

AUBREY ISD

District Improvement Plan

2021/2022

"Challenging Ourselves to be World Class"



Aubrey ISD
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AUBREY ISD

Mission

The mission of the Aubrey ISD Chaparral Family is to inspire, nurture, and empower all students to realize their potential and to succeed in an ever-changing world.

Vision

*Inspire Passion, Empower Excellence, Nurture Innovation
We are Aubrey ISD: Challenging Ourselves to be World Class*

Nondiscrimination Notice

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

Comprehensive Needs Assessment

Demographics

Demographics Weaknesses

- Specifically, I am not sure of any repercussions on the higher level sub-pop fail rates, but it is definitely something that we should be aware of.
- When looking at the testing success levels by ethnicity, even though the physical numbers (students in seats) is lower, the subpops for African-American, ELL, and At-Risk students was significantly higher percentage wise in the “did not meet” and “approaches” categories.
- We need to assure that we have representation on committees that reflect the make-up of our community.

Student Achievement

Student Achievement Strengths

- 3rd Reading BM- we were close to our goal of 90% approaches, but we still have some work to do!
- BM scores for HS history and Biology are 90% or higher, while Algebra, Eng I, and II are in the mid 80% range.
- Scores in ELAR from Middle School to High School seem pretty steady, but scores in Middle School only reflect the Reading portion of the test.
- Students are still in the process of gaining information during the year (shown in the BM scores), but seem to be prepared (for the most part) for the actual STAAR tests they must take.

Student Achievement Weaknesses

- The math BM scores are not where we want them to be. While MES saw a slight upward trend from last year, we will not have any EOY measurements to see if there was growth.
- 3rd Grade Math BM- 30% of students were below level.
- 8th social studies scores has improved, but are still low
- 8th Science scores are dropping
- Middle School math benchmarks were low in 2019-2020

Student Achievement Needs

Comprehensive Needs Assessment

- We really need to increase percentage of students who Approach, Meet, and Master grade level curriculum.
- Improve movement of students from approaches to meets, and meets to masters
- With our students not having limited access to direct instruction during the Covid closure, we anticipate that there will be gaps in learning.
- There were deficits in student performance as reflected in the BM scores in several different areas that were given in January. After having had several weeks of distance learning, with some having limited participation, the gaps depicted in January may still be there in the fall.
- We will need to give students an assessment at the beginning of the year in order to get a baseline and determine where the gaps are, how big they are, and where the teachers need to start.
- We will need to give students an assessment at the beginning of the year in order to get a baseline and determine where the gaps are, how big they are, and where the teachers need to start.
- Initial BM testing will be a great way to learn what gaps students have, especially in the school-transition level (elementary to middle and middle to high school). (Goal 2, Objective 5 and 9)
- We will need to give students an assessment at the beginning of the year in order to get a baseline and determine where the gaps are, how big they are, and where the teachers need to start.

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Needs

- Additional training for teachers related to distance learning.
- Teachers should be guided on including much more Student Voice into their lessons so that when students are putting their new learning into practice, it is done with meaningful authenticity that helps the student retain the information.
- Teachers should be advised on what distance learning should look like if we need it again. They should all be using the same programs to practice a cohesive learning environment. There is a vast difference between distance learning and classroom learning, and there are some great and creative adjustments that can be made to accommodate being stuck at home.

Family and Community Involvement

Family and Community Involvement Weaknesses

Comprehensive Needs Assessment

- In the BES distance learning parent survey, parents seemed to feel that there were too many platforms and websites to navigate, and that Zoom times and dates weren't consistent.
- Parents are LOST when it comes to accessing our online resources.

Family and Community Involvement Needs

- streamline platforms to where all teachers use similar platforms/delivery methods.
- Teachers are being trained to utilize Google Classroom should we have to return to Distance Learning.
- provide several opportunities to train parent on online resources

School Context and Organization

School Context and Organization Weaknesses

- Pre-K attendance is the lowest grade level
- Attendance for EE, PK, K, and 1st are below 97%
- There were almost double the discipline referrals comparing BES and MES.
- PEIMS Clerks either do not code everything the same or they mis-code making data inaccurate sometimes.

School Context and Organization Needs

- moving to elementary campus will be a target to improve this
- extend PEIMS Clerk's contract, get PEIMS ladies additional training, streamline district coding
- educate parents on attendance policies

Comprehensive Needs Assessment

Technology Needs

- Be sure the campus is aware of students that have full access, limited access, or no access at all related to technology and the internet.
- We should have an Instructional Technology Training Database in the form of a website. There we could house all the training videos, online courses, and support needed for teachers who may be at varying levels of understanding on how to best use a Blended Learning Model. This gives the teachers the opportunity to advance at their own pace and learn what they need when they need it.

Comprehensive Needs Assessment Data Sources

ACT/SAT Data
Community Input
Discipline Referrals
District Policies
Drop-out Rates
Multi-Year Trends
Parent Participation
Parent Survey
Parental Involvement Policy
PEIMS Reports
Promotion/Retention Rates
Special Programs Evaluations
SRA Data
Staff Development
Staff/Parents/Community/ Business members involved w/SBDM
Standardized Tests
Survey and Interviews of Students/Staff/Parents
TEA Student Achievement Data
Teacher Job Satisfaction Survey
Teacher Turnover Rates

Agenda

Welcome/District Updates

End of the Year Annual Improvement Planning Process

Comprehensive Needs Assessment

Improvement Plan Review

Parent and Family Engagement Consultation and Evaluation

Evaluation of Plan and Programs

Prioritize Needs for 2021-2022 District Improvement Plan

Overview of Federal Programs

Federal Funding Consultation – use of funds for ESSER II, III, Title I, II, III, IV

Annual Review of Parent and Family Engagement Policy and School-Parent Compact



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Goal 1. We will ensure increased learning opportunities and choices in PK-12 to create an environment that cultivates students' interests, gifts, skills, and academic strengths.

- Objective 1.** Each campus will recognize student/school achievements each nine weeks.
- Objective 2.** One field trip per grade level will be connected to careers discussed and explored in the student's lessons.
- Objective 3.** AISD will promote a safe school environment with 98% of students reporting they feel safe at school.
- Objective 4.** 15% of teachers will sponsor an extracurricular/co-curricular club or organization to create a positive learning environment.
- Objective 5.** All campuses in Aubrey ISD will provide career education for 100% of the student population according to the developmental level through the school year.
- Objective 6.** All Aubrey ISD campuses will provide 100% of students with opportunities for leadership skill development.
- Objective 7.** Aubrey ISD will provide programs and research-based practices in mental health intervention including skills to manage emotions, positive decision-making, maintaining positive relationships, suicide prevention, and grief/trauma informed practices.

Goal 2. We will ensure an innovative and challenging learning environment in all classrooms PK-12.

- Objective 1.** All student populations will achieve 90% mastery on all STAAR tests or maintain 15 percentage points above the state average on each test.
- Objective 2.** All student populations will maintain 97% attendance.
- Objective 3.** 70% of all eligible students will take ACT, SAT, or TSI and score at or above state criteria.
- Objective 4.** Dropout rate will be 0% for all student populations and completion rate will be at or above 95%.
- Objective 5.** Monitor 100% of the students in transitioning between grade-level/campuses for ease of student success.
- Objective 6.** Provide opportunities for professional learning communities at all campuses, including vertical teaming
- Objective 7.** Increase the passing rate of students at-risk of failing.
- Objective 8.** All new teachers will attend the AISD New Teacher Academy.
- Objective 9.** All student populations will increase the percentage of students scoring at the "meets" and "masters" level on all STAAR tests and maintain a percentage above the state average.
- Objective 10.** All PEIMS Clerks will complete data entry and coding accurately.

Goal 3. We will ensure appropriate facilities, resources, and training for continued growth.

