track
8. The district will utilize EduHero to assist in meeting required professional development components including Mental Health, Suicide Prevention and Awareness, Child Abuse Reporting and Bullying. (Title I SW Elements: 2.6) (Target Group: All,AtRisk) (Strategic Priorities: 4)	Assistant Superintendent of Instruction, Principal(s)	August, January, February	(F)Title I, (S)Local Funds	Criteria: EduHero reports and completion certificates will be utilized to show evidence of professional development as it relates to meeting compliance and campus planning. 01/10/22 - On Track
9. All administrators will attend professional	Assistant Superintendent of	August, January,	(S)Local Funds	Criteria: Sign-in sheets and

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development sessions designed to keep them informed with up-to-date information regarding STAAR/EOC testing content, analysis, and state requirements. Administrators will incorporate information into staff development for their campus staff. (Title I SW Elements: 2.1) (Target Group: All) (Strategic Priorities: 1)	Instruction, Principal(s)	February		agendas from staff development sessions will be used. Professional development will be evaluated locally by surveys to determine effectiveness of the training. 01/10/22 - On Track
10. The district will utilize Region XIII ESC to provide training and support to staff on identified needs and will utilize instructional consultants to improve alignment of the written, taught and tested curriculum. (Title I SW Elements: 2.5,2.6) (Target Group: All) (Strategic Priorities: 1,2,4)	Assistant Principal(s), Assistant Superintendent of Instruction, Principal(s), Teacher(s)	August	(F)Title I, (S)Local Funds	Criteria: Staff Surveys on professional development needs. Student assessment results. Staff Surveys on professional development needs. Student assessment results. 01/10/22 - Completed
11. The district will provide training on Google Classroom and Technology Solutions to support teachers and ensure all students have access to an equitable education. (Title I SW Elements: 1.1,2.2) (Target Group: All) (Strategic Priorities: 4)	Assistant Superintendent of Instruction, Instructional Technology Specialist, Technology Support Team	August, October, January	(F)Title I	Criteria: Responses from teacher, student and parent feedback on yearly needs assessment surveys. 09/19/22 - Some Progress 01/10/22 - Completed

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Goal 1. Hooks ISD will provide all staff with a foundation of support to promote leadership and success.

Objective 2. The district will have a plan in place to attract and retain appropriately certified, competent personnel.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will actively recruit, hire and retain highly quality, appropriately certified teachers and paraprofessionals for all classrooms to meet the TEA and ESSA certification requirements. (Title I SW Elements: 2.2) (Target Group: All,AtRisk) (Strategic Priorities: 1)	Principal(s)	May, June, July	(F)ESSER II/III, (F)Title I, (S)State Comp FTE - 8.76, (S)State Compensatory - \$293,200	Criteria: Teachers and paraprofessionals will be evaluated by Equity Data Survey submitted to the Texas Education Agency. 09/19/22 - On Track
2. We will continually train and hold accountable all Hooks ISD staff to ensure the fulfillment of the Hooks ISD's vision and mission. (Title I SW Elements: 1.1,2.1,2.2) (Target Group: All) (Strategic Priorities: 1,4)	Assistant Superintendent of Instruction, Department Heads, Principal(s), Superintendent(s)	Daily	(S)Local Funds	Criteria: Walk-Through, T-TESS and Student Learning Objective Data will be used to determine progress. 01/10/22 - On Track
3. The district will conduct a new employee orientation. Training will include new core subject area teachers in the components and use of the district curriculum (TEKS Resource System), Skyward Student Access, DMAC and T-TESS Evaluations. (Title I SW Elements: 1.1,2.4) (Target Group: All) (Strategic Priorities: 1)	Assistant Superintendent of Instruction, Principal(s)	August	(S)Local Funds	Criteria: Sign in sheets and documentation of student progress in core subjects areas will be documented. 01/10/22 - Completed
4. The district will continue mentoring programs for first year teachers. Mentors will be trained each year and provided a handbook for reference. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 1)	Assistant Superintendent of Instruction, Principal(s)	Daily	(S)Local Funds	Criteria: New staff surveys to determine mentoring program effectiveness and needs. 01/10/22 - On Track
5. The district will provide support to new teachers by providing the teacher(s)with data from weekly walk-throughs. This data will be used to support the teacher(s)with instructional planning, vertical alignment, research-based instructional strategies, and classroom management. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 1,4)	Assistant Principal(s), Assistant Superintendent of Instruction, Principal(s), Superintendent(s)	Daily	(S)Local Funds	Criteria: Walk-Through reports and data analysis from those reports will be used to evaluate instructional delivery. 01/10/22 - On Track
6. The district will continue to recruit and retain staff through a competitive compensation	Business Manager, Human Resource Coordinator, School	Spring	(F)Title II, (F)Title IV, (S)Local Funds, (S)State Comp FTE -	Criteria: The district will have a sign in sheet at the Texas A&M

