

EDGEWOOD ISD

District Improvement Plan

2024/2027

Edgewood By Choice



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EDGEWOOD ISD

Mission

The Mission of Edgewood Independent School District, the heart of the community, is to equip all learners for a life of success through caring, engaging, and collaborative instruction in a variety of programs along with competitive extracurricular opportunities that motivate and transform each student to reach his/her full potential to become highly productive citizens.

Vision

Edgewood by Choice - Leaders in student success strengthened by hometown values.

Nondiscrimination Notice

EDGEWOOD 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.

EDGEWOOD ISD Site Base

Name	Position
Goodwin, Becky	Chairperson
Canady , Andrea	Teacher
Burke , Ine	Parent
Tolar, Lori	Chief of Staff
Price, Monica	Instructional Coach
Wilcoxson, Benjamin	Teacher
Bledsoe, Susan	Teacher
Sherman, Kimberly	Teacher
Bass, Melissa	Teacher
Smith, Diana	Teacher
Falk, Jamye	Teacher
Johnson, Sandra	Teacher
Williams, Lindsay	Business
Phillips, Karen	Community
King, Mary Alice	Community
Wilcoxson, Stormy	Business
Hohnstreiter, John	Campus Administrator
Jones, Kristy	Human Resource Director

EDGEWOOD ISD

Goal 1. Excellence for All Students

Objective 1. (Students Growth Mindset) By the end of the academic year, 80% of students in Edgewood ISD will demonstrate growth in their understanding of a growth mindset, as measured by a 5% increase in pre/post survey responses on the Growth Mindset Survey; will improve their academic performance as measured by TIA Student Growth measures on pre/post-test scores by at least 20%; and at least 80% of students reporting increased confidence in their ability to overcome challenges in their learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. PreKindergarten and Kindergarten Registration Round-up (Title I SW Elements: 2.1) (Target Group: Migrant,EB,PRES K,K)	Administrative Secretary, Assistant Superintendent, Principal , Student Support Team	March - August		
2. Kinder Camp (Target Group: Migrant,EB,K)	Administrative Secretary, Instructional Aide, Principal , Teachers	July - August		
3. Intermediate School Parent Orientation (Target Group: 3rd,4th,5th)	Administrative Secretary, Principal , Teachers	August - October		
4. Middle School Parent Orientation (Target Group: 5th,6th,7th)	Academic Advisor, Assistant Principal , Principal , Teachers	April - August		
5. High School Parent Orientation (Target Group: 9th,10th,11th,12th)	Academic Advisor, Dean of Students, Principal , Teachers	February - August		
6. Discipline Management Plans (Target Group: All)	Dean of Students, Principal	August - July		
7. Summer Camps (Target Group: All)	Academic Advisor, Dyslexia Teacher, Intervention Teacher, Principal , Special Ed Teachers, Teachers , Title I Intervention Teacher	May - August		
8. UIL (Target Group: 3rd,4th,5th,6th,7th ,8th,9th,10th,11th,12th)	Principal , Teachers	August - July		
9. Clubs and organizations that are not documented by PEIMS programs (Target Group: All)	Academic Advisor, Assistant Principal , Principal , Teachers	August - July		
10. WIN - specifically student goal setting (Target Group: All)	Principal , Teachers	August - July		
11. Create individualized plans for every student - social, emotional, and academic. All students will create academic growth goals and social/emotional growth goals. (Target Group: All)	Academic Advisor, Assistant Principal , Dean of Students, Principal , School Counselor PK-12, Teachers	August - July		

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
12. Student Digital Portfolios (Target Group: All)	Academic Advisor, Director of Technology & Communications, Principal , Teachers	August - July		

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Goal 1. Excellence for All Students

