

# Hamlin Collegiate Independent School District

## District Improvement Plan

2020-2021



# Mission Statement

The mission of Hamlin Collegiate ISD is to build a strong foundation that will motivate students to grow, learn, and conquer the challenges they will face in tomorrow's world.

## Vision

Hamlin Collegiate ISD will be a high-performing district of choice that connects students to a productive and rewarding future.

## Value Statement

Core Values:

Student Centered

Pride in Performance

Passionately Hopeful

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

**Hamlin Collegiate Independent School District** is a public charter school, based in Hamlin, Texas (USA).

Located in Jones County, small portions of the district extend into Fisher and Stonewall counties. The school mascot is the Pied Piper, due to the town having a similar name to Hamelin, where the legend of The Pied Piper of Hamelin originated. Hamlin Collegiate Independent School District has partnered with “Collegiate Edu-Nation”. Hamlin CISD has recently transformed into a collegiate district where students can receive industry certifications, associate degrees, and innovative bachelor’s degrees all from Hamlin, for little or no cost to the students. To prepare their students for this collegiate education, Hamlin CISD has also begun converting the elementary into a Montessori school. In 2019, students ages 3-5 are attending a beautifully designed Montessori environment, and the school plans to expand this concept through the 6th grade. Additional programs have been implemented to ensure HCISD students can succeed in college, career, and life. After Montessori through the 6th grade, the entire school is using teaching methods which move the locus of control from the teacher to the students. Students are no longer sitting and listening to a lecture. They are involved in student-led, hands-on work which requires critical thinking and collaboration.

Hamlin CISD currently has a total of 449 students enrolled. 68.5% of HCISD students are economically disadvantaged. 47.9% of these students are White, 41.8% of these students are Hispanic, and the remaining 10.3% are of mixed ethnicities. All these demographic factors correlate to attendance and student achievement, but economic hardship seems to have the direct impact.

Hamlin CISD currently has 62 total employees. Out of those employees 32 are certified teachers.

### Demographics Strengths

HCISD has a graduation rate of 98%.

HCISD has a low drop out rate of 0%. The district's target is to maintain the zero dropout rate.

The HCISD Administration works hard to encourage student attendance. All students with perfect attendance each 6-weeks are invited to a rewards party hosted by the campus principal.

HCISD pays for each student to take the ACT/SAT one time during their Junior or Senior year. HCISD's goal is for HCISD student's taking the ACT/SAT exams to score at or above the TEA established criteria and to increase the number of students taking the exams.

All HCISD students receive free breakfast and free lunch each day.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1 (Prioritized):** Students are performing below HCISD expectations in subject areas. HCISD's target is that 90% of the students meet the minimum standard as measured by STAAR or equivalent. **Root Cause:** Challenges faced by our economically disadvantaged students make it difficult for them to make school a top priority.

**Problem Statement 2:** Special population students analyzed are scoring lower than expectations as measure by STAAR. **Root Cause:** Students are receiving minimal amounts of targeted instruction.

# Priority Problem Statements

**Problem Statement 1:** Students are performing below HCISD expectations in subject areas. HCISD's target is that 90% of the students meet the minimum standard as measured by STAAR or equivalent.

**Root Cause 1:** Challenges faced by our economically disadvantaged students make it difficult for them to make school a top priority.

**Problem Statement 1 Areas:** Demographics - Student Learning - District Processes & Programs - Perceptions

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Federal Report Card Data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR EL Progress Measure data
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Student failure and/or retention rates
- Local benchmark or common assessments data
- Texas approved Prekindergarten and Kindergarten assessment data

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data

- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- STEM/STEAM data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

#### **Student Data: Behavior and Other Indicators**

- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data

#### **Employee Data**

- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-PESS data



# Goals


Revised/Approved: October 27, 2020

**Goal 1:** Hamlin Collegiate ISD students will exhibit exemplary academic performance and increase it's overall score from 85% to 90% by June 2023.

**Performance Objective 1:** Hamlin Collegiate ISD students will exhibit exemplary academic performance and increase it's overall score to 90% by June 2025.

