

Hooks Independent School District

District Improvement Plan

2023/2024



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Date Reviewed:

DMAC Solutions ®

Date Approved:

Vision Statement

Our vision in Hooks ISD is to be a dynamic learning community vigorously pursuing student success; challenging all to achieve excellence in our ever- changing global society.

Mission Statement

Our Mission is to graduate responsible and productive citizens prepared for success by delivering appropriate and individualized educational experiences.

Belief Statements

- We believe empowering student passion for learning is essential to their future.
- We believe the lifelong process of adult learning is crucial to student success.
- We believe active leadership cultivates purpose driven leaders at every level.
- We believe change is inevitable; growth is the result.
- We believe acknowledging diversity strengthens learning.
- We believe collaboration and inclusion are cornerstones of a unified learning community.
- We believe that accepting individual responsibility results in shared accountability.

Hooks ISD Board of Trustees

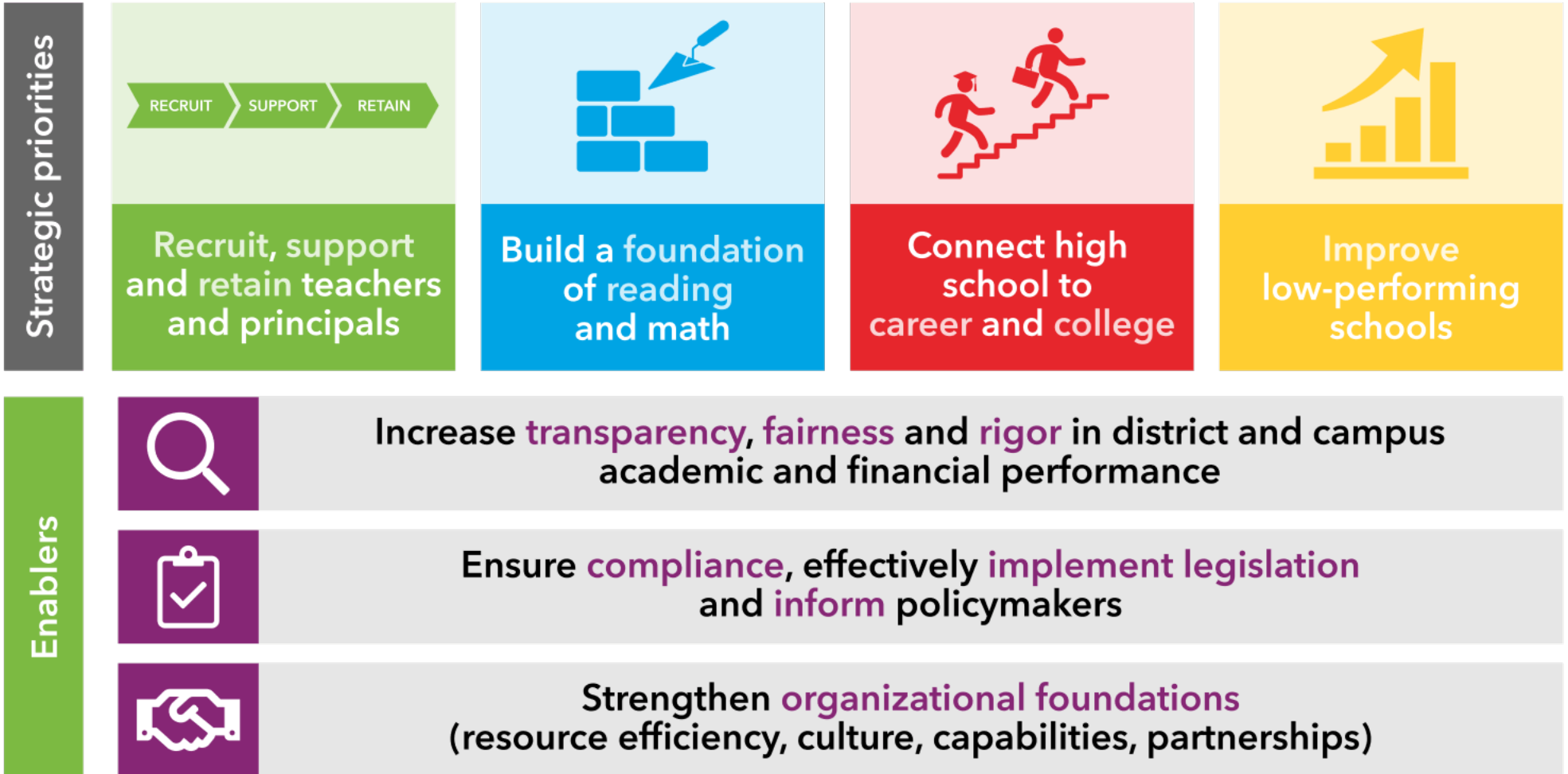
President	Scot Duncan
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Hooks Independent School District Improvement Committee