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structure. (Title I SW Elements: 1.1,2.1,2.6) (Target Group: All) (Strategic Priorities: 1)	Board, Superintendent(s)		0.13, (S)State Compensatory - \$7,200	<p>Texarkana and Region 8 Job Fair and the number of employees hired as a result of attending the job fair. TASB compensation audits will be used to ensure a continued competitive pay structure.</p> <p>09/19/22 - Pending 01/10/22 - On Track</p>

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Goal 2. Hooks ISD will provide academic programs which will ensure all students will have the necessary skills to continue their education.

Objective 1. The district will continue to improve student achievement at all levels by providing all students with an academic curriculum that is deeply aligned to the state standards and delivered by high quality teachers.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. In maintaining high expectations for all students, Hooks ISD will create structures at ALL levels that maximize the potential of all students through rigorous curriculum and instruction and having appropriate assessments that will drive instruction. (Title I SW Elements: 2.5,2.6) (Target Group: All) (Strategic Priorities: 2,4)	All Staff	Daily	(S)Local Funds	Criteria: Student performance in the classroom, district, and state assessments. 01/10/22 - On Track
2. The district will assist campuses in disaggregating state assessment data and other assessment data by using the DMAC system in all core subject areas to locate areas in the curriculum that need improvement and assist campuses in developing intervention strategies and/or classes to address those specific needs. (Title I SW Elements: 2.2,2.6) (Target Group: All,AtRisk) (Strategic Priorities: 2,4)	Assistant Superintendent of Instruction, Principal(s), Teacher(s)	January, April, June, August	(F)Title I, (S)Local Funds	Criteria: Disaggregated data and instructional plans will be used to determine the program's effectiveness. 09/19/22 - Pending 01/10/22 - On Track
3. The district will continue to utilize data driven instructional planning processes on all campuses to align curriculum, instruction, and assessment to prepare for EOC and STAAR testing. This will be done by scheduling meetings for professional learning communities and district and campus vertical alignment meetings. All campus principals are part of the region 8 data cohort. (Title I SW Elements: 2.5,2.6) (Target Group: All,AtRisk) (Strategic Priorities: 2,3)	Assistant Superintendent of Instruction, Principal(s), Teacher(s)	2 times per semester	(S)State Compensatory - \$61,600	Criteria: Meeting minutes and data will be used. Closing the Gaps Accountability measures will also be utilized to determine effectiveness. 01/10/22 - On Track
4. The district will continue monitoring campus and district level data from walk-throughs to ensure improved instructional delivery and student performance. (Title I SW Elements: 2.2,2.5) (Target Group: All) (Strategic Priorities: 4)	Assistant Principal(s), Assistant Superintendent of Instruction, Principal(s), Superintendent(s)	Daily	(S)Local Funds	Criteria: Walk-Through reports and data analysis from those reports will be used to evaluate instructional delivery. 09/19/22 - On Track 01/10/22 - Significant Progress

