

Fort Hancock Independent School District

District Improvement Plan

2024-2025

Accountability Rating: Not Rated



Mission Statement

Fort Hancock Independent School District, in collaboration with parents and the community, will provide its students a safe and effective learning environment with opportunities to develop into responsible and successful citizens.

Vision

Fort Hancock Independent School District is committed to building critical thinkers and life-long learners of good character, confidence, and leadership who will become productive members of society.

School Motto

Success for ALL!

Table of Contents

Comprehensive Needs Assessment	4
Needs Assessment Overview	4
Demographics	6
Student Learning	7
District Processes & Programs	11
Perceptions	12
Priority Problem Statements	16
Comprehensive Needs Assessment Data Documentation	17
Goals	20
Goal 1: Parents and community members will be full partners with educators in the education of Fort Hancock ISD students. SWP CIP) [TEC SS4.001 (b)(1)]	20
Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(2)(4)]	26
Goal 3: Qualified and highly effective personnel will be recruited, developed and retained, with educators keeping abreast of the development of creative and innovative techniques in instruction and administration, using those techniques as appropriate to improve student learning. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(6)(9)]	45
Goal 4: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development and administration. (SWP CIP, EPE) [TEC SS4.001 (b)(10)]	47
Goal 5: Fort Hancock ISD will maintain a safe and disciplined environment conducive to student learning by providing appropriate programs to all students demonstrating need in suicide prevention, conflict resolution, violence prevention and intervention, discipline management and character education. (SWP CIP) [TEC SS4.001 (b)(8), SS11.252(3)(B)(E), SS11.253(8)]	50
District Planning and Decision Making Committee	58
Policies, Procedures, and Requirements	59

Comprehensive Needs Assessment

Needs Assessment Overview

Needs Assessment Overview Summary

Carl Perkins CNA

LEAs will merge the analyses outlined above into one set of findings.	
1. Describe the LEA's overall mission and vision for CTE programming.	
The LEA's mission and vision are aimed at educating our students with skills that will help them be successful in a work environment. The Career & Technical Education mission of Fort Hancock I.S.D. is to guide all students toward a pathway that will allow them the accessibility to rigorous curriculum which will prepare them for post-secondary education, military and career readiness. The campus vision is that CTE students will graduate college and career ready to succeed in the ever-changing world. It is the LEA's goal to provide CTE students with the opportunities to learn the needed skills for success through the implementation of valuable programs.	
TEA Use Only	CTE Review: <input checked="" type="radio"/> Accept <input type="radio"/> Decline Pending Edits
2. List the top (three-five) CTE priorities over the next four-years.	
The top three CTE priorities for the LEA are: 1. Increase the number of CTE Completers in our district 2. Increase the number of CTE Students taking and passing industry-based certifications and licensure exams 3. Increase the types of industry-based certifications offered	
TEA Use Only	CTE Review: <input checked="" type="radio"/> Accept <input type="radio"/> Decline Pending Edits
3. List the top three most aligned CTE programs of study based on regional labor market information and the plan for continuing support or expansion of these programs.	
The LEA currently offers 3 programs of study. The Borderplex Workforce Development Area (10) and Labor Market Information 2020-2030 list the top three State Career Clusters as Health Science, Information Technology and Transportation. Of these, the LEA does not have a program of study aligned with them. However, the 4th Career Cluster listed is that of Business, Marketing, and Finance with the identified program of study as Business Management which is one of the programs of study that the LEA offers. The other Career Clusters that the LEA offers is Manufacturing and Arts, Audio/Video Technology, and Communications. In ranking the career clusters from highest growth rate, the LEA's offered career clusters are ranked # 11 and # 24. These career clusters are ranked as high growth rate. The growth rate of the Business, Marketing, and Finance Career Cluster is reported as 43%. The growth rate of the Arts, Audio/Video Technology, and Communications is reported as 29%. The manufacturing career cluster is 34%. The district will continue to strengthen the programs of study under these career clusters as they have been identified as having the potential of high growth wage.	
TEA Use Only	CTE Review: <input checked="" type="radio"/> Accept <input type="radio"/> Decline Pending Edits
4. List the three least aligned CTE programs of study and the plan for transforming or retiring these programs of study.	
The LEA's current programs of study are under the career clusters that have been identified as high growth wage potential. The programs of study currently offered are Business Management, Graphic Design & Multimedia Arts, and Welding. The Regional labor market information list for Borderplex Workforce Development Area (10) still has these programs of study identified as having the growth and wages at or above the median values. The sorted regional labor market information list has the Business Management program of study as #4 with a growth rate of 43%, Welding as number 90 with a growth rate of 19%, and Graphic Design & Multimedia Arts as number 123 with a growth rate of 15%. Although the current programs of study are not among the top 3, they are still identified as having growth and wages at or above the median values. As a result, the LEA will not be retiring these programs of study but will look at strengthening them.	
TEA Use Only	CTE Review: <input checked="" type="radio"/> Accept <input type="radio"/> Decline Pending Edits
5. List the LEA's three lowest performance indicators for CTE learners and unique strategies to address each need to improve the student performance indicators.	
The three lowest performance indicators for CTE Learners were: 5S4- Program Quality – CTE Completer 2S3-Academci Proficiency in Science 4S1-Non-Traditioanl Program Concentration.	
For indicator 5S4, the LEA will continue to strengthen the current programs of study. Counselor will meet with students at least twice during the year to focus on	