2023-2024

Assistant Superintendent of Instruction	Tracy Cook
High School Principal	Beverly Shannon
Junior High Principal	Kelly Odom
Elementary Principal	Kevin Breiby
High School Teacher/Special Education	Callie Morphew
High School Teacher	Teresa Kuhn
Junior High Teacher	Jade Harris
Junior High Teacher/ESL Coordinator	Cathy McBroom
Junior High Teacher	Tammy Baird
Elementary Teacher	Cassidy Crawford
Elementary Teacher/Dyslexia Therapist	Heather Walls
Elementary Teacher	Makenzy Makaramba
Parent Representative	Emily Fisher
Parent Representative	Kristen Holiday
Community Representative	Judy Cochran
Community Representative	Kim Baggett
Business Representative	Myra Jenkins
Business Representative	Bill Clements

Every child, prepared for success in college, a career or the military.



**adapted from TEA Strategic Plan - <https://tea.texas.gov>*



Hooks ISD Comprehensive Needs Assessment

School Profile

The Hooks Independent School District (HISD) is located in the quiet East Texas town of Hooks, Texas. Hooks is a small community located in the northeast corner of Bowie County, just a few miles west of the city of Texarkana.

Hooks ISD has three campuses: Hooks Elementary is for grades Pre-K-4, Hooks Junior High serves students in grades 5-8 and Hooks High School is for grades 9-12.

Each campus offers a challenging curriculum that meets or exceeds the requirements of the Texas Education Agency. District wide programs include specialized instruction for ESL, Gifted & Talented, and Dyslexia students. The elementary school has an active Service-Learning program, academic UIL teams, and offers elementary Spanish as an enrichment opportunity.

The junior high campus also has an active boy's and girl's athletic program, art classes, robotics, UIL academic competitions, a number of academic clubs, a band program, a competitive E-Sports program and well-established agriculture classes.

The high school Graduation/Foundation Plan requires students to choose an endorsement, a personal pathway of study. Much as a student would pick a major in college, the new option for an endorsement provides a targeted area of study. All students entering the 9th grade will be required to select an endorsement pathway. The endorsements offered at Hooks High School are STEM, Business and Industry, Arts and Humanities, Public Services, and Multidisciplinary. Hooks High School offers a variety of vocational studies, as well as athletics, band, and UIL academic opportunities. In addition, students can earn college credits through concurrent enrollment in dual credit classes.

The adequate, well-kept facilities and classrooms are sufficient for educational excellence. Public Support for education in HISD is evident both in the community and through the parent volunteer programs. The administrative and instructional staff is motivated to produce confident, qualified leaders as they graduate and leave Hooks ISD.

Hooks ISD Enrollment as of September 26, 2023

Enrollment by Ethnicity:		
Hispanic	85	9.47%
American Indian/Alaskan	5	.56%
Asian	4	.45%
African American	107	11.92%
Hawaiian/Pacific Islander	1	.11%
White	601	66.93%
Two or More	95	10.58%
Total District Enrollment	898	100%