Objective 2. (Growth Mindset - Counseling and Mental Health) SMART Goal

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A comprehensive guidance and counseling program that prepares students for future challenges by supporting their academic, career, and personal/social development and community participation. The program teaches skills for a lifetime of learning, career self-management, and social interaction. (Target Group: All)	Mental Health Counselor, Principal , School Counselor PK-12	August - July		
2. Participation in Region 7 Counseling Cohort for monthly professional development opportunities. (Target Group: All)	Mental Health Counselor, School Counselor PK-12	August - July		
3. Provide training opportunities for teachers to use Preventing Adverse Childhood Experiences (ACE) training for positive behavior and intervention support in the classroom. (Target Group: All)	Assistant Superintendent, Mental Health Counselor, Principal , School Counselor PK-12	August - July		
4. Provide training opportunities for teachers to use Preventing Adverse Childhood Experiences (ACE) training for At-Risk students who may need more intensive support to prevent them from dropping out of school. (Target Group: AtRisk,HS)	Academic Advisor, Assistant Superintendent, Mental Health Counselor, Principal , School Counselor PK-12	August - July		
5. Provide training opportunities for all staff members in Suicide Prevention and Intervention. (Target Group: All)	Assistant Superintendent, Mental Health Counselor, Principal , School Counselor PK-12	August - July		
6. Provide training opportunities for all staff members on Conflict Resolution. (Target Group: All)	Assistant Superintendent, Mental Health Counselor, Principal , School Counselor PK-12	August - July		
7. Play-It Safe program is an evidence-based approach to teach children and teens how to reduce their risk of sexual and physical abuse and violence by recognizing potentially abusive behavior, responding appropriately to	Assistant Superintendent, Mental Health Counselor, Principal , School Counselor PK-12	August - July		

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Goal 1. Excellence for All Students

Objective 2. (Growth Mindset - Counseling and Mental Health) SMART Goal

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
threatening situations, and reporting abuse to a trusted adult. (Target Group: All)				

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Goal 1. Excellence for All Students

Objective 3. (Growth Mindset - Teacher Professional Development) SMART Goals

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide ongoing professional development opportunities focusing on vertical alignment for all core content, instructional pacing with scope and sequence, technology integration to enhance instruction, and training for disaggregating data to improve instructional outcomes. (Target Group: All)	Assistant Superintendent, Instructional Technology Coordinator, Principal	August - July		
2. Provide professional development opportunities for SPED, 504, Dyslexia/Dysgraphia, EB, LPAC, and MTSS program support and implementation. (Target Group: All)	Assistant Superintendent, Diagnostician, Principal , Special Programs Administrator	August - July		
3. Provide professional development opportunities to facilitate the implementation of research-based instructional strategies in the classroom that focus on academic achievement and overall student growth. (Target Group: All)	Assistant Superintendent, Principal	August - July		
4. Provide professional development and training to identify and serve homeless students, migrant students, and students who require pregnancy-related services. (Target Group: All)	Administrative Secretary, Assistant Superintendent, PEIMS Coordinator, Principal , Special Programs Administrator	August - July		
5. Participation in annual professional development training that includes: (1) Child Abuse, Sexual Abuse, and Other Maltreatment of Children, (2) Human Trafficking Awareness, (3) Conflict Resolution, (4) Teen Dating Violence Prevention, (5) Substance Abuse, (6) Suicide Prevention. (Target Group: All)	Assistant Superintendent, Principal	August - July		
6. Provide annual training opportunities for CPR/First Aid/Bleeding Control Stations. (Target Group: All)	Assistant Superintendent, Chief of Police, Principal , School Nurse	August - July		
7. Participation in professional development activities that include: (1) Region 7 Youth	Assistant Superintendent, Chief of Police, Dean of Students,	August - July		

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Goal 1. Excellence for All Students

Objective 3. (Growth Mindset - Teacher Professional Development) SMART Goals

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Mental Health First Aid; (2) ACE's Training; (3) Region 7 Substance Abuse Prevention and Intervention; (4) Region 7 Suicide Prevention, Intervention, and Postvention; and (5) Region 7 Grief Informed/Trauma Informed Care. (Target Group: All)	Mental Health Counselor, Principal , School Counselor PK-12, School Nurse			

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Goal 1. Excellence for All Students

Objective 4. (Curriculum Alignment - Instructional Strategies) Curriculum Alignment - Instructional Strategies

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ongoing district curriculum alignment meetings (RLA, Math, Science, and Social Studies) to ensure alignment across all grade levels, including teaching strategies, curriculum resources, state assessments, data disaggregation, and instructional strategies. (Target Group: All)	Assistant Superintendent, Principal , Teachers	August - July		
2. Provide opportunities for students to take Dual Credit and AP courses for local and college credit. (Target Group: All)	Academic Advisor, Dean of Students, Principal	August - July		
3. Alignment of instructional strategies (Target Group: All)	Assistant Superintendent, Instructional Technology Coordinator, Principal , Teachers	August - July		
4. Integration of Technology - Technology Applications TEKS (Target Group: All)	Assistant Superintendent, Director of Technology & Communications, Instructional Technology Coordinator, Library Aide, Principal	August - July		
5. Accelerated Instruction - HB4545/1416 (Target Group: AtRisk)	Intervention Teacher, Principal , Teachers , Title I Intervention Teacher	August - July		
6. Individualized Instruction - Enrichment (Target Group: All)	Principal , Teachers	August - July		
7. MTSS - Tiered Instruction (Target Group: All)	Dyslexia Teacher, ESL Teacher , Intervention Teacher, Mental Health Counselor, Principal , School Counselor PK-12, Special Ed Teachers, Teachers , Title I Intervention Teacher	August - July		
8. Curriculum Alignment - WIN (Target Group: All)	Principal , Teachers	August - July		