For indicator 3S4, the LEA will continue to strengthen the current programs of study. Counselor will meet with students at least twice during the year to focus on student's ability to complete their desired program of study. LEA will focus on improving accessibility to all courses needed to complete the program of study prior to graduation through scheduling audits.

For indicator 2S3, the LEA had 18 out of 29 students meet the requirement thus falling short by 11%. Due to the small sample, 3 additional passing students would have allowed the LEA to meet the statewide percentage. The LEA will provide additional interventions targeting instructional gaps. LEA will provide small group interventions, software which can target deficiencies in skills, as well as remediation classes where applicable.

For indicator 4S1, the LEA will provide students and parents with more information about CTE programs. Presentations will be scheduled to inform students about the opportunities available with emphasis on changing any stereotypes that may exist. Counselor will implement use of Career Exploration software (XELLO) so that students and parents can investigate career opportunities.

Demographics

Demographics Summary

Ft Hancock ISD is located in Hudspeth County, Texas we are approximately 50 miles east of El Paso. Our Benito Martinez Elementary campus serves students in grades Pk-6 and our Ft Hancock High School campus serves students in grades 7-12. Our current student enrollment is at 391. We have a Title 1 Schoolwide program. This year our emergent bilingual population is 63%. We service our Emergent Bilingual students through a Transition Early Exit program at the elementary and an ESL pull-out program in the secondary. Our Special Education population is 9.5%. Our SPED program instructional setting includes mainstream, resource room, self contained, speech and occupational therapy. Our migrant population is 4%. We have 184 female students and 207 male students. 98% of our student population is Hispanic. We have a 0% drop-out rate and a 100% graduation rate. 90% of our teachers are Hispanic. 100% of our teachers and instructional aides are highly qualified.

Demographics Strengths

- The student population of our district is 100% Title I schoolwide which enables our funding source to serve the needs of all students.
- With a 63% Emergent Bilingual population, bilingual funds are used to target Emergent Bilingual students' academic needs related to language proficiency.
- 90% of our teachers are Hispanic and 98% of our students are also Hispanic. Being taught by a teacher of the same race or ethnicity helps to lessen biases and cultural misunderstandings, increases access to role models and mentors and fosters student engagement in classroom activities.
- We have a 0% drop-out rate and a 100% graduation rate. Being a small community allows school personnel to inform parents of the importance of staying in school. Working together with parents, families and communities provides authentic opportunities to make all of our students academically prepared to meet state and federal accountability.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Our RLA and Mathematics scores for Emergent Bilingual and Special Education students are our lowest performing sub-populations. **Root Cause:** Effective special education and second language acquisition teacher training of High quality instructional materials in RLA and Mathematics was not provided.

Student Learning

Student Learning Summary

Our student STAAR/EOC scores for 2023-2024 with 2022-2023 comparison.

Texas Education Agency

2023-24 STAAR Performance

BENITO MARTINEZ EL (115901101) - FT HANCOCK ISD - HUDSPETH COUNTY

	School Year	State	Campus	Hispanic	Econ Disadv	EB/EL (Current & Monitored)
STAAR Performance Rates by Tested Grade, Subject, and Performance Level						
Grade 3 Reading						
At Approaches Grade Level or Above	2024	74%	26%	26%	28%	24%
	2023	76%	62%	60%	58%	50%
Grade 3 Mathematics						
At Approaches Grade Level or Above	2024	70%	19%	19%	20%	14%
	2023	73%	43%	45%	37%	31%
Grade 4 Reading						
At Approaches Grade Level or Above	2024	81%	61%	64%	55%	56%
	2023	77%	70%	70%	69%	71%
Grade 4 Mathematics						
At Approaches Grade Level or Above	2024	69%	13%	14%	15%	13%
	2023	71%	56%	56%	54%	57%
Grade 5 Reading						
At Approaches Grade Level or Above	2024	79%	83%	83%	81%	83%
	2023	81%	93%	93%	92%	88%
Grade 5 Mathematics						
At Approaches Grade Level or Above	2024	77%	83%	83%	81%	83%
	2023	80%	86%	86%	85%	75%
Grade 5 Science						
At Approaches Grade Level or Above	2024	58%	79%	79%	78%	79%
	2023	65%	100%	100%	100%	100%
Grade 6 Reading						
At Approaches Grade Level or Above	2024	77%	80%	80%	80%	71%
	2023	77%	-	-	-	-
Grade 6 Mathematics						
At Approaches Grade Level or Above	2024	72%	84%	84%	84%	88%
	2023	75%	-	-	-	-

