

Howe Independent School District

District Improvement Plan

2025-2026

Accountability Rating: B



HOWE ISD

"Educating the Hope of Tomorrow"

Board Approval Date: October 20, 2025

Mission Statement

To provide each student with the opportunity to obtain a successful and challenging learning experience in a way that:

- Encourages a desire for life-long learning
- Prepares students for opportunities for continuing education
- Promotes problem-solving and decision making
- Builds a good self-image
- Develops behavior patterns which lead toward responsible citizenship
- Supports relationships between home, school and the community

So that all students have the opportunity to reach their maximum potential in order to prepare them to be successful, contributing members of society.

Vision

HISD will develop positive, productive, independent citizens to become life-long learners.

Howe ISD Board Goals: 2020-2025

Goal 1A/B: Increase the percent of 3rd grade students that score Meets Grade Level or above on STAAR Reading from 58% to 63% and STAAR Math from 57% to 62% by August 2025.

Goal 2: Increase the percent of All Students that score Meets Grade Level or above on All Subjects on STAAR from 52% to 57% by August 2025.

Goal 3: Increase the percent of All Students that achieve Academic Growth on STAAR Reading and Math from 65% to 71% by August 2025.

Goal 4: Increase the number of graduates that are College, Career or Military Ready (CCMR) from 72.5% to 77.5% by August 2025.

Goal 5: Increase the 4-year Graduation Rate from 95.9% to 98% by August 2025.

Goal 6: Howe ISD will attract, retain and develop exemplary employees for all jobs in the district.

Value Statement

HISD Values:

Academic Growth by All Students

- Encouragement of Life-Long learning for all Students
- Retention of Highly Qualified Staff
- Student and Staff Safety
- Parent and Community Involvement

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Comprehensive Needs Assessment

Demographics

Demographics Summary

HISD Demographics:

Enrollment: 1248

29% Hispanic, 2.7% African American, 61.5% White, .5% American Indian, .4% Asian, 5.8% Two or more races

53.1% Economically Disadvantaged, 11.9% EB/EL, 3.9% GT, 17% SPED, 11.3% Section 504, 40.1%At-Risk

Attendance Rate is 94.4% and mobility rate is 15.7%

The Emergent Bilingual student population is growing.

Demographics Strengths

Attendance Rate is 94.4%.

Problem Statements Identifying Demographics Needs

Problem Statement 1: EB students face challenges in accessing & engaging with academic content. Our school works to provide equitable learning opportunities that assist linguistic and cultural needs of these students. Current instructional strategies may not fully support language development alongside academic achievement, leading to achievement gaps.

Root Cause: The lack of targeted support strategies and resources for emergent bilingual students can result in lower academic achievement, increased dropout rates, and a widening achievement gap. There is a need to develop comprehensive instructional frameworks that not enhance language acquisition but also promote practices that recognize and celebrate the diverse backgrounds of these students.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate 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
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- SAT and/or ACT assessment data
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2
- Other PreK - 2nd grade 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
- Special education/non-special education population including discipline, progress and participation data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.

- Section 504 data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Attendance data
- Discipline records
- School safety data

Employee Data

- Teacher/Student Ratio
- State certified and high quality staff data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-TESS data

Goals

Revised/Approved: October 20, 2025

Goal 1: Howe ISD will increase the percent of 3rd grade students that score MEETS Grade Level or above on STAAR Reading from 58% to 63% by August 2025 and STAAR Math from 57% to 62% by August 2025.

Performance Objective 1: Howe ISD will provide meaningful instruction and program supports for teachers and students.