**Evaluation Data Sources:** General Operations Budget  
 Federal Budget/Title I  
 ESL Funds  
 SCE Plan  
 GT Resources  
 Carl Perkins  
 Staff Time

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Walk Through's 2 times/week for all teachers, students data conferences will be held a minimum of 8 times/year with at least 2 of the conferences including parents, and student centered learning will increase to 90% by May of 2021.</p> <p><b>Strategy's Expected Result/Impact:</b> Hamlin Collegiate ISD will increase 3rd grade "Met Standard" ELAR scores from the current rate of 45% to 60% by 2023.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Principal Administration</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
				

**Strategy 2: Reading:**

60% of students in grade 3 earn an RIT score at or above growth in reading by May 2021.

(In conjunction with and/or in addition to Texas Objectives of Public Education. (TEC, Sec. 4.001 (b)

-Reading/Writing: Continue utilizing the TEKS Resource System curriculum with adherence to the YAG and yearly planning calendar. Students will make a year's reading growth yearly. Students will be assessed with the STAAR test, use of Lexile Scores on DMAC, and Aims Web administered 3 times yearly. Vocabulary instruction emphasized in reading and all core subjects. Students will achieve exemplary academic performance through before, during or after-school remediation. At least 90% of students taking the STAAR EOC Test will meet minimum TEA passing standards. The English department will hold tutorials to teach specific reading skills to those below grade level, teachers across the curriculum will encourage students to read during extra time. Students will submit written responses on their assignments in all core subjects. Grammar and punctuation will be graded on these assignments. More emphasis will be placed on short answer, open ended answers for student response. Use of consistent language, answering in complete sentences. The Students will achieve exemplary academic performance through the adopted reading curriculum. Students will achieve exemplary academic performance through before, during, or after-school for remediation. At least 90% of students taking the STAAR EOC Test will meet minimum TEA passing standards. The English Department will: Hold writing tutorials to improve problem areas. Teachers across the curriculum will encourage the use of correct grammar and punctuation on all class work and will also create real life writing assignments.)

**Strategy's Expected Result/Impact:** -Hamlin Collegiate ISD students will exhibit exemplary academic performance and increase it's overall score from 30% to 60% by May 2025.

-Teachers report to Principal on implementation and progress.

-Principal reports to Supt. on progress towards goal by grade level, each grading period.

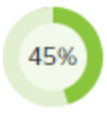
-Progress report each semester with areas of weaknesses and improvement.

-Reports to Supt. and Board.

-Review Campus/Teacher findings & Dept Hd. Alignment activities to focus on Scope and Sequence.

**Staff Responsible for Monitoring:** Prin., Staff

**Title I Schoolwide Elements:** 2.5

Reviews			
Formative			Summative
Nov	Jan	Mar	June
			

**Strategy 3: Mathematics:**

70% of students in grade 3 earn an RIT score at or above growth in math by May 2021.

(Continue utilizing the TEKS Resources System curriculum with adherence to the TRS yearly planning calendar and YAG. Spiral instruction, repeated prior instruction and new instruction will be emphasized on instruction methods. Place more emphasis on: Units of Measurement, Place Value, Place Value Charts, Multiplication Facts, Concrete Models for Area and Perimeter, Patterns, Variables, Problem-Solving skills, and addition and subtraction facts. Math Vocabulary aligned both horizontally and vertically.

Students will be taught how to transfer and apply previous learning to new concepts. The Students will achieve exemplary academic performance through various programs.

Students will achieve exemplary academic performance through before, during or after-school remediation.

At least 90% of students taking the STAAR EOC Test will meet minimum TEA passing standards. The Math Department will:

Ensure that students are familiar with the objectives and format of the test,

Will provide students with skills and strategies to excel, Hold tutorials for students, Teach students to use discovery to recognize patterns and use these patterns to make conjectures to solve problems.)

**Strategy's Expected Result/Impact:** -Hamlin Collegiate ISD students will exhibit exemplary academic performance in mathematics and increase it's overall score from 21% to 80% by May 2025.

-Teachers report to Principal on implementation and progress.

-Principal reports to Supt. on progress towards goal by grade level, each grading period.

-Progress report each semester with areas of weaknesses and improvement.


-Reports to Supt. and Board.

-Review Campus/Teacher findings & Dept Hd. Alignment activities to focus on Scope and Sequence.