Texas Education Agency

2023-24 STAAR Performance

FORT HANCOCK H S (115901004) - FT HANCOCK ISD - HUDSPETH COUNTY

	School Year	State	Campus	Hispanic	Econ Disadv	EB/EL (Current & Monitored)
STAAR Performance Rates by Tested Grade, Subject, and Performance Level						
Grade 7 Reading						
At Approaches Grade Level or Above	2024	74%	72%	74%	69%	68%
	2023	78%	-	-	-	-
Grade 7 Mathematics						
At Approaches Grade Level or Above	2024	56%	55%	56%	50%	58%
	2023	63%	-	-	-	-
Grade 8 Reading						
At Approaches Grade Level or Above	2024	81%	73%	79%	75%	76%
	2023	83%	-	-	-	-
Grade 8 Mathematics						
At Approaches Grade Level or Above	2024	72%	29%	32%	29%	31%
	2023	76%	-	-	-	-
Grade 8 Science						
At Approaches Grade Level or Above	2024	70%	73%	79%	75%	76%
	2023	74%	-	-	-	-
Grade 8 Social Studies						
At Approaches Grade Level or Above	2024	60%	23%	25%	17%	19%
	2023	62%	-	-	-	-
End of Course English I						
At Approaches Grade Level or Above	2024	70%	64%	63%	63%	58%
	2023	72%	72%	70%	71%	60%
End of Course English II						
At Approaches Grade Level or Above	2024	75%	74%	72%	72%	62%
	2023	74%	65%	65%	66%	59%
End of Course Algebra I						
At Approaches Grade Level or Above	2024	81%	78%	78%	77%	72%
	2023	79%	94%	94%	94%	92%
End of Course Biology						
At Approaches Grade Level or Above	2024	91%	87%	86%	86%	83%
	2023	88%	93%	93%	92%	91%
End of Course U.S. History						
At Approaches Grade Level or Above	2024	96%	96%	96%	96%	95%
	2023	94%	96%	96%	96%	94%
SAT/ACT All Subjects						
At Approaches Grade Level or Above	2024	88%	67%	67%	67%	-
	2023	90%	88%	88%	*	*

Texas Education Agency

2023-24 College, Career, and Military Readiness (CCMR)

FORT HANCOCK H S (115901004) - FT HANCOCK ISD - HUDSPETH COUNTY

Academic Year	State	Campus
2022-23	48.4%	58.1%
2021-22	42.2%	47.1%
Dual Course Credits in Any Subject (Annual Graduates)		
2022-23	23.6%	41.9%
2021-22	24.0%	41.2%
Dual Course Credits or Onramps Course Credits (Annual Graduates)		
2022-23	25.2%	41.9%
2021-22	-	41.2%
Career / Military Ready Graduates		
Career or Military Ready (Annual Graduates)		
2022-23	39.5%	38.7%
2021-22	33.5%	50.0%
Approved Industry-Based Certification (Annual Graduates)		
2022-23	33.4%	25.8%
2021-22	28.0%	44.1%
Graduates with Level I or Level II Certificate (Annual Graduates)		
2022-23	0.8%	0.0%
2021-22	0.7%	0.0%
Graduates with Industry-Based Certification or Level I or Level II Certificate (Annual Graduates)		
2022-23	33.8%	25.8%
2021-22	-	44.1%
Graduate with Completed IEP and Workforce Readiness (Annual Graduates)		
2022-23	2.7%	0.0%
2021-22	2.5%	0.0%
U.S. Armed Forces Enlistment (Annual Graduates)		
2022-23	0.6%	9.7%
Graduates Under an Advanced Diploma Plan and Identified as a Current Special Education Student (Annual Graduates)		
2022-23	5.6%	12.9%
2021-22	5.0%	8.8%