HB3 Goal

Evaluation Data Sources: Master Schedules
Professional Development

Strategy 1 Details	Reviews			
Strategy 1: Howe ISD will provide instructional support to teachers based on data for Tier 1, Tier 2 and Tier 3. Strategy's Expected Result/Impact: Improve student performance Staff Responsible for Monitoring: Superintendent, Director of Curriculum & Programs, Principals, Assistant Principals, Teachers, Paraprofessionals, Technology Dept.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Howe ISD will provide AWARE and MAP training and expectations for instructional staff and administrators to disaggregate data and personalize instruction. Strategy's Expected Result/Impact: Improve student performance, increase program usage, user knowledge Staff Responsible for Monitoring: Director of Curriculum & Programs, Principals, Assistant Principals, Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: The early intervention team will collaborate in efforts to diagnose and prescribe a plan to aid students struggling in the classroom, and determine best strategies to implement prior to a special education referral. Strategy's Expected Result/Impact: Improve Student Performance and reduce number of special education referrals. Staff Responsible for Monitoring: Principals, Assistant Principals, Teachers	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Howe ISD will implement with fidelity accommodations for students who have been identified and eligible to receive 504, Special Education and Emergent Bilingual supports. Strategy's Expected Result/Impact: Improve student performance and maintain compliance. Staff Responsible for Monitoring: Principals, Assistant Principals, Teachers, Paraprofessionals	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Howe ISD will provide targeted digital learning for all students; including but not limited to, IXL and MAP. Strategy's Expected Result/Impact: Improve Student Performance Staff Responsible for Monitoring: Principals, Assistant Principals, Teachers, Paraprofessionals, and Tech Dept. Funding Sources: - 199 General Fund	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: All teachers are expected to plan and deliver instruction and activities that demonstrate differentiated curriculum to address various instructional strategies and cooperative learning to ease the learning proces for students. Strategy's Expected Result/Impact: Vertically aligned resources, manipulatives, and supports in order to increase student performance Staff Responsible for Monitoring: Teachers, Curriculum Director, Principals, Asst. Principals	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Howe ISD will increase the percent of All Students that score MEETS Grade Level or above on All Subjects on STAAR from 52% to 57% by August 2025.

Performance Objective 1: Howe ISD core teachers will implement with fidelity systems and programs available to maximize learning for all students.

Strategy 1 Details	Reviews			
Strategy 1: Howe ISD Core teachers will use the TEKS Resource System and its components for planning instruction and student assessments relating to STAAR testing: scope & sequence, instructional focus document for planning instruction; unit assessments Strategy's Expected Result/Impact: Improve student performance and strengthen vertical alignment. Staff Responsible for Monitoring: Superintendent, Assistant Superintendent, Principals, Assistant Principals, Teachers, Technology Dept.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Howe ISD will ensure that targeted staff development opportunities will be provided on instructional strategies and teaching practices that enhance the success of all students; including at-risk students and special populations Strategy's Expected Result/Impact: Teachers gain familiarity with a variety of practices allowing for differentiating among students and increased student performance. Staff Responsible for Monitoring: Assistant Superintendent, Principals, Assistant Principals, Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Howe ISD teachers will collaborate vertically within the district in regards to the state standards and assessments. Strategy's Expected Result/Impact: Improved Student Performance Staff Responsible for Monitoring: Assistant Superintendent, Principals, Assistant Principals, Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: All Howe ISD campuses will use targeted programs including but not limited to, IXL, MAP and Edugenuity to support a 3-tier program, diagnosing reading and math difficulties and provide early intervention to at-risk students. Strategy's Expected Result/Impact: Improve Student Performance Staff Responsible for Monitoring: Principals, Assistant Principals, Teachers, paraprofessionals, and tech dept.	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Emphasize instructional programs and extended instructional time, including summer school, to close the gap for students working below grade level. Strategy's Expected Result/Impact: Increase Student Performance Staff Responsible for Monitoring: Principals, Assistant Principals, Teachers, Paraprofessionals and tech dept.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: The IT department will provide support to teachers during PLC's with technology applications that assist in targeting learning objectives. Strategy's Expected Result/Impact: Growth shown in campus data and student performance on STAAR tests Staff Responsible for Monitoring: IT Department, Principals, Teachers, Assistant Prinipals Funding Sources: - 199 General Fund, - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Implement PLC's to support campus staff in analyzing assessments and benchmarks to drive targeted instruction. Strategy's Expected Result/Impact: Increase student performance on STAAR and other district measures. Staff Responsible for Monitoring: IT department, Principals, Asst. Principals, Region 10, teachers	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Howe ISD will increase the percent of All Students that achieve Academic Growth on STAAR Reading and Math from 71% by August 2026.

Performance Objective 1: Howe ISD will provide meaningful instructional programs that foster academic growth.