**Staff Responsible for Monitoring:** Principal

Staff

**Title I Schoolwide Elements:** 2.5

Reviews			
Formative			Summative
Nov	Jan	Mar	June
			

**Strategy 4: Science and Social Studies:**


Continue utilizing the TEKS Resource System curriculum with adherence to the TRS yearly planning calendar.  
At least 90% of students taking the STAAR EOC Test will meet minimum TEA passing standards. The Science Department will  
Ensure that students are familiar with the objectives and format of the test,  
Provide students with skills and strategies to excel,  
Hold tutorials for students.

**Strategy's Expected Result/Impact:** -Hamlin Collegiate ISD students will exhibit exemplary academic performance and increase it's overall score from 85% to 90% by June 2020.

- Teachers report to Principal on implementation and progress.
- Principal reports to Supt. on progress towards goal by grade level, each grading period.
- Progress report each semester with areas of weaknesses and improvement.
- Reports to Supt. and Board.
- Review Campus/Teacher findings & Dept Hd. Alignment activities to focus on Scope and Sequence.

**Staff Responsible for Monitoring:** Principal  
Staff

**Title I Schoolwide Elements:** 2.5

Reviews			
Formative			Summative
Nov	Jan	Mar	June
			

**Strategy 5: Special Education:**  
 The district will appropriately provide special education and related services, including early intervention services and training necessary to support these programs, to students who are eligible for those services. The campus will work with district personnel and programs through the Tri-County SSA to accomplish this task.


ESL: Provide ESL service to LEP students.  
 Dyslexia: Provide Dyslexia Services  
 GT: Maintain GT Coop  
 Update GT Plan and have teachers qualified and differentiating instruction  
 MIGRANT:  
 Provide Migrant Services according to district MEP plan through ESC 14.  
 CTE:  
 Provide Career/Technology Programs.

**Strategy's Expected Result/Impact:** -Hamlin Collegiate ISD students will exhibit exemplary academic performance and increase it's overall score from 85% to 90% by June 2020.

- Teachers report to Principal on implementation and progress.
- Principal reports to Supt. on progress towards goal by grade level, each grading period.
- Progress report each semester with areas of weaknesses and improvement.
- Reports to Supt. and Board.
- Review Campus/Teacher findings & Dept Hd. Alignment activities to focus on Scope and Sequence.

**Staff Responsible for Monitoring:** Principal  
 Staff

**Title I Schoolwide Elements:** 2.5

Reviews			
Formative			Summative
Nov	Jan	Mar	June
 90%			


**Strategy 6: -Curriculum Alignment**  
 -HQ Staff: Provide HQ staff development and Insure HQ staff is employed.  
 -Employee HQ substitutes  
 -Supplies: Purchase Supplies as necessary  
 -MAINTAIN ESC COOP  
 Contract Services w ESC 14.  
 -PROGRAM COORDINATION:  
 Ensure and evaluate program coordination throughout all aspects of the District including State and Federal Funding regulations.

**Strategy's Expected Result/Impact:** -Hamlin Collegiate ISD students will exhibit exemplary academic performance and increase it's overall score from 85% to 90% by June 2020.

- Teachers report to Principal on implementation and progress.
- Principal reports to Supt. on progress towards goal by grade level, each grading period.
- Progress report each semester with areas of weaknesses and improvement.
- Reports to Supt. and Board.
- Review Campus/Teacher findings & Dept Hd. Alignment activities to focus on Scope and Sequence.

**Staff Responsible for Monitoring:** Superintendent  
 Principal  
 Staff

**Title I Schoolwide Elements:** 2.4, 2.5

Reviews			
Formative			Summative
Nov	Jan	Mar	June
 95%			

**Strategy 7:** In conjunction with and/or in addition to Texas Objectives of Public Education. (TEC, Sec. 4.001 (b))

- Increase technology for instructional and student use throughout the district.
- Through staff development and ESC 14 personnel, the faculty will receive technology training as needed. Staff will use technology in instruction and administrative programs.
- Students will receive formal technology training in the computer lab.
- Technology will be used at HCISD, as detailed in the TEKS, to improve the quality of instruction in the educational process.
- Students will master the appropriate level Technology App TEKS.
- Teachers will complete the STAR Chart or equivalent yearly, and will attain mastery of the required Tech Applications.
- Maintain a District Technology Plan approved by TEA including CIPA compliance.
- Continue to seek latest technology to aid in instruction and upkeep of LAN.
- All persons accessing district technology will have a signed AUP on file and abide by the rules specified in policy, student handbooks and the code of conduct.