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- Objective 1.** The building statistics including, but not limited to, enrollment, classroom occupancy, and teacher to student ratio will be reported by the principals to the superintendent (or designee) on a monthly basis.
 - Objective 2.** Chief Financial Officer will contact area city offices, county offices, and utility districts to research possible new developments and projections within the Aubrey ISD attendance zone quarterly.
 - Objective 3.** Update technology to include additional software programs, additional technology devices, and increase the number of computers per student to enhance student learning.
 - Objective 4.** Based on student needs and increasing enrollment, the district will research the need for additional support programs.
 - Objective 5.** 100% of teachers recruited, hired, and retained are highly qualified.
 - Objective 6.** All teachers will attend a minimum of four hours of technology training either during the school year or for an in-lieu day.
 - Objective 7.** All teachers will be trained on the use of parent communication tools.
 - Objective 8.** Each teacher and principal will be trained in Special Education Process, RtI, SST, 504, STAAR testing, and ARD Decision Making.
 - Objective 9.** Provide teachers and staff with appropriate training and resources to ensure campus safety and security.
- Goal 4.** We will foster a working partnership between the schools and community.
- Objective 1.** Aubrey ISD staff will communicate with parents weekly, monthly, or as needed through at least one form of electronic media.
 - Objective 2.** At least 90% of all parents at all campuses (grades 1-12) are signed up for Parent Portal.
 - Objective 3.** AHS students will be exposed to college and career opportunities.
 - Objective 4.** Each campus will encourage parents to participate in the parent survey each year.
 - Objective 5.** Each campus will develop and implement one service project that will benefit their community.
 - Objective 6.** All student populations will be provided cultural awareness training throughout the school year.
 - Objective 7.** Parents will be provided opportunities to be involved in the schools.

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Goal 1. We will ensure increased learning opportunities and choices in PK-12 to create an environment that cultivates students' interests, gifts, skills, and academic strengths.

Objective 1. Each campus will recognize student/school achievements each nine weeks.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Each campus will develop a list of achievements to celebrate during the year. (Title I SW: 1) (Target Group: All) (CSFs: 6)	Counselor(s), Principal, Teacher(s)	Sept 2019	(S)Local Funds	Summative - A list of achievements that were celebrated.
2. Elementary campuses will conduct a ceremony or appropriate recognition each nine weeks and publicize to the campus and parents. (Title I SW: 6) (Target Group: All) (CSFs: 5,6)	Principal	End of each nine weeks	(S)Local Funds - \$3,000	Summative - An event calendar and parent announcements.
3. Each campus will recognize honor roll students, attendance and other applicable achievements each nine weeks. (Title I SW: 6) (Target Group: All) (CSFs: 1,5,6)	Assistant Principal(s), PIEMS Coordinator, Principal, Teacher(s)	Each nine weeks	(S)Local Funds - \$5,000	Summative - Event calendar and parent announcements.

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- Goal 1.** We will ensure increased learning opportunities and choices in PK-12 to create an environment that cultivates students' interests, gifts, skills, and academic strengths.
- Objective 2.** One field trip per grade level will be connected to careers discussed and explored in the student's lessons.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Grade level or subject area teachers will plan lessons that discuss career options that will fit in with their curriculum. (Title I SW: 3) (Target Group: All) (Strategic Priorities: 3)	Assistant Principal(s), Principal, Teacher(s)	August 2019-May 2020	(L)Library Resources, (L)Materials	Summative - Lesson plans with connecting careers.
2. Grade level and subject area teachers will meet to set up a field trip with both a curriculum and a career connection to take place prior to May. (Title I SW: 3) (Target Group: All) (Strategic Priorities: 3)	Assistant Principal(s), Principal, Teacher(s)	Nov. 2019	(L)Library Resources, (S)Local Funds	Summative - Written evaluation of the experience by the students; Attendance records of field trips.
3. All campuses will set aside at least one day per semester to promote careers and/or career exploration. (Title I SW: 3) (Target Group: All) (Strategic Priorities: 3) (CSFs: 5)	Assistant Principal(s), Counselor(s), Principal	August 2019 - May 2020	(L)Library Resources, (L)Materials, (S)Local Funds - \$3,000	Summative - Agendas or event plans

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- Goal 1.** We will ensure increased learning opportunities and choices in PK-12 to create an environment that cultivates students' interests, gifts, skills, and academic strengths.
- Objective 3.** AISD will promote a safe school environment with 98% of students reporting they feel safe at school.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. AISD will update the emergency operations plan and train all staff on procedures. (Title I SW: 4,10) (Target Group: All) (CSFs: 6)	Assistant Superintendent(s), Chief of Police, Principal, Teacher(s)	August 2019- Dec 2019	(S)Local Funds - \$2,250	Summative - Copy of the plan; training sign in sheets
2. Provide date violence training for administrators, counselors and teachers. (Title I SW: 4,10) (Target Group: All) (CSFs: 5,6,7)	Assistant Superintendent(s), Counselor(s)	August 2019 - Feb. 2020	(S)Local Funds	Summative - Training agendas; sign in sheets
3. Provide date violence training for high school students through their regular schedule. (Title I SW: 10) (Target Group: 9th,10th,11th,12th) (CSFs: 5,6)	Counselor(s), Principal	Sept. 2019 - April 2020	(L)Materials	Summative - Lesson Plans
4. Promote National Teen Dating Violence Awareness and Prevention Week at the high school. (Title I SW: 10) (Target Group: 9th,10th,11th,12th) (CSFs: 5,6)	Counselor(s), Principal	January 2020 - March 2020	(L)Materials	Summative - Student Surveys
5. District Police Chief and two additional district officers are present and available to all campuses. (Title I SW: 1,9) (Target Group: All) (CSFs: 5,6)	Chief of Police, Superintendent(s)	August 2019 - May 2020	(S)Local Funds - \$186,000	Summative - Surveys, calendars, schedule of events
6. A district police officer will meet with all students at the middle/elementary campuses to discuss their role in the district. (Title I SW: 9,10) (Target Group: All) (CSFs: 5,6)	Assistant Superintendent(s), Chief of Police	August 2019 - Dec 2019	(L)Materials	Summative - Calendar of events
7. One of the district police officers will conduct at least one class per semester for middle and high school students on the awareness of prevention, addiction, and intervention in relation to tobacco, alcohol, and drug use. (Title I SW: 9,10) (Target Group: 5th,6th,7th ,8th,9th,10th,11th,12th) (CSFs: 5,6)	Chief of Police, Counselor(s), Principal	August 2019-May 2020	(L)Materials	Summative - Agenda / Class presentations
8. The district police department will offer at least one parent informational meeting during the school year regarding prevention,	Chief of Police, Counselor(s), Principal	August 2019-May 2020	(L)Materials, (S)Local Funds	Summative - Sign in sheets; calendar of events

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
addiction, and intervention for tobacco, alcohol, and drug use. (Title I SW: 6,9,10) (Target Group: All) (CSFs: 5,6)				
9. Staff development will be provided for addressing the needs of students for discipline management, violence prevention, Crisis Management (EOP), bullying, drug awareness and prevention, differentiated instruction, anger management and other areas as deemed necessary. (Title I SW: 4) (Target Group: All) (CSFs: 6,7)	Assistant Superintendent(s), Principal	July 2019 - September 2020	(L) Safeschools Program, (L) Wednesday Staff Development	Summative - sign - in sheets, presentation agendas, evaluations
10. District police department and administration will provide immediate access for anonymous safe reporting of drugs, bullying, violence, etc and will follow up on reports in a timely manner. (Title I SW: 6,9,10) (Target Group: All) (CSFs: 5,6)	Chief of Police, Principal, Webmaster	August 2019-May 2020	(S) Local Funds	Summative - Link on the district website; number of hits on website; other means of advertisement
11. Campuses will create a school-wide discipline plan, in alignment with District Behavior Management Plan, with clear behavior standards and consequences. (Title I SW: 1,6,9,10) (Target Group: All) (CSFs: 3,4,6,7)	Assistant Principal(s), Principal	August 2019	(S) Local Funds	Summative - discipline plans; discipline data
12. Campuses will incorporate digital citizenship lessons in classrooms with the assistance of the Director of Instructional Media and Libraries. (Title I SW: 10) (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,6)	Campus Technology Coordinator, Director of Instructional Media and Libraries, Teacher(s)	August 2019-May 2020	(S) Local Funds	Summative - Lesson plans
13. Increase drug and alcohol awareness activities in grades 5-8. (Title I SW: 9,10) (Target Group: 5th,6th,7th ,8th) (CSFs: 5,6)	Counselor(s), Principal	Sept. 2019-May 2020	(L) Library Resources, (S) Local Funds - \$2,000	Summative - Results of student drug survey
14. The anti-defamation league program "No Place for Hate" will be active at the Middle School and High School. (Title I SW: 6)	Deputy Superintendent , Director of Instructional Media and Libraries, Principal	October 2019		Summative - List of Ambassadors Sign ins from Meetings Agendas from assemblies

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Objective 3. AISD will promote a safe school environment with 98% of students reporting they feel safe at school.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Target Group: All) (CSFs: 5,6)				

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Goal 1. We will ensure increased learning opportunities and choices in PK-12 to create an environment that cultivates students' interests, gifts, skills, and academic strengths.