HB3 Goal

Evaluation Data Sources: Intervention Program reports
Student Assessments

Strategy 1 Details	Reviews			
Strategy 1: Each campus will engage in a review of subpopulations to determine needs for intervention in relation to STAAR. Strategy's Expected Result/Impact: Increase Student Performance Staff Responsible for Monitoring: Principals, Assistant Principals, Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Maintain high expectations for student achievement in comparison of other districts in Region 10 and State. Strategy's Expected Result/Impact: Improve STAAR Performance Staff Responsible for Monitoring: Superintendent, Assistant Superintendent, Principals, Assistant Principals, Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Howe ISD will provide targeted individualized instruction at all campuses to increase student achievement. Strategy's Expected Result/Impact: Improve Student Performance Staff Responsible for Monitoring: Superintendent, Assistant Superintendent, Principals, Assistant Principals, Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: A school wide Title 1 program based on campus needs and Federal guidelines will continue to serve all students at Summit Hill Elementary, Howe Intermediate and Howe Middle Schools Strategy's Expected Result/Impact: Improved Student Performance Staff Responsible for Monitoring: Assistant Superintendent, Principals, Assistant Principals, Teachers	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Evaluate, purchase and implement instructional resources such as Summit K-12 English Language Development, Lil' Sponges and Rosetta Stone for Emergent Bilingual Students. Strategy's Expected Result/Impact: Increase student performance Staff Responsible for Monitoring: Assistant Superintendent, Principals, Assistant Principals, Counselors, Technology Dept., Teachers Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Emergent Bilingual students will be provided with targeted opportunities to develop their listening, speaking, reading, and writing skills to enhance language proficiency. These opportunities may include instruction in a bilingual classroom at a designated campus, offering a supportive environment tailored to their linguistic and academic needs. Strategy's Expected Result/Impact: Improved student performance Staff Responsible for Monitoring: Assistant Superintendent, Principals, Assistant Principals, Counselors, Technology Dept., Teachers, Bilingual Teacher	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Implement campus discipline supports to minimize student's loss of instructional time from the classroom. Strategy's Expected Result/Impact: Improved student performance Staff Responsible for Monitoring: Superintendent, Assistant Superintendent, Principals, Assistant Principals, Teachers Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
Strategy 8: Each campus will provide additional support to students through small group accelerated instruction per HB 1416, that will occur before school, during school, after school or during the summer to address learning loss in response to COVID-19. Strategy's Expected Result/Impact: Improve student performance Staff Responsible for Monitoring: Superintendent, Assistant Superintendent, Principal, Assistant Principal, Teachers, Paraprofessionals	Formative			Summative
	Nov	Jan	Mar	June

Strategy 9 Details	Reviews			
Strategy 9: Continue using Frontline to track special populations: SPED, 504, RTi, and LPAC. Documents will be uploaded in AWARE . Strategy's Expected Result/Impact: Improve Student Performance Staff Responsible for Monitoring: Assistant Superintendent, Principals, Assistant Principals, Counselors, Technology Dept, Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 10 Details	Reviews			
Strategy 10: The district will increase student engagement by providing support and professional learning on the use of high-yield instructional strategies with Tier 1 instruction to accelerate learning. Strategy's Expected Result/Impact: Growth in student engagement and achievement. Staff Responsible for Monitoring: Region 10, Director of Curriculum, Teachers, Principals, Asst. Principals Funding Sources: - 199 General Fund	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Howe ISD will increase the number of graduates that are College, Career or Military Ready (CCMR) from 72.5% to 77.5% by August 2025.

Performance Objective 1: Howe ISD will provide a meaningful and challenging curriculum and instruction to foster academic growth and produce graduates who are college, career and / or military ready.

HB3 Goal

Evaluation Data Sources: course syllabus, lesson plans, student assessments

Strategy 1 Details	Reviews			
Strategy 1: Howe ISD will continue to partner with Grayson College and provide College Prep English & Math courses. Strategy's Expected Result/Impact: Increased student participation Staff Responsible for Monitoring: HS Principal, HS Assistant Principal, Teachers, Assistant Superintendent, Superintendent Funding Sources: - 199 General Fund - \$6,620,881	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Increase student enrollment in Career and Technology programs and provide regular education reinforcement in the knowledge skills and competencies necessary for a broad range of career opportunities. Strategy's Expected Result/Impact: Increase student participation. Staff Responsible for Monitoring: HS Principal, HS Assistant Principal, HS Counselors, CTE Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Host parent night to provide information on College and Career Planning, FASFA application and SAT/ACT/TSI Testing. Strategy's Expected Result/Impact: Increase communication opportunities Staff Responsible for Monitoring: HS Principal, HS Assistant Principal, HS Counselor	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Provide school day SAT/ACT/TSIA testing for juniors and seniors at Howe High School Strategy's Expected Result/Impact: Increase student participation. Staff Responsible for Monitoring: HS Principal, HS Assistant Principal, HS Counselor	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Utilize Xello for students in grades K-12 to inform students of interests, careers or pathways available. Strategy's Expected Result/Impact: Broaden student awareness in careers. Staff Responsible for Monitoring: Teachers, Counselors, Assistant Principals, Principals.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Provide all students in a CTE course the opportunity to earn at least one industry based certification. Strategy's Expected Result/Impact: Increase number of students with industry base certifications. Staff Responsible for Monitoring: HS Principal, HS Assistant Principal, HS Counselors, CTE Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Continue to provide opportunities and expand offerings for Dual Credit courses at Howe High School. Strategy's Expected Result/Impact: Increase the number of graduating seniors obtaining college credit hours. Staff Responsible for Monitoring: Principals, Assistant Principal, Counselors, Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
Strategy 8: The district will develop and implement a plan that links new pathways, develops local partnerships, and gives students the opportunity to acquire industry based certification. Strategy's Expected Result/Impact: Increasing the number of partnerships will provide multiple opportunities for student to graduate future ready with as many skills-based certificates, licenses and/or certifications as possible Staff Responsible for Monitoring: Principals, Assistant Principal, Counselors, Teachers, Career and Vocational Experts	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Howe ISD will increase the number of graduates that are College, Career or Military Ready (CCMR) from 72.5% to 77.5% by August 2025.

