

GROOM ISD

District Improvement Plan

2018/2020

Excellence Now: A Commitment to the Future

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Date Approved: 05/15/18

GROOM ISD Site Base

Name	Position
Babcock, Cindy	GISD Staff
Dodson, Tony	Technology/CATE Teacher
Fields, Aimee	Special Populations
Hendricks, Brenda	Parent
Lamb, Jay	Superintendent
Lambert, Dena	Community Member
Moritz, Kaitlyn	Counselor
Nichols, Sarah	Elementary Teacher
Powers, Jowannah	Secondary Teacher
Ritter, Nicole	Parent
Vanderpool, Stephen	Principal
Whatley, Kamy	CATE

Resources

Resource	Source	Amount
Federal REAP Grant (Fund 270)	Federal	\$22,424
IDEA Special Education (Fund 224)	Federal	\$31,130
Title IIA Principal/Teacher Improvement (Fund 255)	Federal	\$912
Title IV Safe and Drug Free	Federal	\$10,000
Local Districts Tax Revenue	Local	\$1,174,030
Foundation School Program/Available School Fund	State	\$196,873
State Compensatory	State	\$87,452

GROOM ISD

Mission

All Groom students have access to a quality education to enable them to achieve their potential and fully participate in social, economic, and educational opportunities. It is Groom Independent

School District's belief that:

The general diffusion of knowledge is essential for the welfare of the community and the preservation of our liberties and rights;

A successful public education system is directly related to a strong, dedicated, and supportive family; and

Parental involvement in schools is essential for maximum educational achievement.

Vision

"Excellence Now - A Commitment to the Future"

Nondiscrimination Notice

GROOM 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.

No Child Left Behind Performance Goals

(These goals have not been updated by the U.S. Department of Education as of the 2018/2020 school year.)

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

GROOM ISD

Goal 1. Improve Student Performance: Students will be encouraged and challenged to meet their full educational potential and will demonstrate exemplary performance as evidence by reaching or exceeding state standards. Students will reach or exceed state standards in reading, writing, english, mathematics, social studies, and science.

Objective 1. Each year, at least 90% of students in grades 3-11 will meet or exceed minimum expectations on state-mandated assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. State Assessment scores will be evaluated by grade, class, subgroup, and objective on the previous years' administrations and will be given to teachers to target areas of concern. (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2)	Counselor(s), Principal, Teacher(s)	August Annually and as Available	(L)Local Districts Tax Revenue	Summative - Evidenced by overall improvement in state assessment scores.
2. TEKS tutorial (including STAAR Wednesday Sessions or equivalent format) and academic preparation classes will be provided for all students needing enhanced instruction. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,4)	Counselor(s), Principal, Teacher(s)	August-May Yearly	(L)Local Districts Tax Revenue, (S)State Compensatory	Summative - Results on school-wide practice assessments will demonstrate improvement in state assessment scores.
3. Identify students in grades K-12 that are not reading at grade level and/or who have education deficits in any subject area. (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,4)	Counselor(s), Principal, Teacher(s)	August-May Yearly	(F)IDEA Special Education (Fund 224), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Analysis of grades at the timeline check points as well as TPRI, I-station reports, and state assessment results.
4. Use Accelerated Reader Program, I-Station, Phonics instruction or other appropriate program(s) in grades PK-12 to improve reading skills as a supplement to state-adopted TEKS-based reading materials. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,4)	Principal, Teacher(s)	August-May Yearly	(F)Federal REAP Grant (Fund 270), (F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Periodic diagnostic record checks using software reports of student progress. Yearly analysis of goal achievement.
5. Use TEKS-based Writing traits curriculum and/or writing courses at select grade levels in conjunction with state-adopted text materials to improve student writing skills. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,4)	Principal, Teacher(s)	August-May Yearly	(F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Results demonstrated on state assessments, 3-week progress reports, and 9-week report cards.
6. Use Supplemental Math Programs to improve math skills as needed. (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,4)	Principal, Teacher(s)	August-May Yearly	(F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Weekly diagnostic record checks, using software reports of student progress. Yearly analysis of individual goal achievement.

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Objective 1. Each year, at least 90% of students in grades 3-11 will meet or exceed minimum expectations on state-mandated assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Use TEKS-based supplemental materials in conjunction with teacher and state-adopted resources to improve Science and Social Studies content and knowledge. (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,4)	Principal, Teacher(s)	August-May Yearly	(F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - State assessment practice results, 3-week progress reports, and 6-week report cards will demonstrate improvement in social studies knowledge/skills.
8. Use the ASVAB test, the PSAT, and other national exams for Sophomores and Juniors to identify subject area deficits and help students better prepare for the ACT and/or SAT Exam. (Target Group: All, 10th, 11th) (Strategic Priorities: 3) (CSFs: 1,2,4)	Counselor(s), Principal	October Yearly	(F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Test results will demonstrate needs identified.
9. Individual classroom teachers may administer benchmark assessments, subject to the restrictions of State Law, to their students for exam practice and to track student progress. (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,4)	Principal, Teacher(s)	November Yearly	(L)Local Districts Tax Revenue	Summative - Results on state practice assessments will demonstrate improvement in skills/knowledge.
10. Encourage parents to send students who fall below minimum state, and/or local requirements to our Summer School Program. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,4)	Principal, Superintendent(s), Teacher(s)	Summer Yearly	(F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Improvement in state assessments and improvement in yearly report card results will demonstrate success.
11. Provide on-line learning resources to help students improve state assessment scores. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2,4)	Principal, Superintendent(s), Teacher(s)	August-July Yearly	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by increase in student scores on state assessments.
12. Highly qualified classroom teachers will focus on having students work more problem solving questions and complete hands-on problem solving activities. (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,4)	Principal, Teacher(s)	August-May Yearly	(F)Title IIA Principal/Teacher Improvement (Fund 255), (F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced improvement in higher-order thinking skills by increased percentage of students reaching commended level of performance on state assessments.

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Objective 1. Each year, at least 90% of students in grades 3-11 will meet or exceed minimum expectations on state-mandated assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
13. Groom ISD will incorporate a phonics-based program Kg-8th grade to enhance Reading Performance. (Target Group: All, K, 1st, 2nd, 3rd, 4th, 5th, 6th, 7th , 8th) (Strategic Priorities: 2) (CSFs: 1,4)	Principal, Teacher(s)	Fall 2017	(F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Implementation of a phonics-based instructional program and resulting increases in student reading performance.

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Objective 2. Students identified as at risk of failing in grades PK-12 will be provided extended year services and/or accelerated instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students in grades K-12 at risk of failing will be identified and targeted for assistance. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,4)	Counselor(s), Principal, Teacher(s)	August-May Yearly	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced improvement in student scores on state assessments. Evidenced improvement in promotion rate.
2. Classes will be offered to address core academic areas, including, but not limited to, the following: 1) STAAR Wednesday Program or CLAWS Period tutorials, 2) Individual tutorials, 3) Peer tutoring, and 4) Summer Instructional Program. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,4)	Counselor(s), Principal, Superintendent(s), Teacher(s)	August-June Yearly	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by Summer School Offerings and increased tutorial attendance during the school year. Also evidenced by increased student scores on state assessments.
3. Groom ISD will provide a Summer School Program for students that have failed to master parts of required state assessments, for students that have not been promoted to the next grade, or for students that simply need extra assistance in academic progress. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,4)	Principal, Superintendent(s), Teacher(s)	June - July Annually	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by student attendance in the Summer Program and Improved student performance on state assessments.
4. Groom ISD will explore new calendar options to schedule time during the school week to provide targeted assistance for students in need of remediation in core academic subjects. (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,4)	Principal, Superintendent(s)	Fall 2016	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Targeted assistance program for students provided in the 2016-2017 school year.

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Objective 3. Provide 100% of students with the needed support to acquire the knowledge and skills necessary to meet challenging state performance standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Review assistance programs in place annually to provide for improvement. (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,3,4)	Counselor(s), Principal, Superintendent(s)	Fall/Spring Open House	(L)Local Districts Tax Revenue	Summative - Evidenced by program agenda and parental attendance at annual open house event.
2. Provide program information in home language/School Parent Compact available in Spanish (as needed)/STAAR data available in Spanish (as needed)/English. (Target Group: All, H, ECD, ESL, Migrant, LEP) (Strategic Priorities: 2,4) (CSFs: 1,4)	Counselor(s), Principal, Superintendent(s)	August-May Yearly	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by availability of documentation in home language.
3. Interpreter provided at parent meetings (if needed) (Target Group: All, H, ECD, ESL, Migrant, LEP) (Strategic Priorities: 2) (CSFs: 1,4,5)	Counselor(s), Principal, Superintendent(s)	August-May Yearly	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by the availability of an interpreter as needed.