Objective 4. 15% of teachers will sponsor an extracurricular/co-curricular club or organization to create a positive learning environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Each campus will publicize availability and promote participation in academic competitions to students and parents. (Title I SW: 6,10) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,4,5,6)	Principal, Teacher(s)	August 2019 - May 2020	(L)Stipends, (S)Local Funds	Summative - Notices; number of students involved
2. Each campus will develop and disseminate an activity guide. (Title I SW: 6) (Target Group: All) (CSFs: 5,6)	Assistant Principal(s), Counselor(s), Principal, UIL / Academic Sponsors	October 2019	(S)Local Funds	Summative - Final Product of the published guide

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Goal 1. We will ensure increased learning opportunities and choices in PK-12 to create an environment that cultivates students' interests, gifts, skills, and academic strengths.

Objective 5. All campuses in Aubrey ISD will provide career education for 100% of the student population according to the developmental level through the school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Incorporate career education into the curriculum to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities. (Title I SW: 1,3) (Target Group: AtRisk) (Strategic Priorities: 3)	Counselor(s), Principal, Teacher(s)	August 2019 - May 2020	(F)Carl Perkins Funds - \$15,000, (S)Local Funds	Summative - Lesson plans, T-Tess evaluations
2. Provide information to Middle/High school students, teachers, counselors, and parents about: higher education admissions and financial aid opportunities, the TEXAS grant program established under Subchapter M, Chapter 56, the need for students to make informed curriculum choices to be prepared for success beyond high school. (Title I SW: 1,6) (Target Group: All) (Strategic Priorities: 3) (CSFs: 5,7)	Counselor(s), Principal	March 2019 - May 2020	(S)Local Funds	Summative - TAPR, Meeting agendas, minutes, materials, sign in sheets, College acceptance records, Counselor records.
3. Counselors hold at least one personal parent-student meeting during grade 8 regarding their personal growth plan. (Title I SW: 1,6) (Target Group: AtRisk) (Strategic Priorities: 3) (CSFs: 5)	Counselor(s), Principal	February 2020	(S)Local Funds	Summative - Agenda, meeting minutes, personal growth plans

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Goal 1. We will ensure increased learning opportunities and choices in PK-12 to create an environment that cultivates students' interests, gifts, skills, and academic strengths.

Objective 6. All Aubrey ISD campuses will provide 100% of students with opportunities for leadership skill development.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement and coordinate programs that will provide opportunities for upper grade levels to interact as leaders for lower grade levels. (Title I SW: 1,10) (Target Group: All) (CSFs: 5,6)	Athletic Director, Counselor(s), Principal, Teacher(s)	August 2019 - May 2020	(S)Local Funds	Summative - Event Calendar and plans
2. Each campus will provide opportunities for students to develop and practice leadership skills.(examples student council, FCCLA, FFA etc.) (Title I SW: 1,10) (Target Group: All) (CSFs: 5,6)	Counselor(s), Principal, Teacher(s)	August 2019 - May 2020	(L)Stipends, (S)Local Funds	Summative - Organization minutes and participation roster

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Goal 1. We will ensure increased learning opportunities and choices in PK-12 to create an environment that cultivates students' interests, gifts, skills, and academic strengths.

Objective 7. Aubrey ISD will provide programs and research-based practices in mental health intervention including skills to manage emotions, positive decision-making, maintaining positive relationships, suicide prevention, and grief/trauma informed practices.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The Student Support Counselor will align district programs regarding student mental health and to work with students and families in need. (Target Group: All,AtRisk)	Assistant Superintendent(s), Deputy Superintendent	July 2020	(S)Local Funds - \$81,000	Criteria: Person hired by July 2020
2. Student Support Counselor will establish a comprehensive district-wide social-emotional assessment and learning platform. (Target Group: All,AtRisk)	Student Support Counselor	August-September	(S)Local Funds - \$12,500	Criteria: Platform purchased (Rhithm); student logins at all campuses
3. Student support counselor will work with all counselors to align mental health activities. (Target Group: All,AtRisk)	Deputy Superintendent , Student Support Counselor	August - September	(S)Local Funds	Criteria: Agendas from counselor meetings; alignment of programs document
4. Student Support Counselor will assure that all AISD teachers are trained in Trauma-Informed Care practices. (Target Group: All,AtRisk)	Counselor(s), Student Support Counselor	Aug 2021 - Feb 2022		Criteria: Evaluations from the Training

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Goal 2. We will ensure an innovative and challenging learning environment in all classrooms PK-12.

Objective 1. All student populations will achieve 90% mastery on all STAAR tests or maintain 15 percentage points above the state average on each test.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide extended learning opportunities for students not mastering curriculum at the Middle and High Schools through extended day, tutorials, accelerated classes, summer school. (Title I SW: 1,2,3,8,10) (Target Group: H,ECD,ESL,Migrant,SPED,AtRisk,504) (Strategic Priorities: 2) (CSFs: 1,2,4)	Counselor(s), Principal, Teacher(s)	August 2019 - July 2020	(S)Local Funds, (S)State Compensatory - \$56,000	Summative - Tutorial lists and attendance, accelerated class rosters, summer school enrollment.
2. Continue to early identify students in need of assistance and continue intervention strategies such as literacy groups. (Title I SW: 1,2,3,8,10) (Target Group: H,ECD,AtRisk) (Strategic Priorities: 2) (CSFs: 1,2,4)	Principal, Teacher Facilitator, Teacher(s)	Aug 2019, Sept 2019, Oct 2019, Nov 2019	(F)Title I - \$118,000, (S)Local Funds - \$5,000	Summative - Tier I and II lists and rosters for intervention strategies, RTI Information
3. Identify and provide intensive instructional support to at-risk students. (Such as: employ instructional aides, provide CM/Inclusion for 504/at-risk students, provide a certified teacher in DAEP, and provide inclusion support by ESL teacher.) (Title I SW: 1,2,3,8,10) (Target Group: H,ECD,ESL,SPED,AtRisk,504) (Strategic Priorities: 2) (CSFs: 1,2,4)	Assistant Principal(s), Counselor(s), Principal, Special Ed Teachers, Teacher Facilitator, Teacher(s)	August 2010- July 2020	(S)State Compensatory - \$200,000	Summative - Test scores, retention rates, campus reort cards, grade reports, discipline records, master schedule.
4. Provide a planning day for teachers to vertically align and "unpack" TEKS for all core content areas, throughout all grade levels. (Title I SW: 1,2,3) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2,4)	Assistant Superintendent(s), Deputy Superintendent, Principal, Teacher Facilitator, Teacher(s)	August 2019 - May 2020	(F)Title IIA Principal and Teacher Improvement	Summative - PLC Committee minutes, Sign-in sheets, standardized test results, walk-throughs.
5. Incorporate a wide variety of tutorial techniques, such as Khan Academy, IXL math, Study Island, LLI Kits, I Station, Exact Path (Title I SW: 1,2,3,10) (Target Group: H,ECD,ESL,Migrant,SPED,AtRisk,504) (Strategic Priorities: 2) (CSFs: 1,2,4)	Principal, Teacher(s)	August 2019 - May 2020	(L)Library Resources, (L)Materials, (S)Local Funds, (S)State Compensatory - \$200,000	Summative - walkthroughs, Reports from the programs
6. Continue to add professional and paraprofessional staff to increase student success and to support at-risk students in addition to decreasing the number of personnel	Superintendent(s)	August 2019	(S)Local Funds - \$240,000	Summative - standardized test results for at-risk students

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Goal 2. We will ensure an innovative and challenging learning environment in all classrooms PK-12.