Student Achievement

Fundamental academic skills are essential for student success and high standards should be held for academic achievement in all subject areas. It is the belief of Hooks ISD that we must challenge and motivate each student to achieve at the highest level possible. All children are capable of learning; therefore, Hooks ISD will employ current, research-based teaching methods and materials to match the learning abilities of all students. Student achievement data comes from reports in the Texas Academic Performance Report (TAPR), PEIMS, Results Driven Accountability, and State Accountability. We disaggregate our data (with the help of DMAC) by passing rates in subject, grade, and ethnicity and by advanced rates in the same categories. Hooks ISD received an accountability letter grade of B and each of our campuses also received an accountability letter grade of B from the Texas Education Agency (TEA) for the 2021-2022 school year. We have identified College, Career and Military Readiness (CCMR) as an area of improvement and the area that is preventing the district and high school campus from achieving an A in our Accountability ratings. The high school principal and CTE teachers continue learning how to implement Programs of Study that lead to Industry Based Certifications to work on this area. The junior high campus is showing significant growth in academic achievement, as reflected in their accountability. The elementary campus is working on maintaining high levels of achievement. Mathematics is the area in grades 3-8 that needs to continue to improve. Ongoing professional development is essential to obtaining improvement in this area. The district will be working diligently at every campus to ensure progress is made toward reaching the highest achievement levels.

School districts in Texas are currently awaiting the arrival of state assessment data from the 2022-2023 school year.

The long-term effects of lost instruction due to COVID-19 are still applicable across grade levels and subject areas. Achievement in math has been the most effected. Specific academic materials have been identified and purchased to help accelerate learning for our students. Master schedules have been examined and adjusted to maximize learning time and programs evaluated and streamlined to create consistency from one grade to the next. Accelerated Instruction has been successfully implemented and data shows that it is effective in helping to close the gap in learning due to lost instruction.

According to surveys, 97% of parents felt the district staff expects all students can learn and perform well in school. 92% of parents are satisfied with their child's academic progress. In addition, 92% of parents agreed it is clear that high levels of engaging and relevant instruction is important at school.

**2018-2023 STAAR/EOC
FINAL PERCENTAGES FOR ACCOUNTABILITY**

	2018-2019 State Avg. AP/ME/MA	2018-2019 District Avg. AP/ME/MA	2020-2021 State Avg. AP/ME/MA	2020-2021 District Avg. AP/ME/MA	2021-2022 State Avg. AP/ME/MA	2021-2022 District Avg. AP/ME/MA	2022-2023 State Avg. AP/ME/MA	2022-2023 District Avg. AP/ME/MA
3 rd Reading	76/44/28	84/37/17	68/38/19	82/52/24	77/52/31	89/78/51	77/51/20	89/63/20
3 rd Math	78/47/24	83/54/19	61/30/14	84/42/16	70/42/21	89/78/49	72/43/19	93/60/31
4 th Reading	74/43/22	90/66/32	63/36/18	88/57/33	77/54/28	92/64/29	78/47/21	93/71/39
4 th Math	74/46/28	87/66/45	58/35/21	79/50/22	69/41/23	76/47/19	70/47/22	93/76/49
5 th Reading	86/51/29	88/45/25	72/45/30	72/32/23	80/56/37	89/63/49	81/56/28	84/54/24
5 th Math	89/56/36	92/37/14	69/43/24	52/21/5	75/46/23	83/48/14	79/49/21	82/40/9
5 th Science	74/48/23	63/37/22	61/30/12	61/20/3	66/37/17	82/42/12	64/34/15	79/48/17
6 th Reading	66/35/17	83/41/17	61/31/14	66/36/14	69/42/22	89/51/28	75/50/22	87/58/31
6 th Math	79/45/20	90/46/13	66/34/15	79/41/14	72/37/15	75/32/11	74/38/15	89/57/13
7 th Reading	74/47/28	79/49/26	68/44/25	78/54/36	77/53/35	88/61/35	77/53/26	86/57/21
7 th Math	73/41/16	69/31/3	54/25/11	57/9/0	59/29/12	65/27/2	61/35/10	66/33/12
8 th Reading	84/53/27	91/49/22	72/45/21	85/63/24	82/56/36	87/60/35	82/56/27	94/79/43
8 th Math	87/55/16	90/57/16	60/35/10	77/52/17	69/38/13	79/43/21	74/44/16	87/55/18
8 th Algebra I		100/100/50		100/83/67	72/44/28	100/87/60	78/45/24	100/91/82
8 th Science	79/49/24	84/43/19	67/42/23	80/44/14	73/43/22	76/35/16	72/45/16	67/31/3
8 th Soc Stud	67/35/20	75/32/13	56/27/13	69/31/14	59/29/17	71/39/16	60/31/15	64/30/12
English I	63/49/12	64/56/10	66/50/12	80/60/16	63/48/11	79/55/8	71/54/14	86/64/13
English II	67/51/8	83/65/4	70/57/11	92/85/16	71/57/9	91/78/13	84/56/9	94/86/12
Algebra I	84/62/39	88/68/40	72/41/23	94/70/40	74/46/30	90/67/32	78/45/24	89/52/18
Biology	88/63/26	90/56/16	81/54/22	84/49/9	82/57/23	96/71/12	89/57/22	95/73/25
US History	93/75/47	90/73/47	88/69/43	94/75/43	89/71/44	96/80/50	95/71/39	95/75/38