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Objective 4. To maintain/improve the yearly attendance rate for students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Designated school administrator will monitor student absences and initiate appropriate interventions when necessary. (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,4)	Attendance Clerk, Principal, Teacher(s)	Yearly as Needed	(L)Local Districts Tax Revenue	Summative - Evidenced by improved student attendance rates.
2. Attendance incentives and incentive programs will be implemented for extrinsic rewards. (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,4)	Principal, Superintendent(s)	Yearly	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by improved attendance numbers.
3. Awards Assembly presentations for students for attendance. (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,4)	Principal, Superintendent(s)	May Yearly	(L)Local Districts Tax Revenue	Summative - Evidenced by improved attendance rates.
4. Offer Saturday School program for students with excessive absences, as needed. (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,4)	Principal	Monthly or Quarterly as Needed	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by improved attendance rates.
5. Required note for absences. (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,4,5)	Attendance Clerk, Principal	August-May Yearly	(L)Local Districts Tax Revenue	Summative - Evidenced by improved attendance rates.
6. Groom ISD administration will report staff attendance data to the Board of Trustees at least quarterly. (Target Group: All) (Strategic Priorities: 1) (CSFs: 1,4,7)	Superintendent(s)	Quarterly: Sept-May	(L)Local Districts Tax Revenue	Summative - Improvement in staff attendance rates.
7. Groom ISD will seek ways to promote teacher/staff attendance. (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,4,6,7)	Principal, Superintendent(s)	Fall 2012 - Ongoing	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Improved teacher attendance rates and improved student performance data.

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Objective 5. Increase academic performance of ELL students in language related areas of the curriculum to achieve 90% passing rate on state assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Provide tutorials for ELL students who are failing.</p> <p>(Target Group: All, H, ECD, ESL, Migrant, LEP, SPED) (Strategic Priorities: 2) (CSFs: 1,4,5)</p>	Principal, Teacher(s)	August-May Yearly	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by availability of tutorials and increased participation in tutorials for ELLs.
<p>2. Improve on written and oral language skills for ELL students with effective teaching strategies</p> <p>(Target Group: All, H, ECD, ESL, Migrant, LEP, SPED) (Strategic Priorities: 2) (CSFs: 1,4)</p>	Counselor(s), Principal, Teacher(s)	August-May Yearly	(F)Title III Bilingual / ESL, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by improved performance on state assessments for ELL students.
<p>3. Pull-out program for all ELL level 1 students.</p> <p>(Target Group: All, H, ECD, ESL, Migrant, LEP, SPED) (Strategic Priorities: 2) (CSFs: 1,4)</p>	Counselor(s), Principal, Teacher(s)	August-May Yearly	(F)Title III Bilingual / ESL, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by program offering and improved academic performance for level 1 ELL students.
<p>4. Provide professional staff development aimed at improving academic performance of English Language Learners.</p> <p>(Target Group: All, H, ECD, ESL, Migrant, LEP, SPED) (Strategic Priorities: 1,4) (CSFs: 1,3,7)</p>	Principal, Superintendent(s)	August-May Yearly	(F)Title III Bilingual / ESL, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by teacher attendance in targeted professional development aimed at improving academic performance for ELLs.
<p>5. Parental Involvement with a bi-annual LPAC committee. (Target Group: All, H, ECD, ESL, Migrant, LEP, SPED) (Strategic Priorities: 4) (CSFs: 1,4,5)</p>	Principal, Superintendent(s), Teacher(s)	Twice Yearly	(F)Title III Bilingual / ESL, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by meeting documentation and increased parental involvement in LPAC meetings.
<p>6. Reduce State Assessment exemptions for ELL students.</p> <p>(Target Group: All, H, ECD, ESL, Migrant, LEP, SPED) (Strategic Priorities: 2,4) (CSFs: 1,2)</p>	Principal, Teacher(s)	August-May Yearly	(F)Title III Bilingual / ESL, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by increased TAKS participation rates for special population students.

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Objective 5. Increase academic performance of ELL students in language related areas of the curriculum to achieve 90% passing rate on state assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Provide Special Education services to ELL students that qualify, as needed. (Target Group: All, H, ECD, ESL, Migrant, LEP, SPED) (Strategic Priorities: 2,4) (CSFs: 1,2,4)	Principal, Teacher(s)	August-May Yearly	(F)IDEA Special Education (Fund 224), (F)Title III Bilingual / ESL, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by reduced number of ELL students requiring special education services.

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Objective 6. Provide all students and parents with financial aid information for college.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide a meeting for students and parents to explain degree plans and financial aid opportunities for college. (Target Group: All) (Strategic Priorities: 3) (CSFs: 5)	Counselor(s), Principal	Fall Yearly	(L)Local Districts Tax Revenue	Summative - Parental Attendance at annual financial aid night for Senior students.
2. The District will provide a college financial aid seminar or equivalent program. (Target Group: All) (Strategic Priorities: 3) (CSFs: 5)	Counselor(s), Principal	Fall/Spring-Yearly	(L)Local Districts Tax Revenue	Summative - Availability of Financial Aid materials for parents and students. Increased parental attendance at annual meeting.
3. Financial aid consultant/College Representative to visit with 11th and 12th graders on financial aid opportunities and the college experience. (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,5)	Counselor(s), Principal	Fall - Yearly	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by the availability of training for all 11th and 12th grade students.
4. Groom ISD reviews the top 10% rule with all high school students. (Target Group: All) (Strategic Priorities: 3) (CSFs: 1)	Counselor(s), Principal	Annually	(L)Local Districts Tax Revenue	Summative - Evidenced by training provided to graduating students.

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Objective 7. Groom ISD will explore scheduling options that allow more student and parental choice in class selections at the secondary level.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Groom ISD will strive to implement scheduling formats that allow maximum student/parental choice in class scheduling options. (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,4,6)	Counselor(s), Principal, Superintendent(s)	Fall 2012	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Availability of non-traditional scheduling formats that promote choice in class scheduling.
2. Groom ISD will seek methods to evaluate current scheduling options to ensure they are meeting the needs of our students and community. Methods will include input from students, staff, and community members. (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,4,5)	Principal, Superintendent(s)	Spring 2015	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by improved student academic achievement and improvements in scheduling options.
3. Groom ISD will seek ways to allow students with a critical need the ability to graduate early on a "recommended" Foundation Plan with endorsement or "distinguished" diploma track. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 3) (CSFs: 1,4,5,6)	Counselor(s), Principal, Superintendent(s), Teacher(s)	Fall - Spring Annually	(F)IDEA Special Education (Fund 224), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Continuing high graduation rates and low drop-out rates.

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Objective 8. Groom ISD will actively seek methods to increase relevance and rigor at the secondary level in order to provide students with a more realistic post-secondary-preparatory instructional program.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Groom ISD will actively seek methods to increase rigor and depth of academic experiences for students. (Target Group: All, 9th, 10th, 11th, 12th) (Strategic Priorities: 1,2,3) (CSFs: 1,2,4,7)	Principal, Superintendent(s), Teacher(s)	Fall 2012	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Availability of alternative scheduling and alternative instructional formats for academic classes.
2. Groom ISD will actively pursue more dual-credit (college credit) opportunities for students by enlisting Clarendon College as a dual-credit partner. (Target Group: All, 9th, 10th, 11th, 12th) (Strategic Priorities: 3) (CSFs: 1,4)	Counselor(s), Principal, Superintendent(s)	Fall 2013	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by increased student enrollment in dual-credit opportunities and increased numbers of students graduating with completed college hours.
3. Groom ISD will continue to add curricular choices for secondary students based on identified student needs, interests, and staff availability, as funding permits. (Target Group: All, 9th, 10th, 11th, 12th) (Strategic Priorities: 3) (CSFs: 1,4)	Counselor(s), Principal, Superintendent(s)	Annually	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Annual evaluation based on class participation, student retention, and learning outcomes of students.
4. Groom ISD will seek ways, through the District of Innovation Plan, to allow more CATE educational choices for students based on student and community needs, resources, and available funding. (Target Group: 9th, 10th, 11th, 12th, 8th) (Strategic Priorities: 3) (CSFs: 1,4)	Counselor(s), Principal, Superintendent(s)	On-Going	(F)Federal REAP Grant (Fund 270), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Development and implementation of additional CATE Programs available for students.