Performance Objective 2: Howe ISD will provide higher education resources to students.

Evaluation Data Sources: Google document for resources.

Strategy 1 Details	Reviews			
Strategy 1: Counselors will make available a Google document for FASFA, Texoma Promise, local, state, national scholarships, Common Applications, Apply Texas, College Board Big Futures, SAT, ACT, and TSI. Strategy's Expected Result/Impact: Easy student/parent access for higher education information. Staff Responsible for Monitoring: Counselors, Technology Dept.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Partner with local colleges and universities to host an evening event to assist parents and students with FASFA. Strategy's Expected Result/Impact: Increase students knowledge and participation. Staff Responsible for Monitoring: Principals, Assistant Principals, Counselors	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 5: Howe ISD will increase the 4-year Graduation Rate from 95.9% to 98% by August 2025.

Performance Objective 1: Howe ISD will increase the graduation rate by providing meaningful instructional programs, fostering academic growth.

HB3 Goal

Evaluation Data Sources: program flyers, master schedules, sign-in sheets

Strategy 1 Details	Reviews			
Strategy 1: Howe ISD will identify students at-risk of dropping out of school and provide programs, including Social & Emotional Learning, that target at-risk students or help to prevent students from becoming at-risk: Take Fight Dyslexia, Suicide Prevention, Bullying, Child Abuse, Sex Trafficking, PALS, abstinence program, HISSD drug testing program, tutorials, credit recovery, volunteers, incentives, recognition, etc. Strategy's Expected Result/Impact: Improve student performance Staff Responsible for Monitoring: HS Principal, HS Assistant Principal, HS Counselor, Teachers, Technology Dept.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Students who have not passed the most recent STAAR test(s) will be provided accelerated instruction under HB 4545 that directly correlates to the content of the State Assessment the student did not meet the standard. Strategy's Expected Result/Impact: Improve student performance with fewer retentions. Staff Responsible for Monitoring: HS Principal, HS Assistant Principal, HS Counselors, Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Identified at-risk students will be required to take math, reading, science, and/or social studies remediation and/or tutorials, as appropriate. Offer accelerated instruction for At-Risk/drop out recover and credit recovery. Strategy's Expected Result/Impact: Improve student performance with fewer retentions. Staff Responsible for Monitoring: Principals, Assistant Principals, Counselors, Teachers Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Provide summer school or tutoring at all campuses for remediation and credit recovery. Strategy's Expected Result/Impact: Improve student performance with fewer retentions. Staff Responsible for Monitoring: HS Principal, HS Assistant Principal, HS Counselors, Teachers	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Reduce/prevent pregnancy related drop-outs by continuing to offer parent education or pregnancy education related services. Strategy's Expected Result/Impact: Fewer dropouts Staff Responsible for Monitoring: HS Principal, HS Assistant Principal, HS Counselor	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Implement a comprehensive school counseling program Strategy's Expected Result/Impact: Improve fewer student performance Staff Responsible for Monitoring: Principals, Assistant Principals, Counselors	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: Howe ISD will attract, retain and develop exemplary employees for all jobs in the district.

Performance Objective 1: Salaries and benefits will be competitive with AAA schools in Grayson County and or UIL District in order to attract and retain qualified staff.