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5. The district will identify and monitor business and industry educational opportunities that are available to Career and Technology Education (CTE) students and implement strategies that will prepare students for those opportunities. (Title I SW Elements: 2.2) (Target Group: CTE) (Strategic Priorities: 3)	Assistant Superintendent of Instruction, Counselor(s), CTE Coordinator, CTE Instructors, Dean of Students	Per semester	(S)Local Funds	Criteria: CCMR Accountability data and Industry Based Certifications will be used to determine program success and needs. 09/19/22 - Pending 01/10/22 - On Track
6. The district will continue to provide professional development for K-12 math teachers in successful implementation of the math TEKS. (Title I SW Elements: 2.5,2.6) (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent of Instruction, Instructional Coach, Principal(s)	Once per six weeks	(S)Local Funds	Criteria: Student performance on district and state math assessments will be used. 09/19/22 - Pending 01/10/22 - On Track
7. The district will continue its partnership with Texarkana College and TC at Tex Americas to develop and offer dual credit courses to our students. (Title I SW Elements: 2.6) (Target Group: CTE, 11th, 12th) (Strategic Priorities: 3)	Assistant Superintendent of Instruction, Counselor(s), Dean of Students	August and January	(S)Local Funds	Criteria: Student course grades, number of students earning credit and cumulative number of college hours earned will be used to evaluate the effectiveness of the partnership. 01/10/22 - On Track
8. Curriculum, instruction, and student performance will reflect college and career readiness standards. (Title I SW Elements: 2.1,2.6) (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 3)	Assistant Superintendent of Instruction, Department Heads, Principal(s)	Daily	(S)Local Funds	Criteria: Index 4 CCMR Accountability measures. 01/10/22 - On Track
9. The district will utilize Instructional Consultants from Region VIII ESC to provide professional development and support to staff in all subject areas. (Title I SW Elements: 2.4,2.5) (Target Group: All) (Strategic Priorities: 2,3,4)	Assistant Superintendent of Instruction, Principal(s), Region VIII ESC	August - May	(F)Title I, (S)Local Funds	Criteria: Student performance on district and state assessments will be used. 01/10/22 - On Track

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Goal 2. Hooks ISD will provide academic programs which will ensure all students will have the necessary skills to continue their education.

Objective 2. The district will commit to addressing the diverse needs and learning styles of all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will use "The Texas State Plan for the Education of Gifted/Talented Students" as a guidance in meeting the requirements for the education of our gifted and talented students at all levels to ensure the district meets the unique needs of these students. (Title I SW Elements: 2.1,2.5) (Target Group: GT) (Strategic Priorities: 3)	Assistant Superintendent of Instruction, Principal(s), Teacher(s)	Daily	(S)GT, (S)Local Funds	Criteria: GT lesson plans and walk-through data will be used to determine if requirements are being met. 01/10/22 - On Track
2. The district will implement the use of portfolios and flash drives as a way for GT students to document their projects and work from year to year. (Title I SW Elements: 2.5) (Target Group: GT) (Strategic Priorities: 3)	Assistant Superintendent of Instruction, GT Committee, Principal(s), Teacher(s)	Daily	(S)GT, (S)Local Funds	Criteria: Portfolios will be checked to monitor effectiveness of GT Program. 01/10/22 - On Track
3. The district will continue to provide services to special education students through Western Bowie County Special Education Cooperative Services. (Title I SW Elements: 2.5,2.6) (Target Group: SPED) (Strategic Priorities: 4)	Assistant Superintendent of Instruction, Superintendent(s)	Daily	(S)Local Funds, (S)Special Education	Criteria: The signed contract between Western Bowie County Special Education Cooperative Services and Hooks ISD. 01/10/22 - On Track
4. The district will improve the use of allowable accommodations in order to have the greatest likelihood to improve the achievement of participating students to meet the states achievement standards. (Title I SW Elements: 2.2,2.5,2.6) (Target Group: AtRisk) (Strategic Priorities: 4)	504 Committee, Assistant Superintendent of Instruction, Counselor(s), District Testing Coordinator, Rtl Coordinator, Special Ed Teachers, Teacher(s)	November	(F)IDEA Special Education, (F)Title I, (S)Local Funds, (S)Special Education	Criteria: Evidence of teacher professional development in the areas of assessment and effective instruments will be provided. 09/19/22 - Pending 01/10/22 - Completed
5. The district will continue to provide professional development for administrators, teachers, and other ARD committee staff members concerning the selection of appropriate state testing options for students. (Title I SW Elements: 2.1,2.2,2.5) (Target Group: SPED,AtRisk,504) (Strategic Priorities: 4)	Assistant Superintendent of Instruction	August	(F)IDEA Special Education, (S)Local Funds, (S)Special Education	Criteria: Professional development certificates of completion and STAAR/EOC results will be used. 01/10/22 - Completed
6. The district will continue to implement a targeted improvement plan for the special	Assistant Superintendent of Instruction, Counselor(s),	November, February, April,	(F)IDEA Special Education, (S)Local Funds	Criteria: The PBMAS Performance Level Summary district report will