2023-24 Attendance, Graduation, and Dropout Rates

FORT HANCOCK H S (115901004) - FT HANCOCK ISD - HUDSPETH COUNTY

	State	Campus	Hispanic	Special Ed	Econ Disadv	EB/EL
Attendance Rate						
2022-23	93.3%	94.8%	94.8%	94.9%	94.9%	95.4%
2021-22	92.2%	93.4%	93.4%	91.9%	93.5%	93.5%
Chronic Absenteeism						
2022-23	20.3%	11.3%	10.6%	0.0%	9.2%	8.8%
2021-22	25.7%	22.3%	22.5%	30.8%	22.7%	24.6%
Annual Dropout Rate (Gr 7-8)						
2022-23	0.8%	-	-	-	-	-
2021-22	0.7%	-	-	-	-	-
Annual Dropout Rate (Gr 9-12)						
2022-23	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2021-22	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%

Student Learning Strengths

- High Quality Instructional Materials (HQIM) in RLA and Mathematics have been purchased through TEA Strong Foundations grant. The planning and implementation of these resources will provide an additional year of supports for teachers, coaches, and administrators in school year 2024-25. The support is for K-6 RLA (Amplify Texas Elementary Literacy Program, Amplify Texas Lectoescritura En Español) and/or K-5 Math (Eureka Math TEKS Edition). For our secondary Math HQIM Implementation (Carnegie Learning Texas Math Solution) in school year 2024-25 will also include supports for teachers. Research Based Instructional Strategies (RBIS) training is being done district wide for RLA, Mathematics, and SPED teachers as well as administrators in order to create instructional frameworks for RLA and Mathematics. This work is being guided by E3 Alliance who are our TEA approved service providers. Students now have access to grade-appropriate assignments and are afforded access to instruction that asks them to think and engage deeply with challenging material.
- The rest of our content areas continue to use the TEKS Resource System Curriculum along w/the TExGuides and Implementing TEKSRS+.
- We have partnered with E3 Alliance since 2021-2022 SY to develop district-wide research-based best practices. The implementation of our Ft. Hancock ISD playbook enables students to receive consistent instructional strategies from content to content, from teacher to teacher and from year to year.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Our RLA and Mathematics scores for Emergent Bilingual and Special Education students are our lowest performing sub-populations. **Root Cause:** Effective special education and second language acquisition teacher training of High quality instructional materials in RLA and Mathematics was not provided.

District Processes & Programs

District Processes & Programs Summary

High Quality Instructional Materials (HQIM) in RLA and Mathematics have been purchased through TEA Strong Foundations grant. The planning and implementation of these resources will provide an additional year of supports for teachers, coaches, and administrators in school year 2024-25. The support is for K-6 RLA (Amplify Texas Elementary Literacy Program, Amplify Texas Lectoescritura En Español) and/or K-5 Math (Eureka Math TEKS Edition). For our secondary Math HQIM Implementation (Carnegie Learning Texas Math Solution) in school year 2024-25 will also include supports for teachers. Research Based Instructional Strategies (RBIS) training is being done district wide for RLA, Mathematics, and SPED teachers as well as administrators in order to create instructional frameworks for RLA and Mathematics. This work is being guided by E3 Alliance who are our TEA approved service providers. Students now have access to grade-appropriate assignments and are afforded access to instruction that asks them to think and engage deeply with challenging material.

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District Processes & Programs Strengths

- District wide coordination of curriculum, programs and professional development in order to align instruction and interventions
- Ongoing collaboration among campuses via PLCs
- Per pupil technology ratio is 1 to 1 district wide
- All classrooms have access to interactive boards and instruction document cameras
- Students have access to a mobile device and/or hot spot for remote learning as needed

Problem Statements Identifying District Processes & Programs Needs

Problem Statement 1 (Prioritized): Our RLA and Mathematics scores for Emergent Bilingual and Special Education students are our lowest performing sub-populations. **Root Cause:** Effective special education and second language acquisition teacher training of High quality instructional materials in RLA and Mathematics was not provided.

Perceptions

Perceptions Summary

District-wide parent meetings are held monthly and translation is provided. The topics for these meetings are chosen by our parents. Their feedback throughout the year helps us to determine what presenters to bring in. At each of these meetings a time is set aside for tips and strategies for bilingual, special education and regular education students. Time is also spent on comments and suggestions. Campus principals and district leadership are always present in order to provide support and answers to parents and families. At the end of every school year, a district wide climate survey was given to parents & families via our social media sites & class dojo. Our students took the survey at school. The survey was anonymous. Here are the results.