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Goal 1. Excellence for All Students

Objective 5. (Curriculum Alignment - Programs) Curriculum Alignment - Programs

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Curriculum Alignment for Special Programs - SPED (Target Group: SPED)	Assistant Superintendent, Principal , Special Ed Teachers, Special Programs Administrator	August - July		
2. Curriculum Alignment for Special Programs - Dyslexia/Dysgraphia (Target Group: SPED,504)	Assistant Superintendent, Diagnostician, Dyslexia Teacher, Principal , Special Programs Administrator	August - July		
3. Curriculum Alignment for Special Programs - 504 (Target Group: 504)	Assistant Superintendent, Principal , Special Programs Administrator, Teachers	August - July		
4. Curriculum Alignment for Special Programs - EB (Target Group: ESL,Migrant,EB)	Assistant Superintendent, ESL Teacher , Principal , Special Programs Administrator, Teachers	August - July		
5. Curriculum Alignment for Special Programs - At Risk (Target Group: AtRisk)	Assistant Superintendent, Intervention Teacher, Principal , Teachers	August - July		
6. Curriculum Alignment for Special Programs - MTSS (Target Group: All)	Assistant Superintendent, Intervention Teacher, Mental Health Counselor, School Counselor PK-12, Teachers , Title I Intervention Teacher	August - July		
7. Curriculum Alignment for Special Programs - GT (Target Group: GT)	Assistant Superintendent, District GT Coordinator, GT Teacher, Principal	August - July		
8. Curriculum Alignment for Special Programs - Pregnancy-Related Services (Target Group: F,AtRisk)	Academic Advisor, Assistant Superintendent, Dean of Students, Mental Health Counselor, PEIMS Coordinator, Principal , School Nurse	August - July		
9. Curriculum alignment for Credit Recovery programs. (Target Group: AtRisk)	Academic Advisor, Dean of Students, Principal	August - July		

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Goal 1. Excellence for All Students

Objective 6. (Curriculum Alignment - Assessments) Curriculum Alignment - Assessments

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Assessments - STAAR/STAAR ALT 2 (Target Group: 3rd,4th,5th,6th,7th,8th,9th,10th)	Assistant Superintendent, District Testing Coordinator, Principal	August - July		
2. Assessments - TELPAS/TELPAS ALT (Target Group: ESL,EB)	Assistant Superintendent, District Testing Coordinator, ESL Teacher , Principal , Special Programs Administrator	August - July		
3. Assessments - Student Growth with TIA (Target Group: All)	Assistant Superintendent, Principal , TIA Coordinator	August - July		
4. Assessments - Campus-Based Student Growth Measures (Target Group: All)	Assistant Superintendent, Principal , TIA Coordinator	August - July		
5. Assessments - SAT/ACT/TSIA2/PSAT (Target Group: 8th,9th,10th,11th,12th)	Academic Advisor, Assistant Superintendent, Principal	August - July		

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Goal 2. Students Prepared for Life Beyond Edgewood ISD

Objective 1. (College and Career Ready - Academic Advisor) College and Career Ready - Academic Advisor

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Create a college and career-ready plan for each campus. (Target Group: All)	Academic Advisor, Assistant Superintendent, Campus Improvement Team, Principal	August - July		
2. Graduation Plans (Target Group: 9th,10th,11th,12th)	Academic Advisor, Assistant Superintendent, Principal	August - July		
3. Career Day (Target Group: 8th,9th,10th,11th,12th)	Academic Advisor, Assistant Superintendent, Dean of Students, Principal	August - July		
4. Program Offerings for Middle School and High School (Target Group: 6th,7th ,8th,9th,10th,11th,12th)	Academic Advisor, Assistant Principal , Assistant Superintendent, Dean of Students, Principal	August - July		
5. College Admissions - Financial Aid, Grants, and Awards (Target Group: 11th,12th)	Academic Advisor, Assistant Superintendent, Principal	August - July		