Objective 1. All student populations will achieve 90% mastery on all STAAR tests or maintain 15 percentage points above the state average on each test.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
shared across campuses. (Title I SW: 10) (Target Group: AtRisk) (Strategic Priorities: 1) (CSFs: 1,2,4)				
7. Increase literacy across the curriculum to include professional development for non-ELA teachers in the area of writing and to emphasize the importance of Reading and Writing daily. (Target Group: All)	Assistant Superintendent(s), Principal, Teacher Facilitator	August 2019 - May 2020	(L)Materials	Summative - Agendas, Calendar of events
8. Target English Language Learners and Economically Disadvantaged student populations with instructional strategies such as one-on-one and small group tutoring. (Title I SW: 1,2,3,10) (Target Group: H,ECD)	Principal, Teacher(s)	Aug. 2019 - May 2020	(L)Materials	Summative - STAAR, SRA, TPRI results, TELPAS
9. Professional Learning Communities work to vertically align curriculum and to analyze data to ensure instruction increases student learning. (Title I SW: 1,2,3,4) (Target Group: All)	Assistant Superintendent(s), PLC Leader, Teacher Facilitator	Sept, Oct, Nov, Dec, 2019	(L)Wednesday Staff Development	Summative - Agendas, STAAR, SRA, TPRI results
10. Support English Language Learners and Economically Disadvantaged student populations with instructional strategies such as vocabulary word walls, cognates, and picture walls across academic areas. (Target Group: ESL,LEP)	ELL Coordinator, Principal, Teacher(s)	Aug 2019 - May 2020	(L)Materials	Summative - STAAR, SRA, TPRI results, TELPAS
11. Provide extended learning opportunities for students not mastering the curriculum at elementary through tutorials, summer school, extended day, reading strategies, and multi-sensory training. All teacher will provide extending learning opportunities through tutorials outside the school day. (Title I SW: 1,2,3,8,9,10) (Target Group: H,ECD,ESL,Migrant,SPED,AtRisk,504) (Strategic Priorities: 2) (CSFs: 1,2,4)	Counselor(s), Principal, Teacher(s)	August 2019-July 2020	(S)Local Funds, (S)State Compensatory - \$221,000	Summative - Tutorial lists and attendance, summer school enrollment, special programs attendance, STAAR results, benchmark results.
12. Provide intensive learning opportunities for	Assistant Principal(s), Deputy	Aug. 2019-May	(S)Local Funds	Summative - Tier I and II rosters,

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Objective 1. All student populations will achieve 90% mastery on all STAAR tests or maintain 15 percentage points above the state average on each test.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
staff and parents to learn SST and RTI processes and strategies for students. (Target Group: All,ECD,SPED,AtRisk,504) (Strategic Priorities: 2,4) (CSFs: 1,2,4,7)	Superintendent , Principal, Student Support Coordinator, Teacher(s)	2020		RTI information, SST rosters, sign-in sheet for learning opportunities
13. Administer Diagnostic tests within the first 6 weeks of school to determine gaps from extended closures in Spring 2020. (Target Group: All,AtRisk) (Strategic Priorities: 2)	Deputy Superintendent , Principal, Teacher Facilitator, Teacher(s)	August 2020		Criteria: Diagnostic data reviewed on September 21st PD Day.
14. Provide professional development to all teachers to reset district curriculum and instruction expectations for following TEKS Resource System curriculum and regularly assessing student progress with curriculum-based assessments. (Target Group: All,ECD,ESL,LEP,SPED,AtRisk,Dys) (Strategic Priorities: 2)		Aug 2021 - Feb 2022	(F)District	Criteria: DMAC unit tests, TEKS RS reports, STAAR Scores

AUBREY ISD

Goal 2. We will ensure an innovative and challenging learning environment in all classrooms PK-12.

Objective 2. All student populations will maintain 97% attendance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Track student attendance and refer excessive absences to the truancy court. (Title I SW: 1) (Target Group: AtRisk)	Chief of Police, PIEMS Coordinator, Principal, Registrar	August 2018-May 2019	(S)Local Funds	Summative - average daily attendance, court documents, referral records.
2. Meet with parents and provide materials about attendance requirements for optimum learning and funding along with health prevention strategies (emphasis on Pre-K). (Title I SW: 6) (Target Group: AtRisk)	Assistant Principal(s), PIEMS Coordinator, School Nurse, Teacher(s)	August 2018 - May 2019	(S)Local Funds	Summative - average daily attendance, health prevention materials and resources to monitor changes in attendance percentage
3. Create an incentive program at all campuses to improve attendance, including but not limited to earning sport event passes, tie into High School CHAP Cup, school incentive for greatest growth by campus. (Title I SW: 6) (Target Group: AtRisk)	Assistant Principal(s), PIEMS Coordinator, Principal, Teacher(s)	August 2018 - May 2019	(S)Local Funds - \$5,000	Summative - attendance reports
4. Establish and provide affordable health service on campus in order to decrease absences. (Target Group: All,AtRisk)	Assistant Superintendent(s), School Nurse	August 2020		Criteria: Overall attendance rate is improved

AUBREY ISD

Goal 2. We will ensure an innovative and challenging learning environment in all classrooms PK-12.

Objective 3. 70% of all eligible students will take ACT, SAT, or TSI and score at or above state criteria.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Incorporate SAT/ACT/TSI practice problems within the curriculum at high school. (Title I SW: 1) (Target Group: H,ECD,GT)	Principal, Teacher(s)	August 2018 - May 2019	(L)Materials	Summative - SAT/ACT/TSI Score Reports, class grades, lesson plans.
2. Offer PSAT or similar programs for middle school students to assist in ACT/SAT preparation. (Title I SW: 1) (Target Group: H,ECD,GT)	Counselor(s), Principal	December 2018	(S)Local Funds	Summative - tests completed and parents notified of results
3. Increase number of minority participants on the ACT, SAT, or TSI. (Target Group: H,AA,ECD,ESL,LEP,AtRisk)	Counselor(s), Principal	August 2018-May 2019		Summative - Test completion; test results
4. Encourage AISD staff members to become test administrators for the SAT/ACT to make Aubrey High School a testing site and to provide multiple opportunities to test. (Target Group: All)	Counselor(s), Principal	August 2018 - May 2019	(S)Local Funds	Summative - Test location; number of testing administrators

AUBREY ISD

Goal 2. We will ensure an innovative and challenging learning environment in all classrooms PK-12.

Objective 4. Dropout rate will be 0% for all student populations and completion rate will be at or above 95%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide mentors for at-risk students. (Title I SW: 9) (Target Group: AtRisk)	Counselor(s), Principal	August 2018 - May 2019	(S)Local Funds	Summative - Failure lists, discipline referrals, mentor time logs.

AUBREY ISD

Goal 2. We will ensure an innovative and challenging learning environment in all classrooms PK-12.

Objective 5. Monitor 100% of the students in transitioning between grade-level/campuses for ease of student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide time for vertical PLC meetings between transitional grade-levels and content areas. (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent(s), PLC Leader, Principal, Teacher(s)	August 2018-May 2019	(S)Local Funds - \$10,000	Summative - Failure Reports; Student Survey; Teacher Survey; Disciplinary Reports
2. Provide teachers opportunities to observe transitional grade-levels. (Title I SW: 7) (Target Group: All)	Principal, Teacher(s)	August 2018 - May 2019		Summative - Teacher Survey
3. Provide teachers with time to horizontally align instructional and assessment practices across the district. (Title I SW: 7,8) (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	Sept. 2018- May 2019	(S)Local Funds - \$15,000	Summative - Minutes from meetings, lesson plans,
4. Provide opportunities for teachers to observe other teachers to ensure best instructional practices. (Target Group: All)	Assistant Principal(s), Principal, Teacher Facilitator, Teacher(s)	Sept. 2018 - May, 2019	(S)Local Funds	Summative - T-TESS
5. Continue the "Choices" Program at the high school for at-risk students. (Title I SW: 1,2,9,10) (Target Group: AtRisk)	Principal, Teacher(s)	August 2018 - May 2019	(S)Local Funds, (S)State Compensatory - \$700	Summative - Graduation rates from "choices" program

AUBREY ISD

Goal 2. We will ensure an innovative and challenging learning environment in all classrooms PK-12.