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education program in order to satisfy ESSA-SPED requirements. (Title I SW Elements: 2.5,2.6) (Target Group: SPED,AtRisk) (Strategic Priorities: 4)	Diagnostician, Principal(s), Superintendent(s), Teacher(s)	June		be used to determine if improvement plan is working in obtaining district goals as well as agendas, sign-in sheets, and minutes. 01/10/22 - On Track
7. The district will continue to support and improve dyslexia intervention services at all campuses through certified dyslexia teachers. The students will receive instruction and support through the Take Flight Dyslexia Program. Students will also receive a 504 Plan. (Title I SW Elements: 2.5,2.6) (Target Group: Dys,504) (Strategic Priorities: 2)	Assistant Superintendent of Instruction, Dyslexia Specialist, Principal(s), Teacher(s)	Daily	(F)Title I	Criteria: Certification records and CALT assessment scores will be kept in employees' personnel file. 01/10/22 - On Track
8. The district will continue to monitor progress for all English Language Learners (ELL) and provide follow-up training as needed for teachers working with this diverse group of students. Each campus will have teachers certified as ESL teachers who provide instructional support to these students. (Title I SW Elements: 2.5) (Target Group: EB) (Strategic Priorities: 2,4)	Assistant Superintendent of Instruction, ELL Coordinator, Principal(s), Teacher(s)	Every 3 weeks	(F)Title I, (S)Bilingual/ESL	Criteria: Students will be evaluated for progress by the following means: Teacher training sign-in sheets, student progress reports, report cards, Renaissance progress monitoring reports, walk-through observations, and TELPAS results. 01/10/22 - On Track
9. The district will strengthen the academic program by supporting the enrichment and fine arts opportunities at each campus during the instructional school day and also through the After School Centers on Education (ACE) program. (Title I SW Elements: 2.6,3.1,3.2) (Target Group: All,AtRisk) (Strategic Priorities: 3,4)	ACE Director, ACE Staff, Assistant Superintendent of Instruction, Principal(s)	Monthly	(F)After School Centers on Education Grant, (S)Local Funds	Criteria: Documentation of administrators' meetings including sign-in sheets, minutes, and agendas. 01/10/22 - On Track
10. The district will continue to offer a Prekindergarten program for eligible children	Assistant Superintendent of Instruction, Principal(s),	Yearly	(F)Title I, (S)Local Funds	Criteria: Provide evidence of monitoring and documentation of

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that is focused on raising the academic achievement of those children once they reach school age and will aide in their transition to Kindergarten. (Title I SW Elements: 2.5,2.6,3.1) (Target Group: PRE K) (Strategic Priorities: 2,4)	Superintendent(s)			the transition process. 01/10/22 - On Track
11. All core content teachers will be involved in Department and Rtl Meetings that meet regularly to plan for student engagement, differentiation and research based instructional strategies. (Title I SW Elements: 2.4,2.5) (Target Group: All) (Strategic Priorities: 4)	Assistant Superintendent of Instruction, Principal(s)	2 times per semester	(S)Local Funds	Criteria: Sign-in sheets,Agendas, and Minutes from meetings 01/10/22 - On Track
12. The district will provide ARD and 504 Meeting training on how to correctly conduct meetings to principals. (Title I SW Elements: 1.1) (Target Group: SPED,504) (Strategic Priorities: 1)	Assistant Superintendent of Instruction, Superintendent(s)	Once a year	(S)Local Funds	Criteria: Sign in sheets will be used to document training. 09/19/22 - Pending 01/10/22 - Completed
13. The district will create master schedules at each campus that allow for additional instructional time for students At Risk. (Title I SW Elements: 1.1,2.2) (Target Group: AtRisk) (Strategic Priorities: 4)	Counselor(s), Principal(s)	July	(S)Local Funds	Criteria: Master Schedules will be evaluated for effectiveness every summer. 01/10/22 - Completed
14. The district will train intervention and special education teachers in the Reading By Design program to provide ongoing support to students identified with Dyslexia or reading difficulties. (Title I SW Elements: 1.1,2.2,2.6) (Target Group: AtRisk,Dys) (Strategic Priorities: 2)	504 Committee, Assistant Superintendent of Instruction, Principal(s)	Every 6 weeks	(F)Title I, (S)Local Funds	Criteria: Student report cards. 01/10/22 - On Track
15. The district will ensure sufficient staff are dedicated to provide both academic accelerated instruction and meet students social and emotional needs resulting from the COVID-19 pandemic. (Title I SW Elements: 1.1,2.6) (Target Group: All) (Strategic Priorities: 4)	Assistant Superintendent of Instruction, Principal(s)	Once a Year	(F)ESSER II/III	Criteria: Effectiveness of positions will be based on student progress and counseling referrals. 01/10/22 - On Track

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Goal 3. Hooks ISD will strengthen the instruction in the district by broadening the integration of technology into the teaching and learning taking place in the district classrooms.