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Goal 2. Students Prepared for Life Beyond Edgewood ISD

Objective 2. (College and Career Ready - CTE/Dual Credit) College and Career Ready - CTE/Dual Credit

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. CTE - Programs of Study (Target Group: 8th,9th,10th,11th,12th)	Academic Advisor, Assistant Superintendent, Dean of Students, Principal	August - July		
2. CTE - Endorsements (Target Group: 9th,10th,11th,12th)	Academic Advisor, Assistant Superintendent, Dean of Students, Principal	August - July		
3. Dual Credit (Target Group: 9th,10th,11th,12th)	Academic Advisor, Assistant Superintendent, Dean of Students, Principal	August - July		

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Goal 2. Students Prepared for Life Beyond Edgewood ISD

Objective 3. (College and Career Ready - Technology) College and Career Ready - Technology

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Access to Technology Resources - Teachers/Students (Target Group: All)	Assistant Superintendent, Director of Technology & Communications, Instructional Technology Coordinator, Principal	August - July		
2. Technology - Instructional Programs (Websites, Apps, Extensions, etc.) (Target Group: All)	Assistant Superintendent, Director of Technology & Communications, Instructional Technology Coordinator, Principal	August - July		
3. Cybersecurity - Teachers/Students (Target Group: All)	Assistant Superintendent, Director of Technology & Communications, Instructional Technology Coordinator, Principal, School Counselor PK-12	August - July		
4. Technology - Professional Development (programs, software, hardware, etc.) (Target Group: All)	Assistant Superintendent, Director of Technology & Communications, Instructional Technology Coordinator	August - July		

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Goal 2. Students Prepared for Life Beyond Edgewood ISD

Objective 4. (Soft Skills) Soft Skills

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Soft Skills (Target Group: All)	Assistant Superintendent, Campus Improvement Team, Principal	August - July		

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Goal 3. Positive Relationships Between Students, Staff, Parents and Community

Objective 1. (Strong Community - Communications and Public Relations) Strong Community - Communications and Public Relations

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will increase alumni relations through Alumni newsletters featuring alumni stories and hosting Alumni events. (Target Group: All)	Director of Technology & Communications, Superintendent	August - July		
2. Create an orientation guide including information regarding clubs, organizations, student life, schedules, and forms of communication geared towards orienting new families and assisting current families. (Target Group: All)	Assistant Superintendent, Director of Technology & Communications, Principal , Superintendent	August - July		
3. The district will provide a family night each semester, implementing new events including but not limited to concerts, fine art festivals, art actions, and family movie nights where events reach all students on all campuses. (Target Group: All)	Campus Improvement Team, Principal	August - July		
4. Create a new family mentoring program, which will include referencing our orientation guide and assigning existing families in the community who volunteer to mentor new families to the district. (Target Group: All)	Assistant Superintendent, Campus Improvement Team, Director of Technology & Communications, Principal , Superintendent	August - July		
5. We will ensure that we reach the digitally disenfranchised, our community, current students, staff, and parents by incorporating multiple means of communication, including, but not limited to, electronic newsletters, social media, a web page, printed mailouts, and newspaper articles. (Target Group: All)	Director of Technology & Communications, Superintendent	August - July		
6. Each teacher will contact three parents per grading period with positive comments about their child through various channels, including but not limited to notes home in folders, phone calls, and notes mailed home. (Target Group: All)	Principal , Teachers	August - July		
7. Veterans' Day: Staff and community	Principal	August - July		

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Goal 3. Positive Relationships Between Students, Staff, Parents and Community

Objective 1. (Strong Community - Communications and Public Relations) Strong Community - Communications and Public Relations

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
members are recognized with a special Veterans' assembly and recognized at sporting events. (Target Group: All)				
8. Increase parental involvement through site-based decision-making teams, parent conferences, meet-the-teacher events, booster organizations, student performances, reading pals, field day, grandparents day, awards assemblies, and the turkey trot, among other things. (Target Group: All)	Campus Improvement Team, Principal	August - July		
9. Promote business/community involvement through district meetings, guest speakers, FFA activities, Career Day, Fire prevention activities, partnerships with the city for the Fall Festival, partnerships with Heritage Park for the annual Heritage Festival, etc. (Target Group: All)	Campus Improvement Team, Principal	August - July		
10. Translation - providing communication in both Spanish and English (Target Group: All)	Director of Technology & Communications, ESL Teacher , Principal , Special Programs Administrator	August - July		