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Objective 9. Groom ISD will develop appropriate policies and procedures to support students in the Foster Care System according to the provisions of the Federal ESSA.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Groom ISD will collaborate with the Texas Department of Family and Protective Services (DFPS) and the school of origin to develop clear and written procedures concerning the transportation of students in the foster care system to their school of origin in accordance with the federal ESSA. (Target Group: AtRisk, 504) (Strategic Priorities: 4) (CSFs: 1,4)	Foster Care Liason, Superintendent(s), Transportation Coordinator	On-Going	(F)Title IIA Principal/Teacher Improvement (Fund 255), (F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)State Compensatory	Summative - Providing for the educational advancement and eventual graduation of students in the foster care system.

GROOM ISD

Goal 2. Special Populations: Groom ISD will provide accelerated instructional services for all students, including special populations.

Objective 1. To maintain appropriate services for special education students in accordance with identified needs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Teachers will follow the RTI process to identify students who may need intervention.</p> <p>(Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,4)</p>	Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by documentation of attempted interventions, prior to referral to the special programs testing.
<p>2. Teachers will refer students needing intervention to the RTI team. (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,4)</p>	Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by teacher referrals and interventions.
<p>3. Tutorials will be available for all students with grades 75 or below - mandatory for students with a grade below 70. (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,4)</p>	Principal, Special Ed Teachers, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by availability of tutorials and attendance sign-in sheets maintained by teachers. Ultimately, evidenced by improvement in grades for students.
<p>4. Teachers will collect data, in sufficient quantity, before referral to the RTI Team; but, this process shall not delay intervention attempts by the teacher, or referrals for special education evaluations (when necessary). (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,4)</p>	Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by collection of data and attempted teacher interventions with student.
<p>5. Tutorials will be provided for students who do not pass the benchmark assessments administered by teachers. (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,4)</p>	Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Availability of tutorials for students demonstrating need.
<p>6. Align IEP's and state assessment data appropriately. (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,4)</p>	Principal, Special Ed Teachers, Teacher(s)	August-May	(F)IDEA Special Education (Fund 224), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidence by improved performance on state assessments for all special populations.

GROOM ISD

Goal 2. Special Populations: Groom ISD will provide accelerated instructional services for all students, including special populations.

Objective 2. To encourage all students to participate in state assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Mandatory tutorials will be required for special education students with grades of 70 or less. (Target Group: All, SPED) (Strategic Priorities: 2,4) (CSFs: 1,4)	Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidence by increased student performance both in grades and on state assessments.
2. Tutorials will be provided for students who do not pass the benchmark assessments, or classroom-based assessments administered by teachers. (Target Group: All, SPED) (Strategic Priorities: 2,4) (CSFs: 1,4)	Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidence by availability of tutorial sessions, documented attendance by students, and improved student performance on state assessments.
3. Align IEP's and state assessment data appropriately (Target Group: All, SPED) (Strategic Priorities: 2,4) (CSFs: 1,4)	Principal, Special Ed Teachers, Teacher(s)	August-May	(F)IDEA Special Education (Fund 224), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by improvement in IEP standards for students and improvement in state assessment scores for special populations' students.

GROOM ISD

Goal 2. Special Populations: Groom ISD will provide accelerated instructional services for all students, including special populations.

Objective 3. To identify and provide services for all Dyslexic students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Provide a copy of dyslexia handbooks to staff at their request.</p> <p>(Target Group: All, Dys) (Strategic Priorities: 1,2) (CSFs: 1,4,7)</p>	Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by availability of Dyslexic materials for teachers.
<p>2. Use results of K-2 TPRI and other diagnostic measures to identify students with possible reading difficulties and implement intervention. (Target Group: All, Dys) (Strategic Priorities: 2) (CSFs: 1,4)</p>	Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by teachers use of the evaluation materials and records of interventions for students suspected of having reading difficulties.
<p>3. Teachers will refer possible dyslexic students to RTI Team or the special programs team for proper assessment. (Target Group: All, Dys) (Strategic Priorities: 2) (CSFs: 1,4)</p>	Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by teacher referrals to appropriate RTI team for interventions.
<p>4. Remediation of dyslexic students using the research-based methods of intervention. (Target Group: All, Dys) (Strategic Priorities: 2) (CSFs: 1,4)</p>	Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by interventions provided to dyslexic students and overall improvement in student reading performance in class and on state assessments.
<p>5. Groom ISD will employ a full-time dyslexia interventionist to provide dyslexia services and appropriate reading strategies for identified dyslexic students. (Target Group: SPED, AtRisk, Dys, 504) (Strategic Priorities: 1,2) (CSFs: 1,2,4)</p>	Principal, Superintendent(s)	Spring/Fall 2017	(F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Improvement in Reading performance and comprehension as evidenced by better scholastic performance of dyslexic students and improvement on state assessments.

GROOM ISD

Goal 2. Special Populations: Groom ISD will provide accelerated instructional services for all students, including special populations.

Objective 4. To identify and serve 100% of the gifted and talented students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Groom ISD teachers and administrators will strive to identify gifted students and will refer possible GT students to the GT Coordinator.</p> <p>(Target Group: All, GT) (Strategic Priorities: 3) (CSFs: 1,4)</p>	Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by teacher referrals to appropriate personnel.
<p>2. All GT nominations will be referred to the GT Program Coordinator who will evaluate students. (Target Group: All, GT) (Strategic Priorities: 3) (CSFs: 1,2,4)</p>	Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by teacher referrals for student GT evaluation.
<p>3. A limited pull-out program along with enriched classroom instruction will be provided for identified GT students in the Arts, Humanities, Math and Sciences, and other Academic Specialties, as staffing permits. (Target Group: All, GT) (Strategic Priorities: 3) (CSFs: 1,3,4)</p>	Principal, Superintendent(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by availability of GT Program for identified students and by documented student participation in GT activities.
<p>4. GISD will provide GT students more opportunities to excel in UIL academics. (Target Group: All, GT) (Strategic Priorities: 3) (CSFs: 1,4)</p>	Principal, Teacher(s)	Spring - Annually	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by increased GT student participation in UIL Academic activities.

GROOM ISD

Goal 2. Special Populations: Groom ISD will provide accelerated instructional services for all students, including special populations.

Objective 5. Maintain the drop-out rate at 0% for the District.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Tutorials before school, after school, and a Summer Program will be provided for identified at-risk students.</p> <p>(Target Group: All, AtRisk) (Strategic Priorities: 2,4) (CSFs: 1,4)</p>	Principal, Teacher(s)	August-May	(F)Title IIA Principal/Teacher Improvement (Fund 255), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by availability of tutorials and documented attendance at tutorial sessions. Ultimately, improvement in academic performance of at-risk students is the key objective.
<p>2. School counselor and principal will work with high-risk students. (Target Group: All, AtRisk) (Strategic Priorities: 2,4) (CSFs: 1,4)</p>	Counselor(s), Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced in reduced drop-out rates and improved graduation rates in at-risk populations.
<p>3. GED attainment or High School completion assistance (such as early graduation opportunities) will be provided for all students who have left or have the potential to leave school prior to completion. (Target Group: AtRisk) (Strategic Priorities: 2,3) (CSFs: 1,4,5)</p>	Counselor(s), Principal, Superintendent(s)	Fall-Spring Annually	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by increased numbers of students successfully achieving High School completion status - either with a High School Diploma or a GED.
<p>4. Pregnancy related services will be provided for qualifying students. (Target Group: All, AtRisk) (Strategic Priorities: 2) (CSFs: 1,4,5)</p>	Counselor(s), Principal, Superintendent(s)	May-August	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by availability of services and reduced drop-out numbers due to pregnancy.
<p>5. Summer school services will be provided (as funding allows) for those students failing to meet the required standards on state assessments, failing to advance to the next grade level, or simply in need of academic assistance. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,4)</p>	Principal, Superintendent(s)	June - Annually	(F)Title IIA Principal/Teacher Improvement (Fund 255), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by student attendance in summer school program and improved academic performance of at-risk students.