Objective 1. The district will educate all staff in the use of technology to effectively enhance and strengthen the instructional process.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Hooks ISD will invest in staff by providing professional development to enable teachers to facilitate student use of the latest technology. (Title I SW Elements: 1.1,2.1,2.5) (Target Group: All) (Strategic Priorities: 1,2,3,4)	Assistant Superintendent of Instruction, Director of Technology, Principal(s)	Weekly	(S)Local Funds	Criteria: Evaluation will include district sign-in sheets and training evaluations will document the effectiveness of the training. 01/10/22 - On Track
2. Hooks ISD staff will design learning experiences which seamlessly integrate technology into the curriculum. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 4)	Assistant Superintendent of Instruction, Principal(s), Teacher(s)	Daily	(S)Local Funds	Criteria: Lesson Plans and Student Artifacts 01/10/22 - On Track
3. Hooks ISD will structure student-driven learning that integrates technology to provide students with competencies to be successful in a global society. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 4)	Assistant Superintendent of Instruction, Principal(s), Teacher(s)	Daily	(S)Local Funds	Criteria: Student Surveys and Artifacts 01/10/22 - On Track
4. The district will continue to provide a wide variety of technology products for use in classrooms and labs at each campus. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: All) (Strategic Priorities: 4)	Director of Technology, Instructional Technology Specialist	June, July, August	(F)After School Centers on Education Grant, (S)Local Funds	Criteria: Technology survey will be used to determine the technology needs. 01/10/22 - Completed
5. The district will continue to keep the campus computer labs up-to-date in order for students to have access to online courses for the recapture of high school credits, remediation, and enrichment activities. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2,3,4)	Director of Technology, Principal(s), Technology Support Team	Daily	(S)Local Funds	Criteria: Support system documentation will be used to determine the needs of the computer labs at the campuses. 01/10/22 - On Track
6. The district will continue to renew contract service agreements in order to have repairs and maintenance done on various technology and copiers. (Title I SW Elements: 1.1,2.2) (Target Group: All) (Strategic Priorities: 4)	Director of Technology	Monthly	(S)Local Funds	Criteria: The contract service agreement will be documentation used to determine the technology and copier repairs. 01/10/22 - On Track
7. The district will upgrade the technology	Director of Technology,	Spring, Summer	(S)Local Funds	Criteria: Completion of cable and

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
infrastructure to obtain maximum bandwidth at every campus making it possible to connect more devices at each campus. (Title I SW Elements: 1.1,2.2) (Target Group: All) (Strategic Priorities: 4)	Superintendent(s)			improved connectivity at the junior high campus. 01/10/22 - Some Progress
8. The district will implement best practices in chromebook/iPad usage at all grade levels. On going professional development and modeling will be provided to support effective classroom practices that positively impact academic performance. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2,3,4)	Assistant Superintendent of Instruction, Director of Technology, Instructional Technology Specialist, Technology Support Team	September to November	(S)Local Funds	Criteria: Staff, parent and student surveys on ability to participate successfully in remote instruction will be utilized. 01/10/22 - Significant Progress

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Goal 4. Hooks ISD will meet the safety and security needs of students and staff including the teaching and encouraging of positive school wide behavior.