**Strategy's Expected Result/Impact:** Hamlin CISD students and staff will increase their knowledge and use of technology.

**Staff Responsible for Monitoring:** Technology Coordinator  
BOE, Administrators  
Prin., ESC Staff, Technology Coordinator


Administrators; Tech Teachers  
HS Prin., Staff, Technology Coordinator

Technology Teachers, Principals, Tech Staff  
Tech Staff, Principals,  
All Teachers

Technology Coordinator  
Tech Committee

Tech Coordinator, Principals, Administration, Staff  
Tech Coordinator, Principals, Administration, Staff

**Title I Schoolwide Elements:** 2.4, 2.5

Reviews			
Formative			Summative
Nov	Jan	Mar	June
 90%			



No Progress



Accomplished



Continue/Modify



Discontinue







**Goal 2:** Hamlin Collegiate ISD will increase its overall CCMR score from 73% to 100% by 2025.

**Performance Objective 1:** Implement Montessori for PK/Head Start through grade 6 students by August 2021.

Using the CEN model, 90% of Hamlin Collegiate High School students will be enrolled in dual credit classes by 2025.

**Evaluation Data Sources:** Curriculum & Classroom Materials  
 PD  
 Funding  
 Funding for Tuition & Books  
 Technology  
 Student Schedules  
 Curriculum & Materials  
 Team Leaders

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Implement Montessori for PK/Head Start through grade 6 students by August 2021.</p> <p><b>Strategy's Expected Result/Impact:</b> Hamlin Collegiate ISD will increase its overall CCMR score from 81% to 100% by 2023</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselor, and Special Populations Director</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Using the CEN model, 90% of Hamlin Collegiate High School students will be enrolled in dual credit classes by 2025.</p> <p><b>Strategy's Expected Result/Impact:</b> Hamlin Collegiate ISD will increase its overall CCMR score from 81% to 100% by 2023.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselor, and Special Populations Director</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	



**Goal 3:** Hamlin Collegiate ISD will increase facility repair/renovation project completion from the current state of completion to 100% of recommended repairs/renovations by 2023.

**Performance Objective 1:** Complete the initial board approved priority list by 2020. (Safety & ADA)

Complete critical project list including sidewalks, carpet, ADA, safety, drainage issues, etc. by 2020.

Complete the remainder of the board approved renovation/repair project list by 2023.

**Evaluation Data Sources:** Checklist of board determined priority items.

\*List based on board's 2018 needs assessment.






Checklist of board determined critical projects.

\*List based on board's 2018 needs assessment.

Checklist of board determined renovation/repair projects.

\*List based on board's 2018 needs assessment.

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Complete the initial board approved priority list by 2020. (Safety &amp; ADA)</p> <p>Complete critical project list including sidewalks, carpet, ADA, safety, drainage issues, etc. by 2020.</p> <p>Complete the remainder of the board approved renovation/repair project list by 2023.</p> <p><b>Strategy's Expected Result/Impact:</b> Hamlin Collegiate ISD will increase facility repair/renovation project completion from the current state of completion to 100% of recommended repairs/renovations by 2023.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4:** Hamlin Collegiate ISD will attain an overall drop out rate of zero and increase our ADA from 98% to 99% by June 2021.

**Performance Objective 1:** Hamlin Collegiate ISD will attain an overall drop out rate of zero and increase our ADA from 98% to 99% by June 2021.