Evaluation Data Sources: Salary & benefits schedule

Strategy 1 Details	Reviews			
Strategy 1: Retention stipend will be awarded to all staff: professional and non professional staff Strategy's Expected Result/Impact: Reduce turnover, improve student performance. Staff Responsible for Monitoring: Superintendent, Business Manager	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Conduct recruitment activities to ensure all positions are filled by state certified personnel. Activities may include: Job fairs, posting vacancies on multiple job sites or with multiple organizations, and maintaining an active web page. Strategy's Expected Result/Impact: Recruit high quality staff to increase student performance Staff Responsible for Monitoring: Superintendent, Assistant Superintendent, Principals, Technology Dept.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: The district will provide a mentoring program for all new teachers to the profession that will be implemented with fidelity by district administration and campus administration. Strategy's Expected Result/Impact: Reduce staff turnover, improve student performance Staff Responsible for Monitoring: Superintendent, Assistant Superintendent, Principals, Assistant Principals, Mentor Teachers	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: Howe ISD will attract, retain and develop exemplary employees for all jobs in the district.

Performance Objective 2: Employee attendance will be maintained at a minimum of 95% because we believe that having our teachers and staff present has a positive impact on learning and operations.

Evaluation Data Sources: Frontline -employee attendance rosters

Strategy 1 Details	Reviews			
Strategy 1: Implement Attendance incentives at each campus and district wide. Strategy's Expected Result/Impact: Reduce staff absences Staff Responsible for Monitoring: Principals, Assistant Principals, Teachers	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 6: Howe ISD will attract, retain and develop exemplary employees for all jobs in the district.

Performance Objective 3: Employees will complete all professional development compliance trainings as required by the state.

Evaluation Data Sources: STRIVE Professional Development Portfolios

Strategy 1 Details	Reviews			
Strategy 1: Employees will complete trainings in: Suicide prevention; strategies for establishing and maintaining positive relationships among students, including conflict resolution; preventing, identifying, responding to, and reporting incidents of bullying; UIL safety Training Program; Increasing Awareness of issues regarding sexual abuse, sex trafficking, and other maltreatment of children; increasing awareness and implementation of trauma-informed care; sexual harassment; Texas educator's code of ethics; and administration of an epinephrine auto-injector. Strategy's Expected Result/Impact: Increase staff awareness Staff Responsible for Monitoring: Superintendent, Assistant Superintendent, Principals, Assistant Principals	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 6: Howe ISD will attract, retain and develop exemplary employees for all jobs in the district.

Performance Objective 4: Increase teacher pedagogy through professional learning including areas of need as noted through teacher/staff surveys, principal feedback, and put in to play prior trainings such as strategies from reading academy.

Evaluation Data Sources: Understanding and increased ability to meet the needs of students in the classroom environment.

Goal 7: Howe ISD will provide facilities & resources that are safe and conducive to learning and manage it's resources in a prudent manner.

Performance Objective 1: The district technology plan will address the implementation of skills which ensure mastery in the use of age-appropriate technology.

Evaluation Data Sources: Technology TEKS, Lesson Plans

Strategy 1 Details	Reviews			
Strategy 1: Teachers will provide students learning opportunities to demonstrate mastery of grade appropriate technology applications. Strategy's Expected Result/Impact: Student performance Staff Responsible for Monitoring: Technology Dept., Principals, Assistant Principals, Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Incorporate technology into instruction across the curriculum Strategy's Expected Result/Impact: Student performance Staff Responsible for Monitoring: Technology Dept., Principals, Assistant Principals, Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Update technology equipment and devices. Strategy's Expected Result/Impact: Student performance Staff Responsible for Monitoring: Technology Dept.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Provide ongoing staff development opportunities; through PLC meetings and weekly newsletters, keeping teachers current with programs and applications available to teachers and students. Strategy's Expected Result/Impact: Increase teacher usage, student performance Staff Responsible for Monitoring: Assistant Superintendent, Technology Dept., Principals, Assistant Principals, Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Continue with the Technology Ambassador's program to support teacher's instructional technology needs. Strategy's Expected Result/Impact: Opportunity for ambassador teachers to stay current with technology practices; share with campus team and students. Staff Responsible for Monitoring: Technology Department, Principals	Formative			Summative
	Nov	Jan	Mar	June

Strategy 6 Details	Reviews			
Strategy 6: Continue usage of Clever portal to access student web based programs; eliminating the need for multiple logins for students and teachers. Strategy's Expected Result/Impact: Single logins for users Staff Responsible for Monitoring: Teachers, Tech Department, Assistant Principals, Principals	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Add instructional specialist to the technology department to assist with usage and support. Strategy's Expected Result/Impact: Increased oversight with instructional technology usage and support. Staff Responsible for Monitoring: Superintendent, Assistant Superintendent, Technology Directory, Principals, and Assistant Principals	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 7: Howe ISD will provide facilities & resources that are safe and conducive to learning and manage it's resources in a prudent manner.