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Goal 3. Positive Relationships Between Students, Staff, Parents and Community

Objective 2. (Strong Community - Safety) Strong Community - Safety

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. DVA Rubric 4.02 - CPR/AED/First Aid and Bleeding Control training for all students in 7th grade. (Target Group: 7th)	Assistant Superintendent, Principal , School Nurse, Teachers	August - July		
2. Safety video series (Target Group: All)	Chief of Police, Director of Technology & Communications, Principal , School Counselor PK-12	August - July		
3. Guest speakers (Target Group: All)	Chief of Police, Principal , School Counselor PK-12	August - July		
4. Emphasize training and awareness among students, staff, parents, and the community regarding bullying prevention. (Target Group: All)	Assistant Superintendent, Chief of Police, Director of Technology & Communications, Mental Health Counselor, Principal , School Counselor PK-12	August - July		
5. Emergency Response Plan (Target Group: All)	Chief of Police, Superintendent	August - July		
6. Edgewood ISD law enforcement duties are determined by the board of trustees. They are listed in the Student Code of Conduct and the district improvement plan as an attachment titled "School Security 7.03". (Target Group: All)	Assistant Superintendent, Chief of Police, Director of Human Resources	August - July		

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Goal 3. Positive Relationships Between Students, Staff, Parents and Community

Objective 3. (Strong Community - Citizenship) Strong Community - Citizenship

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Encourage voter registration for senior students. (Target Group: 12th)	Academic Advisor, Principal , Teachers	August - July		
2. Recite the national and state pledges and observe a moment of silence each day. (Target Group: All)	Principal	August - July		
3. Engage in activities that promote national and statewide observation days such as Celebrate Freedom and Constitution Week, National Hispanic Heritage Month, First Responder's Day, Fire Safety Month, Bully Prevention Month, Digital Citizenship Week, School Bus Safety Week, Red Ribbon Week, Native American Heritage Month, Father of Texas Day, Veteran's Day, National African American History Month, Dating Violence Prevention Month, Texas Military Heroes Day, Women's History Month, Texas History Month, Texas Independence Day, and Asian Pacific American Heritage Month. (Target Group: All)	Assistant Superintendent, Director of Technology & Communications, Principal , Teachers	August - July		
4. SHAC is a district-created advisory group whose members come from different areas of the community and district. The SHAC will ensure that the school district's school health programs reflect local community values. (Target Group: All)	Assistant Superintendent, Campus Improvement Team, Principal	August - July		
5. The district will continue to facilitate a random drug testing program for students in grades 7-12 involved in extracurricular activities or at the parents' request. (Target Group: 7th ,8th,9th,10th,11th,12th)	Assistant Principal , Dean of Students, Principal	August - July		
6. Implement programs and activities to increase student attendance and lower truancy rates. (Target Group: All)	Academic Advisor, Campus Improvement Team, Mental Health Counselor, Principal , School Counselor PK-12	August - July		

EDGEWOOD ISD

Goal 3. Positive Relationships Between Students, Staff, Parents and Community

Objective 4. (Relationships - Student Voice) Relationships - Student Voice

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Intentionally build and engage positive student/teacher relationships with all students to ensure no student goes unnoticed. (Target Group: All)	Teachers	August - July		
2. Student surveys (Target Group: All)	Assistant Superintendent, Principal	August - July		
3. Encourage and promote student participation in service organizations and district/campus committees to ensure that students have opportunities to share their thoughts and suggestions on district/campus initiatives. (Target Group: 7th ,8th,9th,10th,11th,12th)	Academic Advisor, Assistant Principal , Principal	August - July		
4. The district believes that all students learn best in an environment free from dating violence, discrimination, harassment, and retaliation and that their welfare is best served when they are free from this prohibited conduct while attending school. Students are expected to treat other students and district employees with courtesy and respect, to avoid behaviors known to be offensive, and to stop those behaviors when asked or told to stop. (Target Group: All)	Assistant Superintendent, Chief of Police, Dean of Students, Mental Health Counselor, Principal , School Counselor PK-12	August - July		
5. Concerning dating violence, any student who believes that he or she has experienced prohibited conduct or believes that another student has experienced prohibited conduct should immediately report the alleged acts to a teacher, counselor, principal, or other employee. The district official or designee will promptly notify the parents of any student identified as an alleged victim or perpetrator. (Target Group: 7th ,8th,9th,10th,11th,12th)	Academic Advisor, Assistant Principal , Chief of Police, Dean of Students, Principal	August - July		
6. In response to reports of dating violence, a comprehensive education program for the	Assistant Principal , Chief of Police, Dean of Students,	August - July		