School Climate Survey: Elementary

Benito Martinez EI
Fort Hancock, Texas

School Years: 2023 - 2025
Survey Closed: 6/6/2024 - 10/31/2024

*N=Number of respondents

Climate Survey Items	6/06/24 N=40	10/31/24 N=84
1. I like school	2.33	2.33
2. I feel like I do well in school	2.38	2.43
3. My school wants me to do well	3.75	3.64
4. My school has clear rules for behavior	3.58	3.48
5. Teachers treat me with respect	3.78	3.55
6. Good behavior is noticed at my school	3.02	2.8
7. I get along with other students	2.58	2.98
8. I feel safe at school	2.8	2.9
9. Students treat each other well	2.78	2.67
10. There is an adult at my school who will help me if I need it	3.72	3.44
11. Students in my class behave so that teachers can teach	3.12	2.52
Overall Mean Score:	3.08	2.98

Fort Hancock, Texas

School Years: 2024 - 2025
 Survey Closed: 10/31/2024

*N=Number of respondents

Climate Survey Items	10/31/24 N=120
1. I like school	2.55
2. I feel successful at school	2.77
3. I feel my school has high standards for achievement	2.65
4. My school sets clear rules for behavior	3.02
5. Teachers treat me with respect	3.32
6. The behaviors in my class allow the teachers to teach	2.74
7. Students are frequently recognized for good behavior	2.52
8. School is a place at which I feel safe	2.62
9. I know an adult at school that I can talk with if I need help	2.94
Overall Mean Score:	2.79

School Climate Survey: Families

Mean Scores by Item

Benito Martinez EI
 Survey Window: 9/11/2024 - 10/31/2024

1. Teaching and Learning	Mean Score
1. Teachers at my student's school have high standards for achievement	3.33
2. Teachers at my student's school work hard to make sure that students do well	3.4
3. Teachers at my student's school promote academic success for all students	3.47
Mean score for section 1	3.4
2. School Safety	Me Sc

	Mean Score
4. My student's school sets clear rules for behavior	3.4
5. My student feels safe at school	3.47
6. My student feels safe going to and from school	3.4
7. School rules are consistently enforced at my student's school	3.4
8. School rules and procedures at my student's school are fair	3.13
Mean score for section 2	3.36
3. Interpersonal Relationships	Mean Score
9. My student feels successful at school	3.4
10. My student is frequently recognized for good behavior	3.07
11. I feel comfortable talking to teachers at my student's school	3.33
12. Staff at my student's school communicate well with parents	3.33
13. I feel welcome at my student's school	3.53
14. All students are treated fairly at my student's school	3.2

15. Teachers at my student's school treat all students with respect	3.33
Mean score for section 3	3.31
4. Institutional Environment	Mean Score
16. My student's school building is well maintained	2.87
17. My student's textbooks are up to date and in good condition	3.6
18. Teachers at my student's school keep their classrooms clean and organized	3.47
Mean score for section 4	3.31
5. Parental Involvement	Mean Score
19. I attend parent/teacher conferences at my student's school	3.4
20. I am actively involved in activities at my student's school	3.2
21. I frequently volunteer to help on special projects at my student's school	2.4
Mean score for section 5	3
Mean score for all sections:	3.29

Perceptions Strengths

According to our survey, these are the two highest scoring questions

- STUDENTS: "My school wants me to do well" (3.75) and "Teachers treat me with respect" (3.32).
- ELEMENTARY PARENTS: "I feel welcome at my student's school" (3.53) "Teachers at my student's school promote academic success for all students", "My student feels safe at school" and "Teachers at my student's school keep their classrooms clean and organized" (3.47).

According to our survey, these are the lowest scoring questions

- STUDENTS: "I like school" (2.33) and "Students are frequently recognized for good behavior" (2.74)
- ELEMENTARY PARENTS "I frequently volunteer to help on special projects at my student's school" 2.4 and . My student's school building is well maintained.

Priority Problem Statements

Problem Statement 1: Our RLA and Mathematics scores for Emergent Bilingual and Special Education students are our lowest performing sub-populations.

Root Cause 1: Effective special education and second language acquisition teacher training of High quality instructional materials in RLA and Mathematics was not provided.

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

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus 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
- Accountability Distinction Designations
- Federal Report Card and accountability data
- RDA data
- Local Accountability Systems (LAS) data

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
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- 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
- Prekindergarten Self-Assessment Tool
- Texas approved PreK - 2nd grade assessment data
- Texas approved Prekindergarten and Kindergarten assessment data
- State-developed online interim assessments

- Grades that measure student performance based on the TEKS

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
- 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
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- 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
- Homeless data
- Gifted and talented data
- Dyslexia 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
- Annual dropout rate data
- Attendance data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- T-TESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals





Revised/Approved: October 30, 2024

Goal 1: Parents and community members will be full partners with educators in the education of Fort Hancock ISD students. SWP CIP) [TEC SS4.001 (b)(1)]

Performance Objective 1: Fort Hancock ISD will jointly develop and distribute to parents and family members of participating children a written parent and family engagement policy.