Performance Objective 2: Plans will be developed and implemented in order to maximize the safety and security of students and staff.

Evaluation Data Sources: Security Plans

Strategy 1 Details	Reviews			
Strategy 1: Visitor Access designation: front door with buzz in system. All Exterior doors, except front entrance to all campus facilities will remain locked, including gates to court yard areas. Strategy's Expected Result/Impact: School safety for school personnel and students Staff Responsible for Monitoring: Technology Dept., Howe ISD Police Dept., Principals, Assistant Principals, Office Staff	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Campus visitors must present State Issued identification for scanning to obtain a visitor's pass when visiting campuses for meetings, volunteering, eating lunch with child, contracted work. Strategy's Expected Result/Impact: School safety for school personnel and students Staff Responsible for Monitoring: Technology Dept., Howe ISD Police Dept., Principals, Assistant Principals, Office Staff	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Ongoing security monitoring by using exterior and interior security cameras. Strategy's Expected Result/Impact: School safety for school personnel and students Staff Responsible for Monitoring: Technology Dept., Howe ISD Police Dept., Principals, Assistant Principals	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Maintain the Howe ISD Police Department with each campus staffed by a Chief of Police or a Police Officer to provide on-site security and ensure a rapid response to safety concerns. Officer responsibilities will include student questioning when appropriate, taking students into custody when necessary, and notifying administration and appropriate authorities of law violations in accordance with district policy and legal requirements. Strategy's Expected Result/Impact: School safety for school personnel and students Staff Responsible for Monitoring: Superintendent, Howe ISD Chief of Police	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: IP Based Security Camera Upgrade at Summit Hill Elementary School. Strategy's Expected Result/Impact: High quality viewing. Staff Responsible for Monitoring: Howe ISD Police Dept. and Technology Director	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Weekly Campus level exterior door checks conducted by Howe ISD Police. Strategy's Expected Result/Impact: All exterior doors are functional throughout the day for secure facilities. Staff Responsible for Monitoring: Howe ISD Police Dept. Campus	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Continue to be active and visble on district campuses and facilities throgh various usage of safety and security measures. that include daily door checks and patrolling exterior campuses. Strategy's Expected Result/Impact: Positive feedback from students, parents, community, and district surveys as well as safe and secure campuses and facilities.	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 7: Howe ISD will provide facilities & resources that are safe and conducive to learning and manage it's resources in a prudent manner.

Performance Objective 3: Current facilities will be well-maintained and projected growth will be monitored to ensure that adequate space is available to accommodate future needs.

Evaluation Data Sources: Facilities planning

Strategy 1 Details	Reviews			
Strategy 1: Continue to transition to LED lighting: Intermediate School, Middle School, High School Strategy's Expected Result/Impact: Improve energy efficiency Staff Responsible for Monitoring: Director of Operations, Maintenance Dept.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Continue to update, address repair needs and provide scheduled preventative maintenance: Summit Hill Elementary, Howe Intermediate, Howe Middle and Howe High School Strategy's Expected Result/Impact: Maximize the functionality of buildings Staff Responsible for Monitoring: Director of Operations, Maintenance Dept., Principals	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Howe ISD will continue to keep students and staff safe with heightened sanitation practices throughout the district. Strategy's Expected Result/Impact: to prevent / respond to / spread viruses Staff Responsible for Monitoring: Superintendent, Assistant Superintendent, Principals, Director of Operations, Teachers, Custodians	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Howe ISD will continue to increase its efforts and utilize resources available to serve a growing student population with student meals. Strategy's Expected Result/Impact: Meets student needs	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 8: Howe ISD will engage parent and community to be active partners in the education of our students.

Performance Objective 1: Howe ISD will communicate using various tools and languages to reach all constituents.