Objective 1. The district will implement guidelines and procedures to ensure the health and safety of all students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will continue to monitor its Emergency Operations Plan and provide training to district personnel on the updated procedures outlined. (Title I SW Elements: 2.1,2.2) (Target Group: All) (Strategic Priorities: 4)	Operations Director, Superintendent(s)	March 2017	(S)Local Funds	Criteria: Sign-in sheets and training materials will be used to determine the effectiveness of the emergency training.
2. The district will continue to provide Handle with Care (HWC), the active shooter training and Standard Response Protocol training on each campus. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Assistant Superintendent of Instruction, Principal(s), SRO Officer	August	(S)Local Funds	Criteria: Training will be documented through sign-in sheets and training evaluations. 01/10/22 - Completed
3. The district will continue to provide Bully Prevention training, CPR, Blood Born Pathogens, At- Risk Prevention , Sexual Abuse Prevention, Child Abuse Reporting , and any other trainings that relate to student and staff safety and security needs. (Title I SW Elements: 1.1,2.1) (Target Group: All) (Strategic Priorities: 1,4)	Assistant Superintendent of Instruction, Counselor(s), Principal(s), School Nurse	Fall semester	(S)Local Funds	Criteria: Training will be documented through sign-in sheets and training evaluations. 01/10/22 - Completed
4. The district will continue to use Positive Behavior Intervention Supports and provide training to all staff in how to monitor student behavior and develop appropriate interventions to target specific behaviors. PBIS will be utilized to help reduce Significant Disproportionately among minority students. (Title I SW Elements: 2.6) (Target Group: All,AA,SPED) (Strategic Priorities: 4)	Assistant Superintendent of Instruction, Region VIII ESC	August	(S)Local Funds	Criteria: Training will be documented through sign-in sheets and training evaluations. 01/10/22 - Completed
5. The district will provide a Disciplinary Alternative Education Program (DAEP) for students who violate the Student Code of Conduct. (Title I SW Elements: 2.6) (Target Group: AtRisk) (Strategic Priorities: 1,4)	Principal(s)	Monthly	(S)State Compensatory - \$50,000	Criteria: PEIMS report documenting students placed in DAEP. 01/10/22 - On Track
6. The district employs a School Resource Officer (SRO), duties include maintaining a safe environment conducive to learning and	Operations Director, SRO Officer, Superintendent(s)	Daily	(S)Local Funds	Criteria: SRO will provide documentation of incidents that take place within Hooks ISD.

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Goal 4. Hooks ISD will meet the safety and security needs of students and staff including the teaching and encouraging of positive school wide behavior.

Objective 1. The district will implement guidelines and procedures to ensure the health and safety of all students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
contributing to education process for students. Provide for the safety of students, faculty, staff, and the security of all district and campus property. SRO will patrol campuses, assist in the reduction of truancy, respond to calls from campuses, investigate motor vehicle accidents and assist staff with after hour functions. (Title I SW Elements: 1.1,2.4,2.6) (Target Group: All) (Strategic Priorities: 4)				01/10/22 - On Track
7. The district will continue random drug testing of eligible students and staff. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Principal(s), SRO Officer	Each six weeks	(S)Local Funds	Criteria: Reports provided by Lab Cor. 01/10/22 - On Track
8. The district will provide security cameras, buzzer systems, and Raptor check in/check out system. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Director of Technology, Maintenance Coordinator, Operations Director	Yearly	(S)Local Funds	Criteria: Documentation will be provided by maintenance tickets and recorded records of security cameras. 01/10/22 - On Track
9. The district will provide a comprehensive counseling program and promote positive character and choices at every campus. (Title I SW Elements: 2.1,2.6,3.2) (Target Group: All) (Strategic Priorities: 4)	ACE Director, ACE Staff	August - May	(F)After School Centers on Education Grant	Criteria: Teacher and Student Climate Surveys 01/10/22 - On Track
10. The district will utilize the School Health Advisory Committee (SHAC) to promote health, nutrition and an active lifestyle at every campus. (Title I SW Elements: 1.1,2.1,3.2) (Target Group: All) (Strategic Priorities: 4)	School Nurse	May	(S)Local Funds	Criteria: School health survey 09/19/22 - Pending 01/10/22 - On Track
11. The district will provide healthy and nutritious meal options for students to promote wellness and learning. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Business Manager, Food Service Director and Managers	Daily	(F)USDA	Criteria: Food Service Reports 01/10/22 - On Track
12. The district will utilize Threat Assessment	All Staff, Assistant Principal(s),	August-May	(S)Local Funds	Criteria: The rubrics filled out will

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Goal 4. Hooks ISD will meet the safety and security needs of students and staff including the teaching and encouraging of positive school wide behavior.