Evaluation Data Sources: PFE meeting Sign-in sheets





Strategy 1 Details	Reviews		
<p>Strategy 1: The policy will describe how the district will involve parents and family members in developing the local plan, provide the support necessary to assist all Title I participating schools in planning parent and family involvement activities to improve student academic achievement, coordinate parent and family engagement strategies under Title I with other relevant Federal, state and local programs, conduct an annual evaluation of the content and effectiveness of the parent and family engagement policy in improving the academic quality of all schools, and use the findings of such evaluation to design strategies for more effective parental involvement.</p> <p>Strategy's Expected Result/Impact: Parents engaged in their student's education by being solicited to participate in a meaningful and informed manner.</p> <p>Staff Responsible for Monitoring: Campus Principals & Associate Superintendent</p>	Formative		Summative
	Jan	Mar	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Parents shall be notified of the policy in an understandable and uniform format and, to the extent practicable, provided in a language the parents can understand. The policy shall be made available to the local community and updated periodically to meet the changing needs of parents and the school. (Sec. 1116 (b) (1)) The Parent and Family Engagement Policy will be developed and reviewed by the Parent and Family Engagement Committee. The policy will be available at parent meetings, at each campus office, and on the district website. It will be distributed in English and Spanish.</p> <p>Strategy's Expected Result/Impact: Parents engaged in their student's education by being solicited to participate in a meaningful and informed manner.</p> <p>Staff Responsible for Monitoring: Campus Principals & Associate Superintendent</p>	Formative		Summative
	Jan	Mar	June

Strategy 3 Details	Reviews		
<p>Strategy 3: The district will actively recruit the participation of a diverse population of parents. The meetings will be scheduled at a convenient time and location and at various times to allow parents multiple opportunities to attend. Parents will be invited to come, and a Public Notice will be posted. Parent and Family Engagement Meetings will be held during the week in the morning and evening at the campuses. Stakeholders will be notified through the Fort Hancock ISD Website, marquee postings, District Calendar, newsletters, local newspaper, conferences, phone calls, home visits, and letters from the district and campus in English and Spanish. Information will also be provided through ClassDojo and Blackboard Connect, which are our community message systems. This technology ensures that parents and students are notified of activities in a timely manner in English and Spanish.</p> <p>Strategy's Expected Result/Impact: Parents engaged in their student's education by being solicited to participate in a meaningful and informed manner.</p> <p>Staff Responsible for Monitoring: Campus Principals & Associate Superintendent</p>	Formative		Summative
	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 1: Parents and community members will be full partners with educators in the education of Fort Hancock ISD students. SWP CIP) [TEC SS4.001 (b)(1)]

Performance Objective 2: The district will inform parents of the school's participation in a Schoolwide Program, provide a description of the curriculum used, the assessments used and the achievement levels of the State academic standards, and of their right to be involved in planning, reviewing and improvement of programs. (Sec. 1116 (c) (4))





Evaluation Data Sources: Documentation :Parent Involvement Records- 05/24: A review of parent involvement records indicates that a greater number of parents and community members were involved in the educational system of their students.

Strategy 1 Details	Reviews		
<p>Strategy 1: Parents will be notified of the special programs and support programs available to their students.</p> <p>Strategy's Expected Result/Impact: Parents will be more knowledgeable of program expectations and be encouraged to engage more in their student's education.</p> <p>Staff Responsible for Monitoring: Campus Principals</p>	Formative		Summative
	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 1: Parents and community members will be full partners with educators in the education of Fort Hancock ISD students. SWP CIP) [TEC SS4.001 (b)(1)]

Performance Objective 3: In accordance with Title I regulations (Sec. 1116 (d)), school and parent representatives will develop a Parent/Student/Teacher Compact.





Evaluation Data Sources: Documentation :Parent Involvement Records- 05/24: A review of parent involvement records indicates that a greater number of parents and community members were involved in the educational system of their students.