GROOM ISD

Goal 2. Special Populations: Groom ISD will provide accelerated instructional services for all students, including special populations.

Objective 5. Maintain the drop-out rate at 0% for the District.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Remedial activities and programs will be provided for students in grades 03-12 who have not completed their state assessment requirements for grade advancement, for graduation, or for individual course completion. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,4)	Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by the availability of appropriate TAKS assistance for students, documented student participation, and improvement in student TAKS performance.

GROOM ISD

Goal 2. Special Populations: Groom ISD will provide accelerated instructional services for all students, including special populations.

Objective 6. To identify and serve 100% of ESL students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will refer possible ESL students to ESL Program Coordinator. (Target Group: All, H, ESL, LEP) (Strategic Priorities: 2) (CSFs: 1,2,4)	Principal, Teacher(s)	August-May	(F)Title III Bilingual / ESL, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by teacher referrals for students in need of assistance.
2. An ESL certified teacher will assist students in utilizing the latest ESL curriculum. (Target Group: All, H, ESL, LEP) (Strategic Priorities: 1,2) (CSFs: 1,2,4,7)	Principal, Teacher(s)	August-May	(F)Title IIA Principal/Teacher Improvement (Fund 255), (F)Title III Bilingual / ESL, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by student participation in ESL curriculum and by improved students academic performance of ESL students.

GROOM ISD

Goal 3. CATE: Career and Technology Education will provide students with the opportunity to explore careers and develop job skills they will use throughout their lives.

Objective 1. Groom ISD will offer career and technology courses in the high school curriculum.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Offer keyboarding and basic computer skills in the elementary and/or middle school.</p> <p>(Target Group: All, CTE) (Strategic Priorities: 3) (CSFs: 1,4)</p>	Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidence by course offerings in the Junior High Curriculum.
<p>2. Offer various Technology Application courses, Agricultural Science courses, Journalism courses, and Emergency Medical Service (EMT) courses for high school credit. Offerings will be based on student interests and available funding. (Target Group: All, CTE) (Strategic Priorities: 3) (CSFs: 1,4)</p>	Principal, Teacher(s)	August-May	(F)Federal REAP Grant (Fund 270), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by appropriate course offerings in the High School Curriculum.
<p>3. Offer dual credit courses to high school students to gain college credit. (Target Group: All, GT, CTE) (Strategic Priorities: 3) (CSFs: 1,4,5)</p>	Counselor(s), Principal, Superintendent(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by dual-credit course offerings and increased student enrollment in dual-credit opportunities.
<p>4. Groom ISD will seek additional CATE offerings (possibly through the District Innovation Plan) for students based on local economic needs, student interests, staffing, and available funding. (Target Group: All, 9th, 10th, 11th, 12th, 6th, 7th , 8th) (Strategic Priorities: 3) (CSFs: 1,4,5)</p>	Principal, Superintendent(s)	Spring-Summer 2014	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Availability of CATE-track programs for middle and high school students. Evidenced by increased student enrollments in CATE programs.

GROOM ISD

Goal 4. Safe Schools: Groom ISD will strive to maintain a safe and drug-free environment.

Objective 1. Students and staff will be able to work and learn in a safe and drug-free environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students will receive instruction in drug & alcohol prevention awareness through the Health curriculum. (Target Group: All) (CSFs: 6)	Principal, Teacher(s)	August-May	(F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by availability of appropriate drug & violence prevention training.
2. Groom ISD will participate in drug awareness activities like Red Ribbon Week. (Target Group: All) (CSFs: 1,6)	Counselor(s), Principal, Superintendent(s)	October - Annually	(F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by district participation in drug awareness activities.
3. Groom ISD will provide guest speakers (as appropriate) in the areas of drug abuse/awareness and sexual abstinence. (Target Group: All) (CSFs: 1,6)	Counselor(s), Principal, Superintendent(s)	August-May	(F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by availability of guest speaker presentations on drug awareness and abstinence.
4. Groom ISD will participate with appropriate parent groups to offer a Drug-Free After Graduation Party for High School Students. (Target Group: All) (CSFs: 1,5,6)	Principal, Superintendent(s)	May-June Annually	(L)Local Districts Tax Revenue	Summative - Evidenced by availability of drug-free party activities for all high school students.
5. Groom ISD will practice emergency safety drills (Fire, Tornado, Evacuation, Lockdown, etc.) periodically throughout the year. (Target Group: All) (CSFs: 6)	Principal, Superintendent(s), Teacher(s)	August-May	(F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue	Summative - Evidenced by documentation of safety-drill participation throughout the year.
6. Groom ISD will provide CPR training for all teachers and UIL activity sponsors on an as-needed basis. (Target Group: All) (Strategic Priorities: 1) (CSFs: 6,7)	Principal, Superintendent(s)	August Annually (as needed)	(L)Local Districts Tax Revenue	Summative - Availability of appropriate training and Evidenced by teacher certifications in CPR.
7. Groom ISD will provide for annual updates to the Student Code of Conduct and District discipline management guidelines. (Target Group: All) (CSFs: 5,6)	Principal, Superintendent(s)	July-August Annually	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by updated discipline management practices and updated Code of Conduct documents available for students annually.

GROOM ISD

Goal 4. Safe Schools: Groom ISD will strive to maintain a safe and drug-free environment.

Objective 1. Students and staff will be able to work and learn in a safe and drug-free environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. District teachers and administration will consistently use the Discipline Referral Forms to report and track student misbehavior. (Target Group: All) (CSFs: 6)	Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by availability of forms and annual reporting.
9. Groom ISD will utilize In-School Suspension (ISS) for students with discipline issues not controlled with other discipline techniques. (Target Group: All) (CSFs: 1,6)	Principal, Teacher(s)	August-May	(F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by utilization data from the District ISS Program.
10. Groom ISD will provide instruction in abstinence-based sex education. (Target Group: All) (CSFs: 1,6)	Principal, Superintendent(s), Teacher(s)	August-May	(F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by instruction in abstinence-based sex education provided for students.
11. Groom ISD will strive to teach various life-skill lessons. (Target Group: All) (Strategic Priorities: 3) (CSFs: 5,6)	Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by appropriate life-skills instruction provided for students.
12. Groom ISD will maintain a Crisis Management Plan. (Target Group: All) (CSFs: 6)	Principal, Superintendent(s)	July-August	(F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by plan availability.
13. Groom ISD will establish an emergency communications system connecting the office with all instructional areas and train the staff to utilize the system for emergency communications. (Target Group: All) (Strategic Priorities: 1) (CSFs: 6,7)	Principal, Superintendent(s)	August - Annually	(F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by the presence of the intercom system and teachers' demonstrated competency in utilizing the system for communication with the office.
14. Groom ISD will provide student instruction in suicide and violence prevention. (Target Group: All) (CSFs: 5,6)	Counselor(s), Principal, Teacher(s)	August-May	(F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Documented instruction in health classes covering violence and suicide prevention.

GROOM ISD

Goal 4. Safe Schools: Groom ISD will strive to maintain a safe and drug-free environment.

Objective 1. Students and staff will be able to work and learn in a safe and drug-free environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
15. Groom ISD will implement video surveillance at key entrance locations to monitor public access to the physical plant, as funding permits. (Target Group: All) (CSFs: 6)	Director of Technology, Principal, Superintendent(s)	Spring 2012	(F)Federal REAP Grant (Fund 270), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by installation and operation of video surveillance equipment.
16. Groom ISD will require Visitors to check-in at the office and receive a Visitor Pass to remain on campus. (Target Group: All) (CSFs: 6)	Principal, Teacher(s)	Spring 2012	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by signs at all entrances requiring visitors to report to the office and the established practice of visitor registration at the office.
17. Groom ISD will maintain a secure student corridor during the school day. (Target Group: All) (CSFs: 6)	Superintendent(s)	Spring 2016	(L)Local Districts Tax Revenue	Summative - Completion of project and installation of secure doors in main student hallway.

GROOM ISD

Goal 4. Safe Schools: Groom ISD will strive to maintain a safe and drug-free environment.