Objective 1. The district will implement guidelines and procedures to ensure the health and safety of all students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Teams and the Threat Assessment Analysis Rubric to assess the threat of student violence. (Title I SW Elements: 2.2,2.6) (Target Group: All,AtRisk) (Strategic Priorities: 4)	Counselor(s), Principal(s)			be used to determine effectiveness of process. 01/10/22 - On Track
13. The district will maintain the safe and secure environment of all school facilities. (Title I SW Elements: 1.1,2.1) (Target Group: All) (Strategic Priorities: 4)	Assistant Principal(s), Maintenance Coordinator, Operations Director, Principal(s)	Daily	(F)Title IV	Criteria: School Safety Evaluation 01/10/22 - On Track
14. The district will implement a character education program at each campus. (Title I SW Elements: 2.2,2.6) (Target Group: All) (Strategic Priorities: 4)	Counselor(s)	Each Semester	(S)Local Funds	Criteria: Number of behavior referrals each year. 01/10/22 - On Track
15. The district will provide training to staff on Trauma-Informed Care. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Counselor(s), School Nurse	Once a year	(S)Local Funds	Criteria: Number of counselor referrals. 01/10/22 - Pending 01/10/22 - Completed
16. The district will provide staff training on Traumatic Injury Response Protocol (stop the bleed protocol) and implement bleeding control stations throughout the district. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Principal(s), School Nurse, Superintendent(s)	January	(S)Local Funds	Criteria: Training will be documented through sign in sheets and bleeding control stations will be inventoried for compliance. 09/19/22 - Pending 01/10/22 - Completed
17. The district will develop, implement and revise as needed a Return to School Plan in response to the COVID-19 Pandemic. (Title I SW Elements: 2.1) (Target Group: All) (Strategic Priorities: 1)	District Personnel, Human Resource Coordinator, Maintenance Coordinator, School Nurse, Superintendent(s)	August	(S)Local Funds	Criteria: Stakeholders will be surveyed to ensure plan effectiveness. 01/10/22 - Completed

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Goal 5. Hooks ISD will facilitate family and community involvement in the growth and success of all students.

Objective 1. Hooks ISD will increase community/parent involvement and support through multiple measures.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will maintain regular communication with all district stakeholders through Skyward Family Access, Skyward Message Center, Remind text notifications, campus newsletters, media releases, web page posting, social media formats. (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 4)	Campus Secretary, District Personnel	Daily	(S)Local Funds	Criteria: Reports will be generated through Skyward, school web site visits, and social media records. 01/10/22 - On Track
2. The district will continue to conduct parent/community surveys to determine concerns, needs, and interests. (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 1,4)	Assistant Superintendent of Instruction, Federal Programs Coordinator	Spring	(F)Title I	Criteria: Survey results will be used to determine the concerns, needs, and interests of the district. 09/19/22 - Pending
3. The district will conduct meet the teacher nights, open house, Veteran's Day program, a monthly Senior Luncheon, Grandparents Day, College & Career Senior Nights, and other events for all parents and community members. (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 4)	All Staff	Fall and Spring	(S)Local Funds	Criteria: Sign-in sheets at each event will be used to document participation. 01/10/22 - On Track
4. The district will continue to increase parental involvement through the continuation of the After School Centers on Education (ACE) Family Engagement Specialist. (Title I SW Elements: 3.1,3.2) (Target Group: All) (Strategic Priorities: 4)	ACE Director, ACE Staff	Monday-Thursday	(F)After School Centers on Education Grant	Criteria: ACE documentation will be reviewed to determine the program's effectiveness. 01/10/22 - On Track
5. The district will continue to promote FFA, Band, and Athletic Parent Booster Clubs at the junior and high school campuses along with the Parent Booster Club at the elementary campus (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 3)	All Staff, Parent Booster Club Board and Officers, Principal(s), Superintendent(s)	Monthly.	(S)Local Funds	Criteria: Evaluation will be documented through sign-in sheets, agendas, and minutes. 01/10/22 - On Track
6. Each campus will provide a Title I informational meeting to communicate the Title I requirements to parents and community stakeholders. Campuses will review and	Assistant Superintendent of Instruction, Federal Programs Coordinator, Principal(s)	August-September	(F)Title I	Criteria: Training will be documented through participation and attendance logs.

Hooks Independent School District

Goal 5. Hooks ISD will facilitate family and community involvement in the growth and success of all students.