Objective 6. Provide opportunities for professional learning communities at all campuses, including vertical teaming

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide professional development for effective professional learning communities. (Target Group: All)	Deputy Superintendent , Principal, Teacher(s)	August 2018 - May 2019	(S)Local Funds - \$10,000	Summative - Agenda's, Sign-In Sheets
2. Develop time and schedule for Professional Learning Communities. (Target Group: All)	Assistant Superintendent(s), Principal	August 2018-Sep 2018		Summative - Agenda's, Sign-In Sheets

AUBREY ISD

Goal 2. We will ensure an innovative and challenging learning environment in all classrooms PK-12.

Objective 7. Increase the passing rate of students at-risk of failing.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide opportunities for high achieving high school students to tutor/mentor middle school and elementary students. (Target Group: All)	Assistant Principal(s), Counselor(s), Principal, Student Council Sponsors, Superintendent(s), Teacher(s)	Sept 2018-May 2019		Summative - Rosters, calendar of meetings
2. Hire an ESL Teacher at Fuller Elementary (formerly shared) to meet the growing need on that campus. (Target Group: ESL,LEP) (Strategic Priorities: 1,2)	Assistant Superintendent(s)	August 2021	(F)ESSER Funds	Criteria: Personnel records
3. Hire math interventionists for elementary campuses to close the CoVid Learning gap in math. (Target Group: ECD,AtRisk,3rd,4th,5th) (Strategic Priorities: 2)	Assistant Superintendent(s), Principal	August 2021	(F)ESSER Funds	Criteria: Progress monitoring records from interventionists, STAAR scores
4. Hire an additional teacher facilitator to assist teachers in following district expectations for curriculum and instruction and to meet the needs of all students. (Target Group: All) (Strategic Priorities: 2)	Assistant Superintendent(s)	August 2021	(F)ESSER Funds	Criteria: STAAR scores, Local Assessments, Teacher retention records
5. Hire additional support for Special Education at elementary schools (RISE program) and High School (Target Group: SPED) (Strategic Priorities: 2)	Principal	August 2021	(F)ESSER Funds	Criteria: STAAR or STAAR Alt results, local assessment results, growth index, IEP goals
6. Hire an additional SST Teacher to monitor students in need of intervention across the district. (Target Group: All,AtRisk) (Strategic Priorities: 2)	Assistant Superintendent(s)	Aug 2021	(F)ESSER Funds	Criteria: SST Meeting minutes, Progress monitoring program reports
7. Purchase an Response to Intervention (RTI) program at High School and to determine which Tier students are on in order to provide support and monitor progress. (Target Group: All,ESL,LEP,AtRisk,Dys,504) (Strategic Priorities: 2)	Assistant Superintendent(s), Principal	September 2021	(F)ESSER Funds	Criteria: Progress monitoring reports from Exact Path, STAAR scores, Local Test Scores

AUBREY ISD

Goal 2. We will ensure an innovative and challenging learning environment in all classrooms PK-12.

Objective 8. All new teachers will attend the AISD New Teacher Academy.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All teachers new to AISD will be assimilated to the expectations of the district. (Title I SW: 1,3,4) (Target Group: All)	Deputy Superintendent , Principal	July 208-May 2019	(S)Local Funds - \$6,000	Summative - 100% of teachers attend AISD New Teacher Academy. Academy sign in, agenda Assistant Superintendent Observation records Mentor lists New Teacher Meeting agenda and sign ins

AUBREY ISD

Goal 2. We will ensure an innovative and challenging learning environment in all classrooms PK-12.

Objective 9. All student populations will increase the percentage of students scoring at the "meets" and "masters" level on all STAAR tests and maintain a percentage above the state average.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campuses will track student growth by using data and provided remediation and/or supplementation as needed. (Title I SW: 3,8,9) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2)	Principal, Teacher(s)	August 2018 - May 2019		Summative - Data notebooks Individual student growth reports DMAC data Differentiated Lesson plans
2. Campuses will provide incentives for students reaching their growth goals. (Title I SW: 3,8,9) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2)	Principal, Teacher(s)	August 2018 - May 2019	(S)Local Funds	Summative - List of students meeting growth goals
3. Teachers will provide opportunities daily for differentiated instruction, particularly for specific growth needs for each student. (Title I SW: 3,9) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2)	Principal, Teacher(s)	August 2018 - May 2019		Summative - Lesson plans PLC Minutes

AUBREY ISD

Goal 2. We will ensure an innovative and challenging learning environment in all classrooms PK-12.

Objective 10. All PEIMS Clerks will complete data entry and coding accurately.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Use PEIMS Clerks' extended contracts to assure student information, student schedules, and teacher schedules are entered accurately and completely before the beginning of school. (Target Group: All)	Assistant Superintendent(s), Deputy Superintendent , PEIMS Coordinator	July		Criteria: All data is entered before teachers begin.
2. Organize training for PEIMS clerks so that coding is accurate, consistent and aligned. (Target Group: All)	Assistant Superintendent(s), PEIMS Coordinator	August 2020-May 2021		Criteria: Service Center certificates

AUBREY ISD

Goal 3. We will ensure appropriate facilities, resources, and training for continued growth.

Objective 1. The building statistics including, but not limited to, enrollment, classroom occupancy, and teacher to student ratio will be reported by the principals to the superintendent (or designee) on a monthly basis.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide a list of classrooms and the number of students during the school day per semester. (Title I SW: 1) (Target Group: All)	Principal	Sept 2019; Dec 2019; May 2020		Summative - Reports from the principals turned in by the due dates.
2. Provide a list of actual student to teacher ratios in each classroom during the school day per semester. (Title I SW: 1) (Target Group: All)	PIEMS Coordinator	Sept 2019; Dec. 2019; May 2020		Summative - A report from PEIMS on student enrollment
3. Provide a list of enrollment numbers by grade level at principal meetings. (Title I SW: 1) (Target Group: All)	Principal	Aug 2019 - May 2020		Summative - A report from PEIMS on student enrollment.

AUBREY ISD

Goal 3. We will ensure appropriate facilities, resources, and training for continued growth.

Objective 2. Chief Financial Officer will contact area city offices, county offices, and utility districts to research possible new developments and projections within the Aubrey ISD attendance zone quarterly.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Obtain reports of new development plans from city offices, county offices, and utility districts. (Title I SW: 1) (Target Group: All)	Chief Financial Officer, Superintendent(s)	Sept 2019; Jan 2020; Apr 2020	(S)Local Funds	Summative - Reports presented to the school board and community, meeting dates.
2. Hold quarterly growth workshops. (Title I SW: 1) (Target Group: All)	Chief Financial Officer, Superintendent(s)	Quarterly	(S)Local Funds - \$2,000	Summative - Reports reported to school board, board agenda, minutes, sign in sheets.

AUBREY ISD

Goal 3. We will ensure appropriate facilities, resources, and training for continued growth.

Objective 3. Update technology to include additional software programs, additional technology devices, and increase the number of computers per student to enhance student learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue to increase computer-to-student ratio to technology devices and improve infrastructure. (Title I SW: 1,2) (Target Group: All)	Director of Technology, Principal, Superintendent(s)	Aug. 2019- May 2020	(S)Local Funds - \$128,000	Summative - Technology hardware report
2. Increase keyboarding skills in elementary grades to help foster success on online tests and as a necessary life skill. (Title I SW: 3) (Target Group: All)	Principal, Teacher(s)	Aug. 2018 - May 2019	(L)Materials	Summative - computer class grades and test results

AUBREY ISD

Goal 3. We will ensure appropriate facilities, resources, and training for continued growth.