Evaluation Data Sources: Website, social media, newsletters, mass notification system

Strategy 1 Details	Reviews			
Strategy 1: Use a variety of tools: website, social media, school messenger notification system to disseminate information and upcoming events to parents and families. Strategy's Expected Result/Impact: Increased parent support Staff Responsible for Monitoring: Superintendent, Assistant Superintendent, Technology Dept., Principals, Assistant Principals, Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: The district in conjunction with the IT department will develop a "Communications Procedures Manual" to ensure the cohesiveness in communication processes, social media account policies/procedures and district/campus brands and logos. Strategy's Expected Result/Impact: For the 2024-2025 school year, stakeholders will notice a cohesive brand between all campuses. Staff Responsible for Monitoring: IT Department, Administrators, Teachers and Staff	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 9: Howe ISD will provide a safe environment for all Howe ISD students and staff.

Performance Objective 1: Programs and resources will be available for all students and staff to ensure a safe environment.

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus administration and counselors will meet with students to educate them about dating violence and sexting while strongly encouraging the reporting of any incidents to a teacher, counselor, or campus administrator. Additionally, the SHAC committee will provide educational resources to both students and staff to further support awareness and prevention efforts on these topics. Dating violence will not be tolerated at school. Dating violence occurs when a person in a current or past dating relationship uses physical, sexual, verbal, or emotional abuse to harm, threaten, intimidate, or control the other person in the relationship or any of the person's past or subsequent partners. This type of conduct is considered harassment if it is so severe, persistent, or pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive educational environment; or substantially interferes with the student's academic performance.</p> <p>Any student who believes that they have experienced dating violence, discrimination, harassment, or retaliation should immediately report the problem to a teacher, school counselor, principal, or other district employee. In accordance with law, when the district receives a report of dating violence, a district official will immediately notify the parent of the alleged victim and alleged perpetrator.</p> <p>Strategy's Expected Result/Impact: Reduce the number of incidents related to dating violence</p> <p>Staff Responsible for Monitoring: Teachers, Counselors, Assistant Principals, Principals and HISD Police Department.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Any student who believes that he or she has experienced a prohibited conduct should immediately report the alleged acts to a teacher, school counselor, or campus administrator to ensure a prompt investigation.</p> <p>Strategy's Expected Result/Impact: Immediate reporting will not delay a thorough investigation into the alleged acts.</p> <p>Staff Responsible for Monitoring: Teachers, Counselors, Assistant Principals, Principals and HISD Police Department.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Campus administration will promptly notify parents.</p> <p>Strategy's Expected Result/Impact: Prompt communication between school & parent to support victims.</p> <p>Staff Responsible for Monitoring: Counselors, Assistant Principals, Principals</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Support resources will be made available to students who are victims of dating violence and sexting. The counselor's office has information about the dangers of dating violence and consequences of sexting, as well as resources for seeking help. Resources will also be provided on the district website under the Parent Information Tab regarding dating violence and sexting. Strategy's Expected Result/Impact: Help support victims. Staff Responsible for Monitoring: Teachers, Counselors, Assistant Principals, Principals	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 9: Howe ISD will provide a safe environment for all Howe ISD students and staff.

Performance Objective 2: Provide programs for cyber safety, drug prevention, suicide prevention and anti bullying

Strategy 1 Details	Reviews			
Strategy 1: Utilize the TIP Reporting line Strategy's Expected Result/Impact: Immediate reporting, resolution Staff Responsible for Monitoring: Assistant Principals, Principals, and District Police Officers	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 9: Howe ISD will provide a safe environment for all Howe ISD students and staff.

Performance Objective 3: Implement a district-wide character education program, Character Strong.

Strategy 1 Details	Reviews			
Strategy 1: Expose students to positive character traits, using common language and activities throughout the district. Strategy's Expected Result/Impact: Common vocabulary across campus will provide a richer program meaning for students. Staff Responsible for Monitoring: Teachers, Counselors, Assistant Principal, Principal	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Implement Social Emotional Learning (SEL) time through the use of monthly character education themes and weekly videos. (Character Strong) Strategy's Expected Result/Impact: Reduce discipline referrals, bullying incidents, and improve social emotional well being. Staff Responsible for Monitoring: Counselors, Teachers, Campus Administration	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 9: Howe ISD will provide a safe environment for all Howe ISD students and staff.

Performance Objective 4: Implement campus counseling programs, offering whole group, small group and individual counseling addressing personal, behavioral and academic topics.