Objective 2. Groom ISD will take steps to eliminate bullying (as defined by state law) and harrassment in the school setting, at school activities, and in vehicles operated by the District.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Groom ISD shall establish a policy that defines bullying(according to State Law); prohibits acts of bullying; and prohibits retaliation by students or staff against those that report suspected incidents of bullying, witness incidents of bullying, or participate in a District investigation of bullying. (Target Group: All) (CSFs: 6)	Principal, Superintendent(s)	August 2012	(L)Local Districts Tax Revenue	Summative - Adoption of Board Policy FFI (Local)
2. Groom ISD's bullying policy shall provide plans for corrective action in cases of confirmed bullying. These action plans may include: a training and/or counseling program for individuals involved in the complaint; methods for follow-up inquiries by District staff; and methods for the education of District staff, parents, and students. Punishments assigned as a result of investigations under the District's Policy shall be according to the District's Student Code of Conduct. (Target Group: All) (CSFs: 6)	Counselor(s), Principal, Superintendent(s)	Fall 2012	(L)Local Districts Tax Revenue	Summative - Establishment of Policy FFI (Local)
3. Groom ISD's bullying policy shall define parameters for the District investigation of bullying complaints, procedures for intentionally false reports of bullying, and shall define appeal procedures for accused individuals. (Target Group: All) (CSFs: 6)	Principal, Superintendent(s)	Fall 2012	(L)Local Districts Tax Revenue	Summative - Adoption of Local Policy FFI.
4. Groom ISD will provide training to district students, parents, and teachers on bullying behaviors and their consequences through in-service programs, in-class instruction, school assemblies, and other media. (Target Group: All) (Strategic Priorities: 1) (CSFs: 6,7)	Counselor(s), Principal, Superintendent(s), Teacher(s)	Fall-Spring 2013-14	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by the availability of training sessions and a reduction in bullying behaviors at school.

GROOM ISD

Goal 4. Safe Schools: Groom ISD will strive to maintain a safe and drug-free environment.

Objective 3. In accordance with District Policy FFI (Local), Groom ISD will provide a secure and accessible method of reporting suspected cases of bullying on the district website.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Groom ISD shall provide instructions and/or forms for reporting suspected cases of bullying on the district website. Instructions shall include who can make a report of suspected bullying and to whom the report should be made. (Target Group: All) (CSFs: 6)	Principal	Fall 2012	(L)Local Districts Tax Revenue	Summative - Availability of reporting procedures on the District Website.
2. Groom ISD will implement a web-based system for reporting suspected cases of bullying. The system will allow easier access to reporting and anonymous reporting. (Target Group: All) (CSFs: 6)	Director of Technology, Principal, Superintendent(s)	Spring 2014	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by increased and timely reporting of bullying incidents to the district.

GROOM ISD

Goal 4. Safe Schools: Groom ISD will strive to maintain a safe and drug-free environment.

Objective 4. Groom ISD will partner with local officials (City, County, and Law Enforcement) to provide active-intrusion/active-shooter training for District Staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Groom ISD will partner with local or regional law enforcement officials to provide active-shooter training to district staff. (Target Group: All) (Strategic Priorities: 1) (CSFs: 6,7)	Principal, Superintendent(s)	Spring-Summer 2016	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Providing staff training in dealing with active-shooter crisis intervention.

GROOM ISD

Goal 5. Parental Involvement: Groom ISD will provide opportunities for parents to become full partners with the school district in the education of their children.

Objective 1. Groom ISD will strive to increase parent and family involvement in education to improve the intellectual growth and academic achievement of their children.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Encourage school-wide parent attendance at all assemblies and open house (Target Group: All) (CSFs: 3,5,6)	Principal, Superintendent(s), Teacher(s)	August-May	(L)Local Districts Tax Revenue	Summative - Evidenced by increased parental attendance at school assemblies and other events.
2. Academic and Disciplinary conferences held as needed with parents. (Target Group: All) (CSFs: 1,3,4,5)	Counselor(s), Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by increased numbers of parental conferences.
3. Groom ISD will provide for increased parental input via site-based committee meetings, School Board Open Forum opportunities, parental surveys, and school safety and health committee. (Target Group: All) (CSFs: 1,5)	Counselor(s), Principal, Superintendent(s), Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by parental input documented in site-based committee meeting minutes and increased parental participation in site-based committee activities.
4. Groom ISD will enhance parental communications through District and teacher web sites, e-mail utilization, text/instant messaging, newsletters/announcements, homework activities, tutorial requests, progress reports, and/or report cards. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,3,4,5)	Counselor(s), Principal, Superintendent(s), Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by increased parental contacts through appropriate channels.
5. Parental contact will be increased through live, online access to student grades via the Parent Portal. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2,3,4,5)	Principal, Teacher(s)	August-May	(F)Federal REAP Grant (Fund 270), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by increased parental use of the Parent Portal to access student grades.
6. Parents will be encouraged to monitor the progress of students in classes and provide assistance when needed. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2,4,5)	Counselor(s), Principal, Teacher(s)	August-May	(L)Local Districts Tax Revenue	Summative - Evidenced by increased parental assistance for students.
7. Music programs will be conducted in the elementary school to increase parental involvement. These programs will be coordinated with significant school, community, or national holidays or events. (Target Group: All) (CSFs: 5,6)	Principal, Superintendent(s), Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by increased activities for parents to become involved in - linking them with the school.

GROOM ISD

Goal 5. Parental Involvement: Groom ISD will provide opportunities for parents to become full partners with the school district in the education of their children.

Objective 1. Groom ISD will strive to increase parent and family involvement in education to improve the intellectual growth and academic achievement of their children.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Athletic Boosters meet periodically to increase parental support of the school and Athletic Program. (Target Group: All) (CSFs: 5,6)	Principal, Superintendent(s)	August-May	(L)Local Districts Tax Revenue	Summative - Evidenced by increased parental support and assistance for school and athletic fund raising projects.
9. Groom ISD will communicate school events by using the local paper, the District website, social media, and text/instant messaging. (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,3,5,6)	Counselor(s), Principal, Superintendent(s), Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by increased availability of information for parents and the community.
10. Groom ISD will hold parent meetings to discuss graduation plans and to educate Senior students and parents about college financial aid. (Target Group: All, 11th, 12th) (Strategic Priorities: 3) (CSFs: 1,3,5)	Counselor(s), Principal, Superintendent(s)	Fall - Annually	(L)Local Districts Tax Revenue	Summative - Evidenced by availability of information to parents and meeting agendas.
11. The Groom News will publish weekly events submitted by Groom ISD to keep parents informed on school activities. (Target Group: All) (CSFs: 5,6)	Principal, Superintendent(s)	August-May	(L)Local Districts Tax Revenue	Summative - Evidenced by events published in the Groom News.
12. Groom ISD will publish weekly activity announcements covering upcoming events and the school lunch menu on the District website, in the local print paper "The Groom News" and/or on the "Groom Tiger Times" online paper. (Target Group: All) (CSFs: 5)	Attendance Clerk, Principal, Superintendent(s), Teacher(s)	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by availability of weekly calendar(s) of events.
13. Groom ISD Library will host an annual book fair to promote reading and parental attendance at the school. This activity is often hosted in conjunction with the Fall Open House Activities. (Target Group: All) (CSFs: 1,4,5)	Principal, Superintendent(s), Teacher(s)	Fall - Annually	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by book fair literature and parental attendance at the event.
14. Groom ISD will hold an annual year-end awards assembly for academic, attendance, agriculture/FFA, and special programs awards. (Target Group: All) (CSFs: 3,5)	Principal, Superintendent(s), Teacher(s)	May Annually	(L)Local Districts Tax Revenue	Summative - Evidenced by programs for the annual event. Also, evidenced by parental attendance at the annual awards assembly.

GROOM ISD

Goal 5. Parental Involvement: Groom ISD will provide opportunities for parents to become full partners with the school district in the education of their children.