**Evaluation Data Sources:** General Operations Budget

PTO

See SCE Plan

Federal Budget; Title I

**Summative Evaluation:** None

<p><b>Strategy 1:</b> In conjunction with and/or in addition to Texas Objectives of Public Education. (TEC, Sec. 4.001 (b))</p> <ul style="list-style-type: none"> <li>-Student Attendance will be monitored by the Principal.</li> <li>Parents will be contacted daily regarding absences.</li> <li>-Students will be recognized through attendance incentives on Perfect Attendance by grading period, each semester, and annually.</li> <li>-Attendance will be improved through the use of incentives each grading period and drawings for other prizes each semester. Results will be publicized.</li> <li>-Before/After School OEY programs for student remediation and learning assistance such as tutorials, enrichment, and mentoring.</li> <li>-Counselor will advise individually 8th grade and other HS students concerning their 4 year plans.</li> <li>-At-Risk students will have a Personal Growth Plan and School Success Initiative Plan as appropriate by the counselor.</li> <li>-Through the use of RTI (Response to Intervention) student success will be monitored.</li> <li>-Counselors employed. Keeping accurate records and direct contact with students who are in danger of dropping out.</li> <li>-Credit Recovery will be provided through the use of Odyssey Ware.</li> <li>-Summer Programs</li> <li>-Provide pregnancy related services, parenting services through PEP</li> <li>-Provide homebound services.</li> </ul> <p><b>Strategy's Expected Result/Impact:</b></p> <ul style="list-style-type: none"> <li>-Copies of Contact Log and results to Prin. each six weeks.</li> <li>-Progress on campus attendance and student numbers on attendance incentives.</li> <li>-Completed 4 year plan report in DMAC and to Administration</li> <li>-At-Risk List to Principals and Principals report to Supt. on completion.</li> <li>-Progress report to Supt. every 6 weeks</li> <li>-Reviewing At-Risk list and maintaining staff support and encouragement. Report every semester to Supt. on dropout prevention.</li> <li>-Campus Report on Progress without student names.</li> <li>-Campus Report on Progress without student names.</li> <li>Records of students served and services Provided.</li> <li>-Records of services.</li> </ul> <p><b>Staff Responsible for Monitoring:</b> Principals Office Personnel Staff CIC Administration Counselor Secretaries Credit Recovery -Coordinator Supt.; PEP -Sweetwater</p> <p><b>Title I Schoolwide Elements:</b> 2.4</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				



No Progress



Accomplished



Continue/Modify




Discontinue

**Goal 5:** Hamlin Collegiate ISD will develop a culture, climate, and environment that values collaboration by June 2021.

**Performance Objective 1:** Hamlin students will: A. Manifest respect for others,  
B. Attend school in a safe, disciplined, and drug free environment that is conducive to learning,  
C. Be provided an educational setting which meets their social and emotional needs.

**Evaluation Data Sources:** SCE Plan  
Staff  
General Operations Budget

**Summative Evaluation:** None

<p><b>Strategy 1:</b> In conjunction with and/or in addition to Texas Objectives of Public Education. (TEC, Sec. 4.001 (b))</p> <ul style="list-style-type: none"> <li>-Maintain membership in ESC SDFS. Students will participate in Drug-Free activities. Students are drug tested according to district guidelines in grades 7-12 who participate in any UIL or Extra-curricular event. Contract Drug Dog Services</li> <li>-The counselor will provide individual and small group counseling for conflict management, suicide prevention and crisis intervention. Additional emotional and psychological support will be provided on a needs basis.</li> <li>-Using the guidelines of a locally developed character building program, students will learn about being respectful of others, and being drug free. Students and adults will demonstrate a progression towards mutual respect and caring through positive interactions and attitudes. Students will demonstrate a yearly decline in the frequency of misbehavior and violence and faculty will contribute to maintaining a positive and safe environment.</li> <li>-Hamlin CISD will provide students with skills and knowledge for success beyond high school and progress toward excellence for students in special programs.</li> <li>-The Emergency Operations Plan will be reviewed and drills held to maintain proficiency for student safety. Ex: Shelter in Place.</li> <li>-Provide as needed a DAEP for students who might otherwise be at risk due to disciplinary reasons.</li> <li>-Provide information on college programs and financial aid in order to encourage students toward high academic performance.</li> <li>-Provide extracurricular activities including UIL athletics and academics and other clubs and events.</li> <li>-Maintain a physical environment that is safe and conducive to education.</li> <li>-Maintain and enforce policies for the Welfare of all students, including HCISD's Bullying Prevention Policy. Board Policy made available online. Required information and procedures are posted on the district website.</li> </ul> <p><b>Strategy's Expected Result/Impact:</b> -Report to Supt. from Principals / Counselors on Drug Free activities, participation and comment on how successful the activity was.</p> <ul style="list-style-type: none"> <li>-Report to Supt on Testing results in %'s and anonymously June '19 by Campus Prin.</li> <li>-Counselor report to Prin. on dates of groups sessions, # of individual session held (anonymous).</li> <li>-Evaluation report from counselor to Prin. on program results/success.</li> <li>-Annual discipline reports on PEIMS.</li> <li>-Report on graduates post grad. plans, track graduates and survey. Sp. Ed. Report on student progress toward excellence through PBMAS.</li> <li>-Monthly drills to cover a spectrum of emergency plans with results reported to Supt., School Board.</li> <li>-DAEP records</li> <li>-Records of sessions, career day attendance, applications.</li> <li>-Financial Records/ extracurricular participation records.</li> <li>-Board Policy/ Handbooks / Website</li> </ul> <p><b>Staff Responsible for Monitoring:</b> Prin., Staff, Counselor ,Program Sponsors</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p>	Reviews			
	Formative			Summative
	Nov 	Jan	Mar	June