*19-20 STAAR/EOC Testing was not conducted due to the COVID – 19 Pandemic, an automatic waiver was issued by the Texas Education Agency.

Curriculum, Instruction, Assessment

The Assistant Superintendent of Instruction of Hooks Independent School District is responsible for supporting development and implementation of the Texas Essential Knowledge and Skills (TEKS) in the district curriculum. Hooks ISD utilizes the TEKS Resource System (TRS) as the district curriculum. The curriculum department provides district leadership in the following areas: development and delivery of instruction, interventions for students, professional development, assessment, instructional technology, and instructional resources. The needs assessment for curriculum and instruction includes review of the district curriculum, methods of delivery as well as monitoring efforts to determine effective implementation.

At Hooks ISD we share common goals and concerns for and commitment to the welfare of all children. The goal of the Pre-K–12 curriculum is to ensure that all students will learn the same core of significant content at a specific instructional level, from teacher to teacher, and school to school. Although the curricular objectives are aligned with national content standards, Texas Essential Knowledge and Skills, and state-mandated tests, the overriding goal is to design a curriculum that is academically rich, holistic, student-centered, and culturally diverse, honoring input and contributions from all Hooks ISD stakeholders. Hooks ISD is committed to the development of an exemplary system-wide curriculum that promotes high expectations for its teachers and students that result in meaningful student learning. The system-wide curriculum can best be described as a thinking curriculum, one that integrates content, process, and product; typifying real world situations. The decisions, strategies, and practices supporting the alignment of the *written, taught, and tested* curriculum will be rooted in internal and external research critical to providing optimum learning opportunities for all students.

Hooks ISD has made a commitment to providing relevant professional development for all teachers, promoting lifelong learners and a desire to pass that learning on to our students. To provide teachers with opportunities for instructional planning, the district developed an instructional calendar that included twelve professional development days placed strategically throughout the school year. Hooks ISD data continues to show a need in the areas of critical thinking, mathematics, and short-answer writing responses. The district will extend the focus to deepen teachers' knowledge of a variety of delivery modes while beginning to strengthen and deepen levels of content expertise. Staff are encouraged to attend subject specific professional development at the Region 8 Education Service Center. We will also be focusing on successful RtI and Accelerated Instruction programs at each campus, improving instruction for special populations, and delivering high quality instruction to all students. It is our belief at Hooks ISD that we continue to provide our teachers with quality planning time to produce high impact lessons for all students, which in turn, will result in increased student achievement. It has been the district's initiative to increase the use of TEKS aligned instructional materials and utilize data to inform instructional needs.

Staff Quality, Recruitment, and Retention

We believe at Hooks ISD that a positive overall district climate helps contribute to a high retention rate of teachers and staff. We believe we must be proactive in recruiting and retaining high quality teachers. We will continue to train and hold accountable all Hooks ISD staff to ensure the fulfillment of the Hooks ISD's vision and mission. We are committed to hiring staff that are certified for the subjects they teach. We will be proactive in recruiting for unfilled positions by posting job vacancies and conducting interviews in a timely manner. We will attend various job fairs in the spring of 2024 with the hopes of attracting additional high-quality teachers to our district and to promote the areas that make Hooks ISD a special place to work such as small class sizes, a sense of community and high parent involvement rates. We will also continue to offer competitive salaries and benefits to compete with the local industry. The district is currently in the data collection year for the Teacher Incentive Allotment which will not only help current staff earn additional money, but also help keep us competitive to surrounding districts.

School Culture

Hooks ISD continues to promote awareness, respect, appreciation, and understanding of all.