Objective 1. Groom ISD will strive to increase parent and family involvement in education to improve the intellectual growth and academic achievement of their children.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
15. Groom ISD will host a "Meet the Teachers Night" for District patrons. These events will be used to educate parents about Parental Involvement, the Student/Parent Compact, and to facilitate communications between parents and teachers. (Target Group: All) (CSFs: 1,3,5,6)	Principal, Superintendent(s), Teacher(s)	Fall - After First Six Weeks	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by program agendas, documented parental attendance, and increased parental participation in the annual event.
16. Groom ISD will publish the annual School Report Card and District Texas Academic Performance Report (TAPR) Report on its website, annually review the District TAPR Report at a regularly-called meeting of the Board of Trustees, and send the School Report Card to each student household in the District. (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,3,5)	Principal, Superintendent(s)	December-January Annually	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by agendas reflective the above information for the public and by home mailings of the School Report Card.
17. The district will provide elementary parents with information via a newsletter that will aid them in improving their child's educational skills at home and help them to be better ready for STAAR assessments. (Target Group: All, PRE K, K, 1st, 2nd, 3rd) (Strategic Priorities: 2) (CSFs: 1,4,5,6)	Principal, Superintendent(s), Teacher(s)	August-May Yearly	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Improvement in state assessment results and End-of-Year Report Card grade improvement will demonstrate student success.
18. Groom Journalism students will post updates on school activities and current school news to their website, the "Groom Tiger Times", to keep parents and district patrons informed on school events. (Target Group: All) (CSFs: 5,6)	Principal, Teacher(s)	Fall-Spring 2015-2016	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidence of posted material detailing current school events to the Journalism website.

GROOM ISD

Goal 6. Professional Development: All instructional staff will receive professional development to meet their instructional needs and the needs of the students.

Objective 1. To comply with state and NCLB mandated certification for all teachers and staff who instruct Groom ISD students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All staff members will complete the 30 hour GT training in instructing advanced students and/or complete the 6 hour yearly GT update (if the 30 hour training was already complete)-dependent on availability of funding. Groom ISD will explore methods of hosting the annual GT update training in-house or online for district staff. (Target Group: All, GT) (CSFs: 1,3,4)	Principal, Superintendent(s), Teacher(s)	August-July Annually	(F)Title IIA Principal/Teacher Improvement (Fund 255), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by teachers pursuing GT training and increased numbers of teachers becoming certified in GT instruction.
2. Groom ISD will provide in-service training in implementing IEPs and Special Populations instructional modifications in the regular classroom for special needs students (as needed and/or requested). (Target Group: All, ESL, LEP, SPED) (Strategic Priorities: 2) (CSFs: 1,3,4)	Principal, Special Ed Teachers, Superintendent(s)	August-July	(F)Title IIA Principal/Teacher Improvement (Fund 255), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by teacher compliance with special populations modifications and increased student performance - physically, academically, and socially.
3. Groom ISD will provide updated training in new methods of instructional technology as needed or as available. (Target Group: All) (Strategic Priorities: 1,2) (CSFs: 1,4)	Director of Technology, Principal, Superintendent(s)	August-July Annually	(F)Federal REAP Grant (Fund 270), (F)Title IIA Principal/Teacher Improvement (Fund 255), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by deployment and utilization of new instructional technology by teachers.
4. Groom ISD will provide (or make available) in-service training on At-Risk Student Populations. (Target Group: All) (Strategic Priorities: 1,2) (CSFs: 1)	Principal, Superintendent(s)	August-July	(F)Title IIA Principal/Teacher Improvement (Fund 255), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by availability and utilization of in-service opportunities by teachers.
5. Groom ISD will maintain appropriately trained personnel in discipline involving restraint. Groom ISD will also provide (or make available) updated training for personnel. (Target Group: All, SPED) (Strategic Priorities: 1) (CSFs: 3,4,6)	Principal, Special Ed Teachers, Superintendent(s)	August-July	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by completion of training for discipline involving restraint.

GROOM ISD

Goal 6. Professional Development: All instructional staff will receive professional development to meet their instructional needs and the needs of the students.

Objective 1. To comply with state and NCLB mandated certification for all teachers and staff who instruct Groom ISD students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Groom ISD will provide in-service training for all personnel dealing with conflict resolution, violence prevention, suicide prevention, active-shooter and general Crisis Intervention. (Target Group: All) (Strategic Priorities: 1) (CSFs: 3,6)	Principal, Superintendent(s)	August-July	(F)Title IIA Principal/Teacher Improvement (Fund 255), (F)Title IV Safe and Drug Free, (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidence by district provided training in the named areas.
7. Groom ISD will maintain a "Highly Qualified" staff in accordance with Federal and State requirements. Certification assistance, training, and/or tutorial activities will be provided to staff deemed "Not Highly Qualified" in order to bring them into compliance. (Target Group: All) (Strategic Priorities: 1,2) (CSFs: 1,3,4,7)	Principal, Superintendent(s), Teacher(s)	August-July	(F)Title IIA Principal/Teacher Improvement (Fund 255), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by all instructional staff being "highly qualified" according to Federal and State standards.

GROOM ISD

Goal 7. Technology: Groom ISD will provide for the integration of technology at all grade levels (PK-12).

Objective 1. Integrate the use of technology and technology application instruction in all grades K-12.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Groom ISD will provide computer-assisted instruction in the following areas: a) Accelerated Reader, b) Star Program, c) Virtual Labs, d) Adopted Textbook tutorials, e) Keyboarding, f) Various early reading programs, g) Credit recovery courses provided by Odysseyware or equivalent provider (as needed), and by h) Participating in on-line State Testing opportunities. (Target Group: All) (CSFs: 1)</p>	<p>Counselor(s), Principal, Superintendent(s)</p>	<p>August-May</p>	<p>(F)Federal REAP Grant (Fund 270), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory</p>	<p>Summative - Evidenced by availability of computer-assisted instruction and increased student utilization of services.</p>
<p>2. Groom ISD will provide Interactive Smart-Board Technology and/or interactive Video-Board Technology and opportunities for training in their use to all teachers in all instructional areas. (Target Group: All) (Strategic Priorities: 2,3) (CSFs: 1,4)</p>	<p>Principal, Superintendent(s)</p>	<p>August-May</p>	<p>(F)Federal REAP Grant (Fund 270), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund</p>	<p>Summative - Evidenced by documentation of teacher training and increased availability of White-Board Technology in district classrooms.</p>
<p>3. Groom ISD will create and implement a rotating schedule for replacement of computers dependent on the availability of funds. (Target Group: All) (Strategic Priorities: 2,3) (CSFs: 1,4)</p>	<p>Business Manager, Director of Technology, Principal, Superintendent(s)</p>	<p>August-July</p>	<p>(F)Federal REAP Grant (Fund 270), (F)IDEA Special Education (Fund 224), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory</p>	<p>Summative - Evidenced by the replacement of old technology in the District.</p>
<p>4. Groom ISD will employ a qualified technical coordinator/teacher to assist with the integration of technology in instruction and administration. (Target Group: All) (Strategic Priorities: 1) (CSFs: 1,2,4,7)</p>	<p>Principal, Superintendent(s)</p>	<p>August-July</p>	<p>(F)Federal REAP Grant (Fund 270), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund</p>	<p>Summative - Evidenced by the presence of technical assistance for teachers in need of tech help.</p>
<p>5. Groom ISD will dedicate resources to improve administrative technology like: a) Gradebook and Attendance Software, Parent Portal Software, Business Management Software, DMAC software (or equivalent) etc. (Target Group: All) (Strategic Priorities: 1) (CSFs: 1,2,3,5,7)</p>	<p>Principal, Superintendent(s)</p>	<p>August-May</p>	<p>(F)ARRA Stimulus Funds, (F)Federal REAP Grant (Fund 270), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund</p>	<p>Summative - Evidenced by the presence and use of automated technology to enhance administrative productivity.</p>

GROOM ISD

Goal 7. Technology: Groom ISD will provide for the integration of technology at all grade levels (PK-12).

Objective 1. Integrate the use of technology and technology application instruction in all grades K-12.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Groom ISD will seek new and innovative ways to utilize technology to enhance the instructional process and promote parental engagement - utilization of teacher web pages and/or Google Classroom, classroom blogs, development of online course components, and assignments promoting student use of technological resources, etc. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,3,4,5)	Counselor(s), Principal, Special Ed Teachers, Superintendent(s), Teacher(s)	September-August (Annually)	(F)Federal REAP Grant (Fund 270), (F)IDEA Special Education (Fund 224), (F)Title IIA Principal/Teacher Improvement (Fund 255), (L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Presence and utilization of technological resources to enhance the instructional process via presentation enhancement, instruction delivery, and/or student assignment completion.
7. Groom ISD will provide 1-to-1 computer availability in grades 3-12 and 1-to-1 i-Pad availability in grades PK-2. (Target Group: All) (Strategic Priorities: 2,3) (CSFs: 1,4,6)	Principal, Superintendent(s)	Fall 2015 - On-going	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by availability of technology for students.