Objective 4. Based on student needs and increasing enrollment, the district will research the need for additional support programs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Acquire additional staff as student enrollment increases, i.e. specialized support staff, instructional coaching, and co-teaching. (Title I SW: 1,5) (Target Group: All)	Chief Financial Officer, Superintendent(s)	August 2019	(S)Local Funds - \$250,000	Summative - enrollment records, student to teacher ratios, special ed records.
2. Continually research the increase of staff for special programs, i.e. additional dyslexia, GT, ELL, SPED staff (Title I SW: 1,5) (Target Group: All)	Chief Financial Officer, Superintendent(s)	December 2019		Summative - student teacher ratios, master schedules, course offerings.
3. Campus behavior coordinators and other district employees will ensure appropriate law enforcement duties are assigned to security staff. See CKE (LOCAL). (Target Group: All) (CSFs: 3,6)	Chief of Police, Principal, Superintendent(s)	May 2020		Summative - Police department logs/records.

AUBREY ISD

Goal 3. We will ensure appropriate facilities, resources, and training for continued growth.

Objective 5. 100% of teachers recruited, hired, and retained are highly qualified.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Offer a competitive pay steps based on similar area school districts. (Target Group: All)	Chief Financial Officer, Superintendent(s)	April-July	(S)Local Funds, (S)State Compensatory	Summative - Survey of similar area school districts
2. Increase salary steps as district grows. (Target Group: All)	Chief Financial Officer, Superintendent(s)	August 2019	(F)District - \$340,000	Summative - Salary schedule
3. Provide teachers/staff with recognition/awards at each campus to decrease teacher turnover. (Target Group: All) (Strategic Priorities: 1)	Principal	Sept 2019-May 2020		Summative - Teacher/staff surveys
4. Develop an incentive plan for teachers/staff to decrease turnover. (Target Group: All) (Strategic Priorities: 1)	Assistant Superintendent(s), Chief Financial Officer, Principal	Sept 2019-May 2020		Summative - Teacher Turnover Rate

AUBREY ISD

Goal 3. We will ensure appropriate facilities, resources, and training for continued growth.

Objective 6. All teachers will attend a minimum of four hours of technology training either during the school year or for an in-lieu day.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Principals will develop a plan for all teachers to attend technology training. (Title I SW: 4) (Target Group: All)	Deputy Superintendent , Principal	Aug 2019-July 2020	(S)Local Funds - \$2,000	Summative - Certificates Sign in sheets In lieu forms Training agendas
2. Teachers will be encouraged to offer a technology professional development for their colleagues. (Title I SW: 4) (Target Group: All)	Deputy Superintendent , Principal	Aug. 2019-July 2020	(L)Materials	Summative - Teacher sign in sheets Document teachers leading sessions
3. Teachers will participate in review of instructional materials for new or current textbooks with technology components. (Target Group: All)	Core Subject Teachers, Deputy Superintendent , Principal	Aug 2019 - Aug 2020	(S)IMA (Instructional Materials Allotment)	Summative - Department Chair led in August staff development with PLC follow-up Teacher sign-in sheet
4. All teachers will complete Google Educator Level 1 Certification courses (Target Group: All) (Strategic Priorities: 1)	Deputy Superintendent , Principal	Summer 2020	(S)Local Funds - \$3,000	Criteria: Certificates of Completion collected at campuses
5. PK-2 Teachers will be trained in SeeSaw platform. (Target Group: All)	Deputy Superintendent , Principal	July-Aug 2020	(S)Local Funds - \$2,500	

AUBREY ISD

Goal 3. We will ensure appropriate facilities, resources, and training for continued growth.

Objective 7. All teachers will be trained on the use of parent communication tools.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Train teachers on the use of parent communication tools such as parent portal, e-alerts, Rank One, and Remind. (Title I SW: 4) (Target Group: All)	Deputy Superintendent , Principal	Aug. 2019	(L)Materials	Summative - Survey results Workshop sign ins, agendas
2. Train MS/HS teachers on the use of the district's career and education exploration web-based system for students. (Title I SW: 4) (Target Group: All,CTE)	Counselor(s), Student Support Counselor	Aug. 2019-Dec. 2019	(S)Local Funds - \$7,500	Summative - Usage data from the system Schedule of trainings Sign-in sheets

AUBREY ISD

Goal 3. We will ensure appropriate facilities, resources, and training for continued growth.

Objective 8. Each teacher and principal will be trained in Special Education Process, Rtl, SST, 504, STAAR testing, and ARD Decision Making.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All staff will be trained in GT, ELL, Special Education, SST, 504, ARD decision-making and other special programs to ensure adequate knowledge of offerings and expectations. (Title I SW: 4) (Target Group: ESL,Migrant,LEP,SPED,GT,AtRisk,Dys,504)	Deputy Superintendent , Principal	August 2019		Summative - Agenda Sign in sheets 100% staff signed
2. Before state testing all staff involved in the process will be trained in testing policies and regulations. (Title I SW: 4) (Target Group: All)	Counselor(s), Deputy Superintendent , Principal, Student Services Coordinator, Testing Coordinator	Jan 2020- April 2020	(S)Local Funds - \$300	Summative - Sign in sheets, agenda 100% of teachers trained.
3. Provide CPI training for a diverse group of personnel outside of special education at each campus and inform all teachers of those trained in CPI. (Title I SW: 4) (Target Group: SPED)	Principal, Special Ed Teachers	Aug. 2019-July 2020	(L)Personnel, (L)Special Education Coop	Summative - Certificates of Training for campus teachers
4. The district will research and provide training on math and reading lesson delivery methods to reach special populations such as ELL and Low Socioeconomic Status students. (Title I SW: 4) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,7)	Deputy Superintendent , Principal, Teacher Facilitator, Teacher(s)	August 2019 - June 2020	(S)Local Funds - \$10,000	Summative - Training sign in sheets, research documentation
5. All staff will be trained in Tier I interventions to ensure all student needs are being met. (Target Group: All,ECD,ESL,Migrant,LEP,SPED,GT,AtRisk,Dys,504) (Strategic Priorities: 2,4) (CSFs: 1,2,4,7)	Deputy Superintendent , Principal, Student Support Coordinator	Aug 2019-Jan 2020	(S)Local Funds	Summative - Agenda and sign in sheets
6. Calibrate DRA at the beginning of the school year between elementary campuses. (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2)	Assistant Principal(s), Principal, Teacher Facilitator	Sept. 2019		Summative - Agenda and sign-in sheets, meeting report
7. All educators will complete 6 hours of training on dyslexia. (Target Group: Dys) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Deputy Superintendent , Principal, Teacher(s)	May 2020		

AUBREY ISD

Goal 3. We will ensure appropriate facilities, resources, and training for continued growth.

Objective 9. Provide teachers and staff with appropriate training and resources to ensure campus safety and security.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Staff will be trained in addressing concerns of sexual abuse, sex trafficking, and other maltreatment of children through SafeSchools training and Wednesday professional development. (Title I SW Elements: 2.6) (Target Group: All)	Chief of Police, Deputy Superintendent , Principal	May 2020	(S)Local Funds	Summative - Sign-in sheets and staff certificates.
2. The district will develop and communicate a plan for implementation of trauma care. (Target Group: All)	Assistant Superintendent(s), Chief of Police, Counselor(s), Principal	May 2020	(S)Local Funds	Summative - Documented plans and protocols. Sign-in sheets for training.
3. Staff will utilize the behavior management plan to ensure the practice of positive behavior interventions and support. (Target Group: All) (CSFs: 1,2,4,6)	Assistant Principal(s), Assistant Superintendent(s), Counselor(s), Principal, Teacher(s)	May 2020	(S)Local Funds	Summative - District behavior management plan. Discipline records.
4. Each campus will implement a comprehensive school counseling program to improve student performance and integrate best practices on grief-informed and trauma-informed care for all students. (Target Group: All) (CSFs: 6)	Assistant Principal(s), Assistant Superintendent(s), Counselor(s), Deputy Superintendent , Principal	May 2020	(S)Local Funds	Summative - CARE team training sign-in sheets. Counselor bimonthly meeting agendas.
5. The district will form a safety and security committee to review and evaluate plans and procedures in regards to student and staff safety and facility security. (Target Group: All) (CSFs: 6)	Assistant Superintendent(s), Chief of Police, Deputy Superintendent	May 2020		Summative - Committee agendas and sign-in sheets.