Family and community surveys show that 89% feel that disciplinary actions are fair and consistent. 93% of parents felt school personnel recognize students who are misbehaving. 90% of students and 99% of staff feel their school is safe.

The 2022-2023 school year brought a heightened focus on district safety and will extend through the 2023-2024 school year. The district has ensured that staff have been trained in the most current procedures. Campus drill protocols have been developed and drills are routinely conducted. District safety audits are done each year and discussed with campus administrators. Campus safety procedures are always a priority and evaluated on an ongoing basis. Public access to all campuses is limited to the front entrance of each campus and open access areas are being fenced. We are continuing to make campuses more secure through weekly exterior door checks and installing key card access for staff.

Bullying prevention is also an area we continue to improve on and have added an anonymous online reporting system to make it easier for threats to be reported and investigated. Each campus emphasizes the importance of kindness and has character education programs. Overall, parents, students and staff feel they are safe and are satisfied with Hooks ISD.

Organizational Structure and Processes

Central office staff accommodates the overall staffing and financial needs of the campuses as funds are available. Instructional supports, classroom facilities, materials, and technology are in place. Schedules are designed around student need. Additional instructional periods are offered for low-performing students. Teachers have the opportunity to meet at least three times a year to work on vertical alignment and resource calibration, data disaggregation as well as developing assessments that will drive classroom instruction. Teachers serve on decision-making committees and surveyed each year to determine satisfaction and areas in need of improvement. Central office staff are helpful and willing to assist staff with their needs. Customer service and satisfaction is our primary goal. Our number of transfers from other districts speaks of the confidence in our school in our area. A climate of high expectations, including the belief that all students can learn, is reinforced at all levels.

Family and Community Engagement

Effective communication with all stakeholders is always a priority for Hooks ISD. The district will continue to pursue every avenue available to us to ensure that all families are provided current information in a timely manner. Two-way communication is necessary for the district to know, understand and meet the needs of our students and families.

Parental and community engagement continue to be areas of focus for the district. Parental involvement continues to grow throughout the district as parents/guardians are invited to attend many events. Campuses hold many events for families to attend each year such as Meet the Teacher, Open House, Report Card Pick Up, Senior Parent Nights for college and career preparation, the STEAM Expo, Science Fairs, Grandparents Day, Dyslexia Family Night and many other family activities.

Hooks ISD also has many thriving extracurricular activities such as sports, band, theatre, and Ag. The Veterans Day program is well-attended by local veterans, families and community members and the district hosts a monthly Senior Citizens Luncheon for members of the community. The School Health Advisory Committee is active and plans relevant programs for students and community such as the Community Health Fair and events to promote wellness and healthy nutrition throughout the school year. Each campus also has an active parent or sports booster club that encourages family participation. The district takes multiple steps to effectively communicate with families and the community. The district utilizes the Skyward email system, Facebook Page, district webpage and text notifications through Remind to provide timely, useful information to parents and they also have access to their student's grades via the Skyward online portal.

Technology

As educational demands continue to evolve, Hooks Independent School District strives to ensure that students and staff have access to relevant technology. We will continue to expand and integrate technology into every aspect of the student academic experience to accomplish the Hooks ISD vision and mission. 92% of parents and 88% of teachers feel their school is well equipped with current technology resources. We will continue to monitor trends in technology and encourage innovation and learning among our teachers and staff. Hooks ISD will maintain an accurate and effective technology inventory system, which will guide budgeting proposals. This system will help determine annual needs. We will continue to maintain a sound and secure technology infrastructure, which will continue to supplement classroom instruction and support business operations. Infrastructure upgrades are primarily completed, ensuring that every campus has access to fast and reliable internet. This has allowed the district to participate in the purchase of technology devices from the state which will be used to expand the integration of classroom technology at all grade levels.

Hooks ISD

Federal, State and Local Funding Sources 2023-2024

Federal funding sources will be integrated and coordinated with State and Local funds to meet the needs of all students.