GROOM ISD

Goal 8. Transitions: Groom ISD will provide resources to achieve effective life and school transitions.

Objective 1. Provide age-appropriate transition activities for all student groups.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Groom ISD will seek-out students needing Pre-Kindergarten and Kindergarten services through ads in the local paper, utilization of the District website and/or marque, and communication with local daycare operations. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,4)	Principal, Teacher(s)	Spring/Summer Annually	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by enrollment of eligible students in the Kindergarten program.
2. Groom ISD will provide a visitation day for students enrolling in Pre-Kindergarten and Kindergarten classes. (Target Group: All) (CSFs: 1,5,6)	Principal, Teacher(s)	August Annually	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by student/parent participation in visitation event.
3. Groom ISD will provide opportunities for students to visit the next higher grade level prior to entry into that grade. (Target Group: All) (CSFs: 1,4)	Teacher(s)	Spring Annually	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Student participation in visitation events.
4. Groom ISD will provide access to college fairs for Junior and Senior students. (Target Group: All) (Strategic Priorities: 3)	Counselor(s), Principal, Superintendent(s)	Fall/Spring as Available	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by school participation in college fair events.
5. Groom ISD will allow up to two college visitation days for Senior students. (Title I SW: 9,10) (Target Group: All)	Principal, Superintendent(s)	Fall/Spring	(L)Local Districts Tax Revenue	Summative - Evidenced by student visitations to colleges and universities plus an increase in post-secondary enrollments by graduates.
6. Groom ISD will maintain 4-year plans for all students in grades 9-12. (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,2,4)	Counselor(s), Principal	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by plan development for all students and more effective scheduling.
7. Groom ISD will provide students and their parents with information about college admissions and financial aid. Additionally, Groom ISD will assist students in seeking scholarships and facilitate the completion of the college admissions process through assistance in scholarship applications, FAFSA completion, and required document preparation assistance. (Target Group: All) (Strategic Priorities: 3) (CSFs: 5)	Counselor(s), Principal	Spring - Annually	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by assistance provided to Senior students and increases in those entering post-secondary education programs.

GROOM ISD

Goal 8. Transitions: Groom ISD will provide resources to achieve effective life and school transitions.

Objective 1. Provide age-appropriate transition activities for all student groups.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Groom ISD will provide appropriate assistance and services during and after pregnancy to facilitate educational success. (Target Group: All, AtRisk) (Strategic Priorities: 2) (CSFs: 1,4,5)	Counselor(s), Principal, School Nurse, Superintendent(s)	August-July (As Needed)	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)State Compensatory	Summative - Evidenced by provided services, as needed and increased graduate rates for pregnant students.
9. Groom ISD will provide Counseling services to students to assist in college/career planning, instructional issues, and behavioral issues as funding permits. (Target Group: All) (Strategic Priorities: 1,3) (CSFs: 1,3,4,5)	Counselor(s), Principal, Superintendent(s)	Fall-Spring (Annually)	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by availability of Counseling Services for district students.

GROOM ISD

Goal 9. MEP: Groom ISD will provide a comprehensive Migrant Education Program (MEP) that serves the needs of migrant students.

Objective 1. Groom ISD will provide for the identification and recruitment of migrant students through appropriate activities as outlined in the Texas Manual for the Identification and Recruitment of Migrant Students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. GISD will conduct annual residency verification and other identification and Recruitment (ID&R) activities according to timelines established in the Texas Manual for the Identification and Recruitment of Migrant Students. (Target Group: Migrant) (Strategic Priorities: 2) (CSFs: 1,4,5)	Migrant Recruiter	July 1 - June 30	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)Texas Manual for ID&R	Summative - Documentation to include: Family Surveys, Initial Contact Logs, Certificates of Eligibility, Recruiter Logs, NGS Records, Recruiter Training Certificate(s).
2. The Migrant Coordinator will provide a current list of migrant students to be encoded into PEIMS with the Migrant Indicator Code, as necessary. (Target Group: Migrant) (CSFs: 1,3,4,5)	Migrant Coordinator, Migrant Recruiter	August-May	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)Texas Manual for ID&R	Summative - Evidenced by proper coding of Migrant Students in PEIMS.

GROOM ISD

Goal 9. MEP: Groom ISD will provide a comprehensive Migrant Education Program (MEP) that serves the needs of migrant students.

Objective 2. Groom ISD will encode all required data into the New Generation System (NGS) as outlined in the NGS Implementation Guidelines for ESCs and LEAs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The Groom Migrant Services Coordinator will ensure that all required data is encoded into the New Generation System (NGS) and conduct all required activities. (Target Group: Migrant) (CSFs: 1,4)	Migrant Coordinator, Migrant Recruiter	July 1 - June 30	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund, (S)Texas Manual for NGS	Summative - Evidenced by NGS data and reports.

GROOM ISD

Goal 9. MEP: Groom ISD will provide a comprehensive Migrant Education Program (MEP) that serves the needs of migrant students.

Objective 3. Within the appropriate timeframe, Groom ISD will provide appropriate migrant services coordination for elementary, middle, and secondary students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Within the first grading period a child eligible for migrant services is in the district, GISD will 1) determine the students' individual needs for instructional and support services, 2) identify available resources and make appropriate referrals for tutoring, WIC, HEP, dropout prevention, etc., 3) coordinate with entities to ensure that the child has appropriate services, and 4) follow up to monitor and document progress. (Target Group: Migrant) (Strategic Priorities: 2) (CSFs: 1,4)</p>	<p>Counselor(s), Migrant Coordinator, Migrant Recruiter, Principal</p>	<p>First Grading Period</p>	<p>(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund</p>	<p>Summative - Evidenced by Student Performance Log(s), copies of Referral Letters, NGS Supplemental Program Services Reports.</p>
<p>2. Secondary students: GISD will coordinate with available programs offering options for credit accrual and recover to ensure that migrant secondary students are accessing opportunities to earn needed credits and make-up coursework which is lacking due to late arrival and/or early withdrawal. Ensure that student participation does not interfere with core classes and ensure consolidation of partial secondary credits, proper course placement, and credit accrual for on-time graduation, including assessing and reviewing academic records from NGS. (Target Group: Migrant) (Strategic Priorities: 2,3) (CSFs: 1,4)</p>	<p>Counselor(s), Migrant Coordinator, Migrant Recruiter, Principal</p>	<p>July 1- June 30</p>	<p>(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund</p>	<p>Summative - Evidenced by NGS Partial Credit Report(s), NGS not-on-time for Graduation Report(s), NGS Student Graduation Plan(s), Student Performance Log(s), NGS List of Recommended Courses, NGS Supplemental Program Services Report(s), and documentation of credit consolidation and proper course placement.</p>
<p>3. Middle School: GISD will coordinate with available mentoring programs or support organizations to develop students' study skills and follow-up to monitor and document progress. (Target Group: Migrant) (Strategic Priorities: 2) (CSFs: 1,4)</p>	<p>Counselor(s), Migrant Coordinator, Migrant Recruiter, Principal</p>	<p>July 1 - June 30</p>	<p>(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund</p>	<p>Summative - Evidenced by presence of Student Performance Logs, and the Migrant Middle School Survey.</p>

GROOM ISD

Goal 9. MEP: Groom ISD will provide a comprehensive Migrant Education Program (MEP) that serves the needs of migrant students.