AUBREY ISD

Goal 4. We will foster a working partnership between the schools and community.

Objective 1. Aubrey ISD staff will communicate with parents weekly, monthly, or as needed through at least one form of electronic media.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide status updates on Aubrey Schools Facebook page, Aubrey School Twitter accounts, and other district social media for special announcements. (Title I SW: 1,6) (Target Group: All)	Principal, Teacher(s), Webmaster	August 2019 - July 2020	(L)Materials	Summative - Parent Surveys Facebook posts Twitter posts
2. Provide e-mail blasts to parents. (Title I SW: 1,6) (Target Group: All)	Principal, Teacher(s)	August 2019 - May 2020	(L)Materials	Summative - Parent Surveys Copies of emails
3. Keep websites updated. (Title I SW: 1,6) (Target Group: All)	Principal, Teacher(s), Webmaster	August 2019 - July 2020	(L)Materials	Summative - Parent Surveys Teacher webpages
4. Encourage parents to sign up for reminder apps when possible. (Title I SW: 1,6) (Target Group: All)	Principal, Teacher(s), Webmaster	August 2019 - May 2020	(L)Materials	Summative - Parent Survey List of users
5. Allow parents to select form of communication (electronic vs hard copy). (Title I SW: 6) (Target Group: All)	Principal, Teacher(s)	August 2019	(L)Materials	Summative - Forms signed by parents
6. Communicate need for involvement in the parent survey. (Title I SW: 1,6) (Target Group: All)	Assistant Superintendent(s), Principal, Teacher(s)	Spring 2020	(L)Materials	Summative - Results of the Parent Involvement Survey
7. Coaches will keep schedules, event details, and results updated in Rank One. (Target Group: All)	Athletic Director, Cheer Sponsor, Head Coach	August 2019 - May 2020	(L)RankOne	Summative - Rank One postings Parent Surveys

AUBREY ISD

Goal 4. We will foster a working partnership between the schools and community.

Objective 2. At least 90% of all parents at all campuses (grades 1-12) are signed up for Parent Portal.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide passwords, instructions, and personnel available at Meet the Teacher Night, registration, parent conferences, and/or curriculum nights for parents to access Parent Portal. (Title I SW: 1,6) (Target Group: All)	Principal, Registrar	Aug 2019 - Oct 2020	(L)Materials	Summative - Record of Parent Portal users Sign-in sheets
2. Monitor the use of Parent Portal. (Title I SW: 1,6) (Target Group: All)	Registrar	Aug 2019-May 2020	(L)Materials	Summative - Record of Parent Portal users

AUBREY ISD

Goal 4. We will foster a working partnership between the schools and community.

Objective 3. AHS students will be exposed to college and career opportunities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. AHS will host a college night. (Target Group: 9th,10th,11th,12th)	Counselor(s), Principal	Spring 2020	(S)Local Funds - \$2,500	Summative - Sign in sheets
2. AHS will host a FAFSA night for parents. (Target Group: 10th,11th,12th)	Counselor(s), Principal	Fall 2019	(S)Local Funds - \$200	Summative - Sign in sheets
3. Provide college and career readiness informational sessions which include a translator if needed. (Target Group: 8th,9th,10th,11th,12th)	Counselor(s), Principal	Fall 2019 & Spring 2020	(S)Local Funds - \$500	Summative - Sign in sheets Agenda
4. All students will be provided with information about higher education admission and financial aid opportunities. (Target Group: All) (Strategic Priorities: 3) (CSFs: 5)	Assistant Principal(s), Assistant Superintendent(s), Counselor(s), Principal	May 2020		Summative - Xello logs

AUBREY ISD

Goal 4. We will foster a working partnership between the schools and community.

Objective 4. Each campus will encourage parents to participate in the parent survey each year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Make computers available for parents during math/science night, open house, etc. to encourage survey completion. (Target Group: All)	Campus Technology Coordinator, Principal	Sept. 2019-May 2020		Summative - Parent Survey Participation

AUBREY ISD

Goal 4. We will foster a working partnership between the schools and community.

Objective 5. Each campus will develop and implement one service project that will benefit their community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A campus committee or student organization meeting will be held to discuss what type of service projects will benefit the community. (Title I SW: 6) (Target Group: All)	Counselor(s), Principal, Students, Teacher(s)	Fall 2019		Summative - Agenda and Minutes of the meetings.
2. Each campus will select and implement one service project. (Title I SW: 1,6) (Target Group: All)	Counselor(s), Principal, Students, Teacher(s)	April 2020		Summative - Evidence provided through the following: (pictures, website, tweets, newspaper etc.)

AUBREY ISD

Goal 4. We will foster a working partnership between the schools and community.

Objective 6. All student populations will be provided cultural awareness training throughout the school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide guidance to students about cultural awareness through their regular schedule. (Title I SW: 10) (Target Group: All)	Chief of Police, Counselor(s)	Sept. 2019 - May 2020	(L)Library Resources, (L)Materials	Summative - Lesson Plans
2. Provide diversity training for teachers and staff. (Target Group: All)	Deputy Superintendent , Principal	Aug. 2019-July 2020	(S)Local Funds	Summative - Sign in sheets Agenda
3. Continue the anti-defamation league "No Place for Hate" program to be active at the Middle School and High Schools. (Title I SW: 6) (Target Group: All) (CSFs: 5,6)	Counselor(s), Deputy Superintendent , Director of Instructional Media and Libraries, Principal	October 2019		Summative - List of Ambassadors Sign in from meetings Agenda from assemblies

AUBREY ISD

Goal 4. We will foster a working partnership between the schools and community.

Objective 7. Parents will be provided opportunities to be involved in the schools.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Parents will be included in decision-making committees including site-based and other committees. (Title I SW: 6) (Target Group: All) (CSFs: 5,6)	Deputy Superintendent , Principal	August 2019 - May 2020	(L)Materials, (S)Local Funds	Summative - Event/meeting Agendas and Sign In sheets Log of Parent Involvement per Campus
2. Develop parent and community outreach through our social media, website, and campus emails to expand the pool of parents/community who are willing to serve and to educate parents about how to be involved in the schools. (Target Group: All)	Assistant Superintendent(s), Communications and Website Specialist	August 2019 - May 2020		Summative - Volunteer sign-in sheets. Campus email distribution logs.
3. Invite parents to help plan, attend, and be a part of homecoming festivities, pep rallies, proms, programs, etc. (Title I SW: 6) (Target Group: All) (CSFs: 5)	Athletic Director, Band Director, Principal, Spirit Parent	August 2019 - May 2020		Summative - Volunteer lists for these events, invitations
4. Create a public form that would allow parents to sign up to volunteer on each campus and give ideas of where parent/community volunteers are needed. (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	October 2019		Summative - Campus generated public forms.
5. Campuses will recognize and celebrate parent and community volunteers. (Title I SW: 6) (Target Group: All) (CSFs: 5,6)	Assistant Principal(s), Principal	August 2019 - May 2020	(S)Local Funds	Summative - Parent log sheets, event agendas, media
6. Actively recruit parent representation that reflects the make-up of our community. (Target Group: All)	Assistant Superintendent(s), Deputy Superintendent , Principal, Site Base Committee, Superintendent(s)	Aug 2020-May 2021		Criteria: Sign in sheets show a representation of the make up of our community
7. Aubrey ISD administrators will use the translation service (Translation and Interpreting Network) for major announcements, surveys, and newsletters so that parents can access information in their native language. (Target Group: ESL,LEP)	Deputy Superintendent , ELL Coordinator	August	(S)Local Funds	Criteria: Documentation of materials that are being translated; parent surveys showing involvement

Appendix A:

State Compensatory

Education and FTE's

Aubrey ISD State Compensatory Funds and FTE's

Aubrey High School SCE Funds		
Description	Amount	FTE
HS Tutoring and Support	\$209,264	3.5
Summer School	\$19,800	2.5
Dropout Prevention Program	\$59,763	1
STAAR Remediation Materials	\$11,000	0
HS Total	\$299,827	6