This school wide program will consolidate funds in the following way:

_____ Full Consolidation of Funds _____ Consolidation of Federal Funds Only X Title I, Part A Only

Federal Program/Funding Source	
Title I, Part A	\$240,974
Title II, Part A	\$35,934
Title IV, Part A	\$19,836
National School Lunch and Breakfast Program	\$360,000
Title V, Part B Rural	\$27,034
State Program/Funding Source	
State Compensatory Education	\$800,569
Career & Technology	\$1,004,461
Early Education	\$92,400
Special Education	\$1,047,789
Bilingual/ESL	\$16,016
Dyslexia Allotment	\$73,920
School Safety Allotment	\$53,475
Gifted and Talented Allotment	\$16,926
Textbook Fund	\$50,000
CCMR	\$12,000

WORKSHEET FOR DISTRICT AND CAMPUS IMPROVEMENT PLANS 2023-2024								
<u>COST</u>	<u>FTE'S</u>	<u>HIGH SCHOOL</u>	<u>FTE'S</u>	<u>JUNIOR HIGH</u>	<u>FTE'S</u>	<u>ELEMENTARY</u>	<u>FTE'S</u>	<u>DISTRICT</u>
PIC 30								
Teacher Salaries	1.19	\$ 67,986	2.24	\$ 138,932	0.5	\$ 27,446	3.93	\$ 234,364
Aide Salaries	3	\$ 70,446	0	\$ -	1	\$ 23,620	4	\$ 94,066
Supplies Software		\$ 10,000		\$ 18,700		\$ 19,850		\$ 48,550
Supplies General		\$ -		\$ 3,000		\$ 5,000		\$ 8,000
Other (Travel)		\$ 500		\$ 2,000		\$ 500		\$ 3,000
Total PIC 30		\$ 148,932		\$ 162,632		\$ 76,416		\$ 387,980
PIC 24								\$ -
Teacher Salaries	0.22	\$ 11,500					0.22	\$ 11,500
PIC 28								\$ -
Other Alternative School		\$ 32,000		\$ 19,000		\$ 1,000		\$ 52,000
PIC 34								\$ -
Teacher Salaries Pre-k					0	\$ -	0	\$ -
Aides Salaries Pre-k					0	\$ -	0	\$ -
Supplies								\$ -
Contracted Services						\$ -		\$ -
Total PIC 34						\$ -		\$ -
Grand Total		\$ 192,432		\$ 181,632		\$ 77,416		\$ 451,480

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 09/27/23 - On Track 02/02/23 - Completed 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. 02/02/23 - Completed 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. 02/02/23 - On Track 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, and band. (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. 02/02/23 - On Track 09/19/22 - Pending 01/10/22 - On Track

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. The district will analyze campus instructional leadership surveys for growth areas, and provide campus leaders with professional development focused on individual needs. (Title I SW Elements: 2.4) (Target Group: All) (Strategic Priorities: 1)	Assistant Superintendent of Instruction, Superintendent(s)	Spring Semester	(S)Local Funds	Criteria: Survey results and professional development records of leadership training attended will be used to evaluate professional development needs. 09/27/23 - On Track 02/02/23 - Completed 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	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	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.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Priorities: 4)				01/10/22 - On Track
9. All administrators will attend professional 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)	Assistant Superintendent of Instruction, Principal(s)	August, January, February	(S)Local Funds	Criteria: Sign-in sheets and 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 VIII 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. 09/27/23 - On Track 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. 02/02/23 - Significant Progress 09/19/22 - Some Progress 01/10/22 - Completed

Hooks Independent School District

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, (S)State Compensatory	Criteria: Teachers and paraprofessionals will be evaluated by Equity Data Survey submitted to the Texas Education Agency. 09/27/23 - Significant Progress 02/02/23 - Completed 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. 09/27/23 - Completed 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

Hooks Independent School District

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
6. The district will continue to recruit and retain staff through a competitive compensation structure and TIA. (Title I SW Elements: 1.1,2.1,2.6) (Target Group: All) (Strategic Priorities: 1)	Business Manager, Human Resource Coordinator, School Board, Superintendent(s)	Spring	(F)Title II, (F)Title IV, (S)Local Funds, (S)State Comp FTE, (S)State Compensatory	Criteria: The district will have a sign in sheet at the Texas A&M 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. 02/02/23 - Completed 09/19/22 - Pending 01/10/22 - On Track

Hooks Independent School District

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. 02/02/23 - Significant Progress 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	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

Hooks Independent School District

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
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. 02/02/23 - Some Progress 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. 02/02/23 - On Track 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. 02/02/23 - Completed 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