Strategy 1 Details	Reviews		
<p>Strategy 1: This compact will address the importance of communication between teachers and parents on an ongoing basis. Parents and family members will have reasonable access to staff, opportunities to volunteer at school and in classrooms and be able to observe classroom activities. There will be regular two- way meaningful communication between family members and school staff to the extent practicable, provided in a language that family members can understand. The compact is discussed, at least annually, at Open House Parent-Teacher conferences and Parent Round-Ups and is posted on our district website www.fhisd.net.</p> <p>Strategy's Expected Result/Impact: Increased student performance as a result of increased parent participation.</p> <p>Staff Responsible for Monitoring: Campus Principals</p>	Formative		Summative
	Jan	Mar	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Conferences, School Visits and/or Home Visits - Parent/Teacher conferences will be scheduled throughout the year at the parent's convenience as needed. Teachers will contact each student's parent at least once a year, with parents of struggling students contacted more frequently. A parent may request a conference at any time with the principal or classroom teacher(s) as they deem necessary. Parents are invited to visit the campus. Phone calls are used for quick and efficient communication regarding tardiness, absenteeism, student academic needs, and other pertinent issues. Home visits will be made in order to communicate with hard-to-reach parents. District parent liaison will assist.</p> <p>Strategy's Expected Result/Impact: Increased student performance as a result of increased parent participation.</p> <p>Staff Responsible for Monitoring: Campus Principals</p>	Formative		Summative
	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: Parents and community members will be full partners with educators in the education of Fort Hancock ISD students. SWP CIP) [TEC SS4.001 (b)(1)]

Performance Objective 4: Building Capacity for Involvement -In compliance with Federal Title I, Part A Improving Basic Programs regulations (Sec. 1116 (e)), parents are notified of all situations that ultimately impact their child's education, providing the opportunity for important parental feedback. Fort Hancock ISD will conduct engagement activities geared towards including parents and other stakeholders to build capacity for involvement.





Evaluation Data Sources: Documentation :Parent Involvement Records- 05/24: A review of parent involvement records indicates that a greater number of parents and community members were involved in the educational system of their students.

Strategy 1 Details	Reviews		
<p>Strategy 1: Events include * Open House twice a year * Award Assemblies * Student programs * District Parent Meetings * SHAC Meetings * Annual district Health Fair *Holiday Fairs Volunteer Opportunities include but are not limited to *Assisting with book fairs *Assisting in the classroom *Participating in Teacher Appreciation Week activities *Red Ribbon Week activities *Assisting with after school sales Strategy's Expected Result/Impact: Parents as full partners in the education of Fort Hancock ISD students. Staff Responsible for Monitoring: Campus Principals & Parent Liaisons</p>	Formative		Summative
	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 1: Parents and community members will be full partners with educators in the education of Fort Hancock ISD students. SWP CIP) [TEC SS4.001 (b)(1)]

Performance Objective 5: District Planning and Decision-Making Committee (DPDMC) - As directed by Board policy, the DPDMC will be involved in decisions in the areas of planning, budgeting, curriculum, staffing patterns, staff development, and school organization. [TEC11.251(d)]

Evaluation Data Sources: Documentation :Agendas, Notes, Sign-In Sheets DPDMC minutes will reflect that staff, parents, and community members have been involved in the educational system.


Strategy 1 Details	Reviews		
<p>Strategy 1: The DPDMC is made up of members of the Fort Hancock ISD staff, parent representatives, business representatives, and community members. Parents are selected to be members by campus administrators for one-year terms. The DPDMC will meet periodically to discuss plans, progress, and ideas for improving the education and environment at Fort Hancock ISD. [TEC 11.251(b)] Each school year, the superintendent, with the assistance of the DPDMC, will review and revise the District Improvement Plan (DIP) to improve student performance for all student populations [TEC 11.253(c)]. The DPDMC reviewed/revised the DIP at BOY. The DIP will be available at the central office, at each campus, and on the district website (www.fhisd.net). The DIP will be distributed in English and Spanish.</p> <p>Strategy's Expected Result/Impact: A current DIP approved by the Fort Hancock Board of Trustees that comprehensively covers needs assessment data, local, state and federal regulation, scientifically researched-based strategies and activities, and measurable evaluations will provide transparency and solicit parental involvement.</p> <p>Staff Responsible for Monitoring: Superintendent, Associate Superintendent & Campus Principals</p>	Formative		Summative
	Jan	Mar	June
Strategy 2 Details	Reviews		
<p>Strategy 2: The DPDMC will play an integral role in the planning, development, and evaluation of the educational system of Fort Hancock ISD. Through the activities of the DPDMC, teachers are provided opportunities to participate in the decisions regarding the use of assessments and the Assessment Program of Fort Hancock ISD.</p> <p>Strategy's Expected Result/Impact: A current DIP approved by the Fort Hancock Board of Trustees that comprehensively covers needs assessment data, local, state and federal regulation, scientifically researched-based strategies and activities, and measurable evaluations will provide transparency and solicit parental involvement.</p> <p>Staff Responsible for Monitoring: Superintendent, Associate Superintendent & Campus Principals</p>	Formative		Summative
	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			


Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(2)(4)]


Performance Objective 1: The DPDMC will meet periodically to review the campus curriculum, instruction, and assessments. Some of the areas evaluated include monitoring the instructional programs and activities for their effectiveness; reviewing the amount and quality of textbooks, HQIM and what supplemental resources are available to support the baseline program; and reviewing the professional and paraprofessional staff available. - District performance objectives are based on data available through the comprehensive needs assessment process.