Strategy 1 Details	Reviews			
Strategy 1: Provide students a support service to meet their personal, behavioral, and academic needs. Strategy's Expected Result/Impact: Improve student performance Staff Responsible for Monitoring: Principals, Assistant Principals, Counselors, and Teachers	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

RDA Strategies

Goal	Objective	Strategy	Description
3	1	5	Evaluate, purchase and implement instructional resources such as Summit K-12 English Language Development, Lil' Sponges and Rosetta Stone for Emergent Bilingual Students.
3	1	7	Implement campus discipline supports to minimize student's loss of instructional time from the classroom.
5	1	3	Identified at-risk students will be required to take math, reading, science, and/or social studies remediation and/or tutorials, as appropriate. Offer accelerated instruction for At-Risk/drop out recover and credit recovery.

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Delinda Johnson	Elementary Paraprofessional	Title 1	
Joyce Thurman	Elementary Paraprofessional	Title 1	
Kerry Kelly	Middle School Intervention Teacher	Title 1	
Lola Lambright	Intermediate School Paraprofessional	Title 1	
Stephanie Hawkins	Elementary School Intervention Teacher	Title 1	

Plan Notes

9.24.24

The District Improvement Committee met on September 24, 2024. An explanation of what the District Improvement Committee does was provided. Members were given an overview of budget/funding sources including a review of how monies were expended. The committee then broke into three groups to review/change/construct the 2024-2025 improvement plan. The next meeting date was set for November.

District Improvement Committee

Committee Role	Name	Position
Student	Macie Bryant	Student
Administrator	Andy Cellars	High School Principal
Classroom Teacher	Marilyn Biscarro	1st Grade Teacher
Parent	Diem Goleman	Parent/Community
Classroom Teacher	Tammy Camp	Science Teacher
Classroom Teacher	Jessica Flanagan	Math Teacher
Administrator	Clay Wilson	Middle School Principal
Administrator	Kevin Wilson	Superintendent
Administrator	Rebecca Arronow	Summit Hill Elementary Principal
Administrator	Paula Lashley	Intermediate Principal
Parent	Niki Filbeck	parent/community
Classroom Teacher	Jessica Harbaugh	Special Education Teacher
Classroom Teacher	Anna Watson	Pre-Kindergarten Teacher
Student	Kennedy Garner	Student
Classroom Teacher	Tela Brockelman	3rd Grade
Administrator	Clarissia Doty	Director of Curriculum and Programs
District-level Professional	Maggie Donohoe	Technology Director
Classroom Teacher	TC Nicholas	Math Teacher MS

Assurances

Statutorily Required Assurances

The LEA Plan must include assurances that the LEA will:

1. Ensure migratory children and formerly migratory children eligible to receive services are selected to receive services on the same basis as other children [Section 1112(c)(1)].
2. Provide services to eligible children attending private schools in accordance with section 1117, and timely and meaningful consultation with private school officials [Section 1112(c)(2)].
3. Participate, if selected, in the National Assessment of Educational Progress in reading and math in grades 4 and 8 [Section 1112(c)(3)].
4. Coordinate and integrate services with other English learners, children with disabilities, migratory children, American Indian, Alaska Native, and Native Hawaiian children, and homeless children and youths to increase program effectiveness, eliminate duplication, and reduce fragmentation [Section 1112(c)(4)].
5. Collaborate with State or local child welfare agency to—
 - Designate a point of contact if the corresponding child welfare notifies the LEA, in writing, that the agency has designated an employee to serve as a point of contact for the LEA;
 - Develop and implement clear written procedures governing how transportation to maintain children in foster care in their school of origin (when in their best interest) will be provided, arranged, and funded for the duration of the time in foster care. [Section 1112(c)(5)]. (For details of what these procedures must ensure, see Children in Foster Care.)
6. Ensure all teachers and paraprofessionals working in Title I, Part A, supported programs meet applicable State certification and licensure requirements [Section 1112(c)(6)].
7. For LEAs using Title I, Part A funds to provide early childhood education services to low-income children, ensure that services comply with performance standards of the Head Start Act [Section 1112(c)(7)].
8. Notify the parents of each student attending any school receiving Title I, Part A funds of the Parents' Right-To-Know [Section 1112(e)(1)].
9. Notify the parents of each student attending any school receiving Title I, Part A funds of Testing Transparency [Section 1112(e)(2)].
10. Implement an effective means of outreach to parents of English learners [Section 1112(e)(3)(C)].

Signature indicates the 10 assurances are included in the LEA Plan Signature of Assurance

District Funding Summary

199 General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5			\$0.00
2	1	6			\$0.00
3	1	10			\$0.00
4	1	1			\$6,620,881.00
Sub-Total					\$6,620,881.00
211 Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	6			\$0.00
Sub-Total					\$0.00