No Progress



Accomplished



Continue/Modify








Discontinue

**Goal 6:** Hamlin Collegiate ISD will build partnerships with parents, local business's and organizations.

**Performance Objective 1:** Parents of Hamlin ISD students will be partners with the district in the education of their children.

**Evaluation Data Sources:** General Operations Budget, PTO Funds, Title 1 Funds, staff time.

**Summative Evaluation:** None

<p><b>Strategy 1:</b> In conjunction with and/or in addition to Texas Objectives of Public Education. (TEC, Sec. 4.001 (b))</p> <ul style="list-style-type: none"> <li>-Continue to utilize PTO to enhance the educational environment of the students through programs and fundraising.</li> <li>- HS CTE classes mentor ES Students.</li> <li>-Title I Parent Compact annually reviewed and adopted.</li> <li>-Parents will be partners with Hamlin Elementary in their children's education through PTO programs, better communication, and the mentor program.</li> <li>-Hamlin ISD will involve parents in the process of educating their children and in school related activities by maintaining parental contact and having current phone numbers, addresses and email addresses on file.</li> <li>-Increase Parental involvement at all levels of the district. Maintain parental involvement policies and all Title requirements including coordination with other federal and state funds.</li> <li>- Maintain communication with parents through the use of notes and letters, email, phone calls, meetings, HISD School Way App, Remind 101, social Media, the school website and others.</li> </ul> <p><b>Strategy's Expected Result/Impact:</b> Report to Supt. from Principal on PTO Programs, Meetings, fundraising results, program implementation, improved communication, teacher/parent contact results, Parental Involvement Records, Policies, Procedures, and mentor list. Copies of communications, records of contacts, and sign in sheets will be kept at the campus level.</p> <p><b>Staff Responsible for Monitoring:</b> Prin., Staff, Parents, Volunteers, Community, Board, DIT, Administration, Tech Coordinator</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 80%				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

# State Compensatory

## Budget for District Improvement Plan

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199116119010203000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$159,343.00
199116129010203000	6129 Salaries or Wages for Support Personnel	\$73,197.00
199116141010203000	6141 Social Security/Medicare	\$2,729.00
199116142010203000	6142 Group Health and Life Insurance	\$18,757.00
1991161429910203000	6142 Group Health and Life Insurance	\$4,514.00
199116143010203000	6143 Workers' Compensation	\$750.00
199116145010203000	6145 Unemployment Compensation	\$224.00
199116146010203000	6146 Teacher Retirement/TRS Care	\$6,127.00
<b>6100 Subtotal:</b>		<b>\$265,641.00</b>
6200 Professional and Contracted Services		
199216239099903000	6239 ESC Services	\$500.00
<b>6200 Subtotal:</b>		<b>\$500.00</b>
6300 Supplies and Services		
1991163990103000	6399 General Supplies	\$1,100.00
1991163991110203000	6399 General Supplies	\$1,000.00
<b>6300 Subtotal:</b>		<b>\$2,100.00</b>
6400 Other Operating Costs		
19993649200001130000	6492 Payments to Fiscal Agents of Shared Services Arrangements	\$5,500.00
<b>6400 Subtotal:</b>		<b>\$5,500.00</b>