Aubrey Middle School SCE Funds		
Description	Amount	FTE
MS Tutoring and Support	\$271,808	2.75
Summer School	\$19,800	2.5
Remediation Programs	\$17,800	0
STAAR Remediation Materials	\$11,000	0
MS Total	\$320,408	5.25

Brockett Elementary School SCE Funds

Description	Amount	FTE
BES Tutoring and Support	\$109,463	2
Summer School	\$19,800	2.5
Remediation Programs	\$114,297	2
STAAR Remediation Materials	\$11,000	0
Reading Support Materials	\$8,089	0
BES Total	\$262,649	6.5

Monaco Elementary School SCE Funds

Description	Amount	FTE
MES Tutoring and Support	\$162,167	1.5
Summer School	\$19,800	2.5
Remediation Programs	\$65,388	1
STAAR Remediation Materials	\$11,000	0
Reading Support Materials	\$8,809	0
BES Total	\$259,164	6.5

Fuller Elementary School SCE Funds

Description	Amount	FTE
FES Tutoring and Support	\$184,067	2.5
Summer School	\$19,800	2.5
Remediation Programs	\$157,337	3
STAAR Remediation Materials	\$11,000	0
Reading Support Materials	\$8,809	0
FES Total	\$380,293	8

Appendix B:

Professional Development Plans

2021 Back to School Staff Development Agenda

Friday August 6 and Monday August 9 are In-Lieu days

If you have completed your in-lieu days, you are not required to work today! If you did not complete your in-lieu days, please see your principal for your assignment.

Tuesday, August 10th (AM: Campus/ PM: Convocation)

Morning (8:00 - 11:00 PM):

Breakfast: On your own

Dress: *Professional**

On the Agenda: Report to your principal for campus **team building** and priorities, data disaggregation and planning, district personnel and student handbooks, procedures, sped update, 504, ESL update (HS Only), SST (HS Only), Parental Involvement (BES, MES Only), planning horizontal or team.

Afternoon (11:30 - 4:00 PM):

Lunch: Will be provided by Midway Church

Dress: *Professional**

On the Agenda: Dr. Belding updates and Speaker

Wednesday, August 11th (TEKS RS Updates for Core Teachers/ Sped Training for Electives/Specials Teachers)

Who: All Core Teachers

Time: 8:00 – 4:00

Location: On Your Campus

Dress: Casual

Lunch: On Your Own

On the Agenda: AM: Principal-led TEKS RS & DMAC Subject Specific PD (Elem Math focus); PM: Data Day and Set Goals for New School Year

Who: All Elective/Specials Teachers

Time: 1:00 - 4:00

Location: AISD Professional Development Center

Dress: Casual

Lunch: On Your Own

On the Agenda: Providing support for special needs children in elective classrooms, DCSEC

Thursday, August 12th (Teacher Work Day)

Time: 8:00 – 4:00

Location: On your campus

Dress: *Work day Attire

Breakfast/ Lunch: On Your Own

BES, MES, FES, EBLC and MS- MEET THE TEACHER NIGHT

Friday, August 13th (Trauma Informed Care Training/Campus Planning)

Morning (8:00 - 11:15 PM):

Location: On your campus

Breakfast: On your own

Dress: Casual

On the Agenda: Counselor-Led Trauma Informed Care Training

Lunch: On your own (11:15 - 12:30)

Afternoon (12:30 - 4:00 PM):

Location: On your campus

Dress: Casual

On the Agenda: Campus Planning

Monday, August 16th (Campus Planning)

Time: 8:00 – 4:00

Location: Campus

Dress: Casual

Breakfast: On Your Own

On the Agenda: Report to your principal for campus **team building** and priorities, data disaggregation and planning, T-TESS refresher, district personnel and student handbooks, procedures, sped update, ESL update (MA Only), 504, SST (MS Only), Parental Involvement (BES/MES Only), planning horizontal or team.

HS - MEET THE TEACHER NIGHT

Tuesday, August 17th (Ascender Training: Intro to Gradebook and Login/Teacher Work Day)

Morning (8:00 - 11:00 PM):

Location: On your campus

Breakfast: On your own

Dress: Work Day Attire

On the Agenda: PEIMS-Led Ascender Training for Gradebook and Attendance
(will not take 3 hours)

Lunch: On your own (11:00 - 12:15)

Afternoon (12:15 - 4:00 PM):

Location: On your campus

Dress: Work Day Attire

On the Agenda: Teacher Work Day

Wednesday Staff Development Schedule 2021 - 2022

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Date	Topic	Attendees	Facilitator(s)	Location
8/25/2021	Faculty Meeting	All Campus Staff	Principals: By Campus	Campus
9/1/2021	Mandatory Accommodation Review: SST, 504, SpEd, ESL (including Make & Take)	All Campus Staff	Principals: By Campus	Campus
9/8/2021	Campus Safety: General campus safety procedures including crisis management plan, drills, evacuations, responsibilities.	All Campus Staff	Campus Crisis Management Representative, Principals	Campus
9/15/2021	Behavior Intervention Strategies	All Campus Staff	Denton Special Education Coop	Campus
9/22/2021	Vertical P.D	All Campus Staff	Teacher Facilitators and Vertical PD Facilitators	PLC Team Rooms
9/29/2021	Trauma Informed Care Training	All Campus Staff	Carrie Jackson/Campus Counselors	Campus
10/6/2021	Tech Day	All Campus Staff	Teachers: Jennifer Hazen will work with principals to arrange for teachers to lead technology integration workshop for staff that align with campus/teacher goals	Campus
10/13/2021	Parent Conferences/Teacher/Team Planning Time	Parent Conferences	Parent Conferences	Parent Conferences
10/20/2021	Faculty Meeting & Campus PD	All Campus Staff	Principals: Campus principals are responsible for planning and providing campus professional development targeting campus specific goals, curriculum and instruction, and assessment.	Campus
10/27/2021	Behavior Intervention Strategies	All Campus Staff	Denton Special Education Coop	Campus
11/3/2021	Teacher/Team Planning Time	All Campus Staff	Teachers	Campus
11/10/2021	Vertical P.D	All Campus Staff	Teacher Facilitators and Vertical PD Facilitators	PLC Team Rooms
11/17/2021	Trauma Informed Care Training	All Campus Staff	Carrie Jackson/Counselors	Campus
12/1/2021	Faculty Meeting & Campus PD- District Instructional Focus Check-In	All Campus Staff	Principals: Campus principals are responsible for planning and providing campus professional development targeting campus specific goals, curriculum and instruction, and assessment.	Campus
12/8/2021	Teacher/Team Planning Time	All Campus Staff	Teachers	Campus
12/15/2021	Faculty Meetings/Christmas Holiday Celebration	All Campus Staff	Principals: By Campus	Campus

Wednesday Staff Development Schedule 2021 - 2022

Date	Topic	Attendees	Facilitator(s)	Location
1/5/2022	Behavior Intervention Strategies	All Campus Staff	Denton Special Education Coop	Campus
1/12/2022	Vertical P.D	All Campus Staff	Teacher Facilitators and Vertical PD Facilitators	PLC Team Rooms
1/19/2022	Trauma Informed Care	All Campus Staff	Carrie Jackson/Counselors	Campus
1/26/2022	Faculty Meeting/Campus PD	All Campus Staff	Principals: Campus principals are responsible for planning and providing campus professional development targeting campus specific goals, curriculum and instruction, and assessment.	Campus
2/2/2022	Tech Day	All Campus Staff	Teachers: Jennifer Hazen will work with principals to arrange for teachers to lead technology integration workshop for staff that align with campus/teacher goals	Campus
2/9/2022	Vertical P.D	All Campus Staff	Teacher Facilitators and Vertical PD Facilitators	Campus
2/16/2022	Teacher/Team Planning Time	All Campus Staff	Teachers	
2/23/2022	Tutoring: TBA			
3/2/2022				
3/9/2022				
3/23/2022				
3/30/2022				
4/6/2022				
4/13/2022				
4/20/2022				
4/27/2022				
5/4/2022				
5/11/2022				
5/18/2022				

Your attendance is required for all Wednesday after school PD. Do not schedule appointments on Wednesdays.