Objective 1. Hooks ISD will increase community/parent involvement and support through multiple measures.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
update Parent Compacts and Parental and Family Engagement Policies as a part of each meeting. (Title I SW Elements: 3.1,3.2) (Target Group: All) (Strategic Priorities: 4)				09/19/22 - Significant Progress 01/10/22 - Completed

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Goal 6. Hooks ISD will develop strategies to improve attendance and eliminate dropouts.

Objective 1. All students will graduate from high school

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will ensure campus attendance clerks work with the district PEIMS coordinator to prevent/recover dropouts and record detailed information about all leavers. (Title I SW Elements: 1.1,2.6) (Target Group: All,AtRisk) (Strategic Priorities: 3,4)	Attendance Secretary, Counselor(s), Principal(s)	Weekly	(S)Local Funds	Criteria: Skyward attendance report is used to view the attendance rate at each campus. 01/10/22 - On Track
2. The district will support in developing, implementing, and evaluating Individual Graduation Plans for At- Risk students in grades 6-8 and all students in grades 9-12. (Title I SW Elements: 2.2,2.4) (Target Group: All,AtRisk) (Strategic Priorities: 3,4)	Counselor(s), Principal(s)	September	(S)Local Funds	Criteria: Documentation will be the students' Individual Graduation Plans.
3. The district will continue to support the use of the TxVSN to students desiring coursework not available on campus. (Title I SW Elements: 2.5) (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Assistant Superintendent of Instruction, Counselor(s), Principal(s)	Daily	(S)Local Funds	Criteria: Class schedules/rosters, Skyward reports, and Texas Virtual School Network (TxVSN) reports will be used to view student achievement and completion. 01/10/22 - On Track
4. The district will continue to support programs to help at-risk students with credit recovery and/or acceleration programs for students at-risk for failure/dropout. (Title I SW Elements: 2.6) (Target Group: AtRisk) (Strategic Priorities: 3)	Counselor(s), Principal(s)	Fall and Spring	(S)Local Funds	Criteria: Documentation of all students who received additional assistance will be recorded as well as program reports that will provide student achievement results. 01/10/22 - On Track
5. The district will continue to offer college and career readiness components through the After School Centers for Education (ACE) Program. (Title I SW Elements: 1.1,2.6) (Target Group: All) (Strategic Priorities: 3)	ACE Director, ACE Staff	Daily	(F)After School Centers on Education Grant	Criteria: The district will utilize the contracted independent ACE program evaluator reports, ACE surveys, and ACE semester reports to determine the effectiveness of the ACE program. 01/10/22 - On Track

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Goal 7. Hooks ISD will maintain equitable and adequate financing of education for all students.

Objective 1. The district will manage all district funds to maximize benefits that flow to students and accommodate student growth.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will examine and align the responsibilities of employees and school system processes to improve efficiency of operations. Staff will utilize Skyward Employee Access to streamline and consolidate district processes. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1)	Business Manager, Human Resource Coordinator, Superintendent(s)	Yearly	(S)Local Funds	Criteria: Yearly audit report will document any findings of the school system processes. 01/10/22 - On Track
2. The district administrators will regularly and accurately track spending and other financial transactions. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Assistant Superintendent of Instruction, Business Manager, District Personnel, Superintendent(s)	Daily	(S)Local Funds	Criteria: District budget records will track spending and financial transactions. 01/10/22 - On Track
3. The district will continue to exhibit excellence in financial audit outcomes. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Business Manager, District Personnel	October	(S)Local Funds	Criteria: Yearly audit report presented to the school board will document the financial audit outcome. 09/19/22 - Pending 01/10/22 - Completed
4. The district will continue to monitor and adjust the 5-year facility plan. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Operations Director, Principal(s), School Board, Superintendent(s)	Yearly	(S)Local Funds	Criteria: The campus and district reports presented to the school board. 01/10/22 - On Track
5. The district will utilize grant and local funding sources to supplement and support the goals and needs of the district. (Title I SW Elements: 1.1,2.1) (Target Group: All) (Strategic Priorities: 4)	Assistant Superintendent of Instruction, Business Manager, Human Resource Coordinator, School Board, Superintendent(s)	Yearly	(F)After School Centers on Education Grant, (F)Title I, (F)Title IIA Principal and Teacher Improvement, (F)Title IV Safe and Drug Free, (S)CTE Monies, (S)Local Funds	Criteria: Yearly audit report and financial reports show evidence of the support and allocation of funds. 01/10/22 - On Track