Hooks Independent School District

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. 02/02/23 - Significant Progress 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	Assistant Superintendent of	November,	(F)IDEA Special Education,	Criteria: The PBMAS Performance

Hooks Independent School District

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
targeted improvement plan for the special education program in order to satisfy ESSA-SPED requirements. (Title I SW Elements: 2.5,2.6) (Target Group: SPED,AtRisk) (Strategic Priorities: 4)	Instruction, Counselor(s), Diagnostician, Principal(s), Superintendent(s), Teacher(s)	February, April, June	(S)Local Funds	Level Summary district report will 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 receive accommodations as appropriate. (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. (Title I SW Elements: 2.6,3.1,3.2) (Target Group: All,AtRisk) (Strategic Priorities: 3,4)	Assistant Superintendent of Instruction, Principal(s)	Monthly	(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

Hooks Independent School District

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
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. 02/02/23 - Completed 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. 02/02/23 - Completed 01/10/22 - On Track

Hooks Independent School District

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	(S)Local Funds	Criteria: Technology survey will be used to determine the technology needs. 09/27/23 - Significant Progress 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. 02/02/23 - Completed 01/10/22 - On Track

Hooks Independent School District

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
7. The district will upgrade the technology 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)	Director of Technology, Superintendent(s)	Spring, Summer	(S)Local Funds	Criteria: Completion of cable and 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

Hooks Independent School District

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. 02/02/23 - Some Progress
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. 09/27/23 - Completed 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. 10/16/23 - Significant Progress 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. 10/16/23 - On Track 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	Criteria: PEIMS report documenting students placed in DAEP. 10/16/23 - On Track 02/02/23 - Completed 01/10/22 - On Track

Hooks Independent School District

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
6. The district employs a School Resource Officer (SRO), duties include maintaining a safe environment conducive to learning and 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)	Operations Director, SRO Officer, Superintendent(s)	Daily	(S)Local Funds	Criteria: SRO will provide documentation of incidents that take place within Hooks ISD. 10/16/23 - On Track 02/02/23 - Completed 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. 10/16/23 - On Track 02/02/23 - Completed 01/10/22 - On Track
8. The district will provide security cameras, buzzer systems, Raptor Alert 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. 02/02/23 - Some Progress 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)	Counselor(s), Dean of Students	August - May	(S)Local Funds	Criteria: Teacher and Student Climate Surveys 02/02/23 - Some Progress 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 02/02/23 - Significant Progress 09/19/22 - Pending 01/10/22 - On Track
11. The district will provide healthy and	Business Manager, Food	Daily	(F)USDA	Criteria: Food Service Reports

Hooks Independent School District

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
nutritious meal options for students to promote wellness and learning. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Service Director and Managers			10/16/23 - On Track 02/02/23 - Completed 01/10/22 - On Track
12. The district will utilize Threat Assessment 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)	All Staff, Assistant Principal(s), Counselor(s), Principal(s)	August-May	(S)Local Funds	Criteria: The rubrics filled out will 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. 02/02/23 - Some Progress 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. 02/02/23 - Completed 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. 02/02/23 - Completed 09/19/22 - Pending 01/10/22 - Completed
17. The district will develop, implement and revise as needed a Return to School Plan in	District Personnel, Human Resource Coordinator,	August	(S)Local Funds	Criteria: Stakeholders will be surveyed to ensure plan

Hooks Independent School District

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
response to the COVID-19 Pandemic. (Title I SW Elements: 2.1) (Target Group: All) (Strategic Priorities: 1)	Maintenance Coordinator, School Nurse, Superintendent(s)			effectiveness. 01/10/22 - Completed

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
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. 02/02/23 - Completed 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 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
5. Each campus will provide a Title I informational meeting to communicate the Title I requirements to parents and community stakeholders. Campuses will review and 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)	Assistant Superintendent of Instruction, Federal Programs Coordinator, Principal(s)	August-September	(F)Title I	Criteria: Training will be documented through participation and attendance logs. 09/19/22 - Significant Progress 01/10/22 - Completed

Hooks Independent School District

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. 02/02/23 - On Track
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. 02/02/23 - Completed 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

Hooks Independent School District

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. 02/02/23 - Completed 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. 02/02/23 - Completed 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)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