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Goal 3. Positive Relationships Between Students, Staff, Parents and Community

Objective 4. (Relationships - Student Voice) Relationships - Student Voice

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
school community, counseling to the victim and the student who engaged in prohibited conduct, follow-up inquiries to determine if any new incidents or any instances of retaliation have occurred, involving parents and students in efforts to identify problems and improve the school climate, increasing staff monitoring of areas where prohibited conduct has occurred, and reaffirming the District's policy against discrimination, harassment, and retaliation. (Target Group: 7th ,8th,9th,10th,11th,12th)	Mental Health Counselor, Principal , School Counselor PK-12			

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Goal 3. Positive Relationships Between Students, Staff, Parents and Community

Objective 5. (Relationships - Teacher Voice) Relationships - Teacher Voice

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Staff recognition becomes a priority through multiple channels, including, but not limited to, staff spotlights, Wednesday WOWS, recognition by student-involved organizations, and hosted luncheons or events for all staff members. (Target Group: All)	Assistant Superintendent, Director of Technology & Communications, Principal , Superintendent	August - July		
2. District and campus administrators visit classrooms in a non-evaluative way to enjoy what is happening. They listen to and engage in discussions with teachers and students and then promote their learning experience with positive feedback to teachers and students through personal notes and social media posts. (Target Group: All)	Assistant Superintendent, Principal , Superintendent	August - July		
3. Professional development opportunities that are concentrated on relational teaching and customer service to help close the relational gap between teachers and students and teachers and the community. (Target Group: All)	Assistant Superintendent, Director of Technology & Communications, Principal	August - July		
4. Create teacher surveys that allow teachers to share their thoughts on professional development needs, training opportunities, and coaching opportunities for earning TIA designations. (Target Group: All)	Assistant Superintendent, Principal	August - July		
5. Provide opportunities for teachers and staff members to participate in district and campus committees to ensure they have a voice in decision-making opportunities. (Target Group: All)	Assistant Superintendent, Campus Improvement Team, Principal , Superintendent	August - July		
6. Building professional development and work days into the school calendar that incorporate opportunities for teachers to work remotely. (Target Group: All)	Assistant Superintendent, Campus Improvement Team, Principal , Superintendent	July - August		
7. Evaluate recruitment activities and	Assistant Superintendent,	July - August		

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Goal 3. Positive Relationships Between Students, Staff, Parents and Community

Objective 5. (Relationships - Teacher Voice) Relationships - Teacher Voice

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
incentives to ensure highly qualified personnel are in all positions. (Target Group: All)	Director of Human Resources, Principal , Superintendent			
8. Assisting teachers in maintaining or attaining certification through alternative programs. (Target Group: All)	Assistant Superintendent, Director of Human Resources, Principal	July - August		
9. Maintaining the Top Dog Academy Teacher/Mentor Program to ensure retention of new employees. (Target Group: All)	Assistant Superintendent, Director of Human Resources, Instructional Technology Coordinator, Principal	July - August		



School Security 7.03

Security Personnel

To ensure the security and protection of students, staff, and property, the board employs school resource officers. In accordance with the law, the board has coordinated with the campus behavior coordinator and other district employees to ensure appropriate law enforcement duties are assigned to security staff. The law enforcement duties of district peace officers are listed in policy CKE(LOCAL) as well as the Student Code of Conduct.

Job Description of EISD Law Enforcement:

- Ensure enforcement of all laws and ordinances within the scope of board policy and the jurisdiction of the district.
- Assist in the investigation of criminal activities that occur within the district's jurisdiction and support other agencies conducting investigations.
- Respond to calls from campuses concerning crisis situations, accidents, and reports of crime.
- Write effective legal incident reports.
- Testify in court as needed.
- Work cooperatively with other police agencies
- Monitors building and grounds security.
- Present safety lessons to students in grades PK-12.
- Present lessons on Proper Interactions with a Peace Officer as required by law.
- Attend district events in the district and out of the district as necessary.
- Adhere to all district and campus handbooks, policies, and procedures, including but not limited to the EISD PD Handbook and other such handbooks