Objective 3. Within the appropriate timeframe, Groom ISD will provide appropriate migrant services coordination for elementary, middle, and secondary students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>4. Middle School: GISD will provide for the coordination of resources by 1) contacting each student or family to establish the extent of student needs for homework assistance and tools, 2) collaborating with existing programs and organizations to coordinate student access to resources, and 3) providing students and parents with up-to-date and easy-to-understand information on how to access homework assistance as needed. [Parent Letter sent within the first six-weeks of student enrollment.] (Target Group: Migrant) (Strategic Priorities: 2) (CSFs: 1,4,5)</p>	<p>Counselor(s), Migrant Coordinator, Migrant Recruiter, Principal</p>	<p>July 1 - June 30</p>	<p>(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund</p>	<p>Summative - Evidenced by a copy of the dated parent letter, recipient list, and the home visit log.</p>
<p>5. Middle School: GISD will provide information to school staff to increase their awareness of migrant middle school students' need for timely attention and appropriate interventions (according to local procedures in place) for academic and nonacademic problems or concerns. The information must include directions for non-MEP staff to notify MEP staff of referrals and interventions. (Target Group: Migrant) (Strategic Priorities: 2) (CSFs: 1,2,4,7)</p>	<p>Counselor(s), Migrant Coordinator, Migrant Recruiter, Principal</p>	<p>August</p>	<p>(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund</p>	<p>Summative - Evidenced by appropriate agendas, hand-outs, and sign-in sheets.</p>
<p>6. Middle School: GISD will provide supplemental information to migrant parents on how to collaborate with school staff and how to access resources in order to provide timely attention and appropriate interventions for their middle school children. (Target Group: Migrant) (Strategic Priorities: 2) (CSFs: 1,3,4,5)</p>	<p>Migrant Coordinator, Migrant Recruiter, Principal</p>	<p>Within Six Weeks of Enrollment</p>	<p>(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund</p>	<p>Summative - Evidenced by a copy of dated parent letter, recipient list, meeting notices, agendas, and appropriate sign-in sheets.</p>

GROOM ISD

Goal 9. MEP: Groom ISD will provide a comprehensive Migrant Education Program (MEP) that serves the needs of migrant students.

Objective 4. Groom ISD will provide appropriate TAKS and/or other state assessment remediation for migrant students grades 3-11.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Coordinate with school staff and the Texas Migrant Interstate Program (TMIP) to ensure that migrant students who have failed Texas Assessment of Knowledge and Skills (TAKS) in any content area are accessing opportunities available for summer TAKS remediation. (Target Group: Migrant) (Strategic Priorities: 2,3) (CSFs: 1,4,5)	Counselor(s), Migrant Coordinator, Migrant Recruiter, Principal	May-August Annually	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by TMIP referrals, Student Performance Logs, and Summer TAKS remediation enrollment.

GROOM ISD

Goal 9. MEP: Groom ISD will provide a comprehensive Migrant Education Program (MEP) that serves the needs of migrant students.

Objective 5. Within the first 60 days of the school year that eligible preschool migrant students are in the district, Groom ISD will provide appropriate services.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. GISD will determine the individual educational needs, and to the extent possible, coordinate with or provide services to meet the identified needs for eligible preschool migratory children ages 3-5. (Target Group: Migrant) (Strategic Priorities: 2) (CSFs: 1,4,5)	Migrant Coordinator, Migrant Recruiter, Principal	First 60 Days in District	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by Student Performance Logs, Assessment Inventories (Building Bridges, MELK), Enrollment in Services, and NGS Records.

GROOM ISD

Goal 9. MEP: Groom ISD will provide a comprehensive Migrant Education Program (MEP) that serves the needs of migrant students.

Objective 6. Groom ISD will develop appropriate procedures to help ensure academic credit for migrant students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Procedures: GISD will develop a list of district procedures that outline 1) a variety of strategies for partial and full credit accrual for migrant students with late entry and/or early withdrawal, and 2) saved course slots in elective and core subject areas, based on the district's history of student migration. (Target Group: Migrant) (Strategic Priorities: 2) (CSFs: 1,4)	Migrant Coordinator, Migrant Recruiter, Principal	March 1 - October 1	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by Procedures Manual, and documentation of dissemination.

GROOM ISD

Goal 9. MEP: Groom ISD will provide a comprehensive Migrant Education Program (MEP) that serves the needs of migrant students.

Objective 7. Groom ISD will provide for the appropriate summer coordination of the migrant program.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. GISD will provide for the coordination of migrant services during the summer months with the Texas Migrant Interstate Program (TMIP) in order to serve migrant students from Texas who may attend out-of-state programs during the summer. GISD will also designate and enter into NGS a district summer contact person who will be available throughout the summer months and will have access to migrant student records. (Target Group: Migrant) (CSFs: 1,4)	Migrant Coordinator, Migrant Recruiter	May 1 - September 1	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by TMIP referral documentation, Student Performance Logs, letters, e-mails, or records of phone calls to receiving states' summer migrant program staff. Summer Migrant Contact encoded on NGS.

GROOM ISD

Goal 9. MEP: Groom ISD will provide a comprehensive Migrant Education Program (MEP) that serves the needs of migrant students.

Objective 8. Groom ISD will establish a district-wide Migrant Parent Advisory Council (PAC) to help organize, develop, and evaluate local MEP activities and programs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. GISD (in cooperation with Region 16 ESC Migrant Personnel) will develop a district-wide Migrant Parent Advisory Council (PAC) composed of a majority of migrant parents, which will provide consultation into the planning, implementation, and evaluation of the local migrant program (MEP). (Target Group: Migrant) (CSFs: 1,4)	Migrant Coordinator, Migrant Recruiter, Principal	July 1 - June 30	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by meeting notices, agendas, by-laws, and appropriate sign-in sheets.

GROOM ISD

Goal 9. MEP: Groom ISD will provide a comprehensive Migrant Education Program (MEP) that serves the needs of migrant students.

Objective 9. Groom ISD will provide for the appropriate evaluation of the Migrant Education Program (MEP).

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. GISD (in cooperation with Region 16 Migrant Personnel) will provide for the annual evaluation of the local migrant program (MEP) and complete the MEP Evaluation Report provided by TEA by the appropriate deadline. (Target Group: Migrant) (CSFs: 1,3,4,5)	Migrant Coordinator, Migrant Recruiter, Principal	April 1 - June 30	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Evidenced by program evaluation reports.

GROOM ISD

Goal 9. MEP: Groom ISD will provide a comprehensive Migrant Education Program (MEP) that serves the needs of migrant students.

Objective 10. Groom ISD will develop a Priority for Services (PFS) action plan that meets the appropriate state and federal criteria.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. GISD will develop a Priority for Services (PFS) Action Plan prior to the first day of school that includes the following: 1) clearly articulates criteria for defining student success, including appropriate timelines for achieving stated goals; 2) when the Migrant Coordinator will provide campus principals, appropriate campus staff, and parents the Priority for Services criteria and updated NGS Priority for Services reports; 3) when the Migrant Coordinator, MEP staff, and migrant school staff will make home and/or community visits; 4) how the district's Migrant Coordinator will use NGS Priority for Services reports to give priority placements to students; 5) how the Migrant Coordinator will ensure that Priority for Services children receive priority access to instructional services, as well as social workers and community social services/agencies; and 6) what federal, state, local services are available. (Target Group: Migrant) (Strategic Priorities: 2) (CSFs: 1,3,4,5)</p>	<p>Migrant Coordinator, Migrant Recruiter</p>	<p>May-August</p>	<p>(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund</p>	<p>Summative - Evidenced by the existence of the appropriate Action Plans.</p>
<p>2. The Groom ISD Title I Migrant Coordinator will run NGS Priority for Services reports monthly to identify migrant children and youth who require priority access to MEP services. (Target Group: Migrant) (Strategic Priorities: 2) (CSFs: 1,3,4,5)</p>	<p>Migrant Coordinator, Migrant Recruiter</p>	<p>Monthly</p>	<p>(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund</p>	<p>Summative - Evidenced by NGS Priority for Service Reports.</p>

GROOM ISD

Goal 10. Early Childhood Education: Groom ISD will promote early childhood educational opportunities for students to enhance ultimate educational outcomes.

Objective 1. Groom ISD will provide Early Childhood Educational Opportunities for in-district and area students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Groom ISD will implement a 1/2 day tuition-based Pre-Kindergarten Program taught by a highly-qualified instructor and utilizing approved state curriculum beginning in the Fall of 2015. (Target Group: PRE K) (Strategic Priorities: 2) (CSFs: 1,4)	Principal, Superintendent(s), Teacher(s)	Fall 2015	(L)Local Districts Tax Revenue, (S)Foundation School Program/Available School Fund	Summative - Implementation of the program and resulting outcomes for students.