## Personnel for District Improvement Plan

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Adrian Santana	Teacher	HAMLIN COLLEGIATE JR/SR HIGH	.28
Barbara Brown	Aide	HAMLIN COLLEGIATE Elementary	.60
Dedra Davis	Teacher	HAMLIN COLLEGIATE Elementary	.40
Erma Mayes	Aide	HAMLIN COLLEGIATE Elementary	1
Jamie Woods	Teacher	HAMLIN COLLEGIATE JR/SR HIGH	.22
Jason Botos	Teacher	HAMLIN COLLEGIATE JR/SR HIGH	.22
Joe Thomasson	Teacher	HAMLIN COLLEGIATE JR/SR HIGH	.33
Judd Cathey	Teacher	HAMLIN COLLEGIATE JR/SR HIGH	.11
Kayla Johnson	Teacher	HAMLIN COLLEGIATE Elementary	.50
Kristi Byerly	Teacher	HAMLIN COLLEGIATE Elementary	.35
Laci Martin	Aide	HAMLIN COLLEGIATE Elementary	.19
Linda Diane Edwards	Teacher	HAMLIN COLLEGIATE Elementary	.11
Macy Dancer	Aide	HAMLIN COLLEGIATE Elementary	.69
Tamara Littlefield	Aide	HAMLIN COLLEGIATE JR/SR HIGH	.86
Tiphonie Pruitt	Aide	HAMLIN COLLEGIATE Elementary	.86
Valeria Gandara	Teacher	HAMLIN COLLEGIATE Elementary	.22



# Title I Schoolwide Elements

## ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

### 1.1: Comprehensive Needs Assessment

Hamlin Collegiate Independent School District conducted a comprehensive needs assessment. Stakeholders involved in the CNA process were comprised of district administration and campus administration. In a systematic effort to acquire an accurate and thorough picture of the district the DIT utilized a variety of internal and external data. The CNA identified the educational strengths and areas in need of improvement by examining the following components:

Student Achievement

School Culture and Climate

Family and Community Involvement

Demographics

Staff Quality, Recruitment and Retention

Curriculum, Instruction and Assessment

Technology

School Context Organization

## ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

### 2.1: Campus Improvement Plan developed with appropriate stakeholders

The District Improvement Plan (DIP) is developed with the involvement of parents and other members of the community to be served, and individuals who will carry out such plans, including school personnel. Stakeholders are invited to DIP meetings to provide input into planning. The DIP will be developed in coordination and integration with other Federal, State, and local services, resources, and programs.

### 2.2: Regular monitoring and revision

DIP meetings will be held at least three times per year at the beginning, middle and end of the year to monitor and revise the plan if needed. Additional meetings may be called.

### 2.3: Available to parents and community in an understandable format and language

The DIP will be posted at [www.hamlin.esc14.net](http://www.hamlin.esc14.net) and will be available to all parents and community members. Each campus will provide a Spanish interpreter to assist stakeholder in understanding the plan.

## **2.4: Opportunities for all children to meet State standards**

The DIP include a description of strategies that the district will be implementing to address school needs, including a description of how such strategies will be used to provide opportunities for all children, including each of the subgroups of students to meet the challenging State academic standards.

## **2.5: Increased learning time and well-rounded education**

The DIP will use methods and instructional strategies that strengthen the academic program in the school, increase the amount of quality learning time, and help provide an enriched and accelerated curriculum, which may include programs, activities, and courses necessary to provide a well-rounded education.

## **2.6: Address needs of all students, particularly at-risk**

Innovative curriculum programs and tracking systems will be used for assessment and benchmark scores. Those scores will then be used in an RTI process. A balanced Literacy and Math framework is being implemented throughout the district to provide accelerated instruction. Student Support Teams will monitor student referrals on each campus paying attention to At-Risk, Special Education, 504, PRS, CTE and other individual accommodations as necessary. Continued staff development will be used to meet federal and state guidelines in the district.

# **ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)**

## **3.1: Develop and distribute Parent and Family Engagement Policy**

The Parent and Family Engagement Policy will be posted at [www.hamlin.esc14.net](http://www.hamlin.esc14.net). Campus Student/Parent/Teacher compacts will be posted in each classroom as well as sent home to parents.

## **3.2: Offer flexible number of parent involvement meetings**

Each campus in the district will organize a PTO and have flexible meetings. District wide meetings will be provided on each elementary campus in the fall and spring to promote Parent/Teacher communication. Parents are encouraged to participate in all special population committee meetings as well as higher education meetings provided by the secondary campuses. ESL classes will be provided to parents throughout the school year.

# Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Amy Calhoun	Teacher		55.17%
Katy Sepeda	Teacher		100%
Laci Martin	Aide		67.20%
LaTrisha Payne	Teacher		55.17%
Tammy Clawson	Teacher		65.52%

# Addendums