Evaluation Data Sources: Documentation :Agendas, Notes, Sign-In Sheets- 08/24: DPDMC agenda and minutes will indicate that performance objectives have been developed based on the Comprehensive Needs Assessment.

Strategy 1 Details	Reviews		
<p>Strategy 1: Assessments - Students in grades PK - 3 are given assessments at the beginning of the year to determine their performance level. These assessments include STAR Reading and Math for grades 1 - 5, Circle Assessment for PK students, and STAR Early Literacy for students in PK - 3. Throughout the year, Interim testing, Benchmark assessments, classroom assessments, iReady Reading and Math, STAR Early literacy and DIBELS are administered to evaluate student progress. Assessments are administered in grades 3 - 12 to identify student weaknesses and target instruction through data collection and review in the content area. Based on assessment results, researched-based strategies and "Best Practices" will be implemented to increase students' abilities to read and write with greater depth in all content areas. Writing across the curriculum will be implemented through various techniques. Teachers will post daily content objectives so that students are aware of the learning expectations during each lesson. Content area instruction, assessment and resources are aligned using High Quality Instructional Materials (Amplify or StudySync in RLA and Eureka or Carnegie in Math) and the TEKS Resource System (Science & SS). Instructional coaches will assist the campus faculty with modeling sessions, walkthroughs, and professional learning teams. Eduphoria Aware will continue be used to analyze student progress and improve classroom assessments.</p> <p>Strategy's Expected Result/Impact: Increased student achievement.</p> <p>Staff Responsible for Monitoring: Campus Principals and Federal Programs Director</p>	Formative		Summative
	Jan	Mar	June

 0% No Progress

 100% Accomplished

 Continue/Modify


 Discontinue


Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(2)(4)]


Performance Objective 2: Federal and State Mandated Testing Program - Fort Hancock ISD participates in the State-Developed Testing Program that is consistent with the regulations of ESSA. The State of Texas Assessments of Academic Readiness (STAAR) tests will measure Math and Reading (grades 3 - 8), Science (grades 5 & 8), and Social Studies (grade 8). STAAR End of Course Exams will be administered to students in grades 9 - 12 in Algebra I, English I, English II, Biology and U. S. History. Algebra I will also be offered to 8th graders taking the Algebra I course. The STAAR program is aligned with the State-Adopted Curriculum, the Texas Essential Knowledge and Skills (TEKS). Students will be administered the appropriate grade-level and subject-area STAAR tests in line with the state issued Student Assessment Calendar.


Evaluation Data Sources: Criterion-Referenced Test :STAAR Reading - 05/25: 83% of students in grades 3 -6 will pass the appropriate grade-level STAAR RLA tests. 81% of students in grades 7 - 8 will pass the appropriate grade-level STAAR RLA tests. 71% of students in grades 9- 12 will pass the STAAR EOC English I and 83% of students in grades 10 - 12 will pass the STAAR EOC English II exams.
 Criterion-Referenced Test :STAAR Math - 05/25: 80% of students in grades 3 - 6 will pass the appropriate grade-level STAAR Math tests. 81% of students in grades 7 - 8 will pass the appropriate grade-level STAAR Math tests. 72% of students in grades 9 - 12 will pass the STAAR EOC Algebra I exam.
 Criterion-Referenced Test :STAAR Science- 05/25: 81% of students in grade 5 will pass the STAAR Science test. 87% of students in grade 8 will pass the STAAR Science test. 79% of students in grades 9 - 12 will pass the STAAR EOC Biology exam.
 Criterion-Referenced Test :STAAR Social Studies -05/25: 73% of students in grade 8 will pass the STAAR Social Studies test. 95% of students in grades 11 - 12 will pass the STAAR EOC U. S. History exam.

Strategy 1 Details	Reviews		
<p>Strategy 1: Evaluation of Program Effectiveness (SWP EPE) - Fort Hancock ISD will utilize data from the State's assessments, other student performance data, and perception data to determine if the schoolwide program has been effective in addressing the major problem areas and, in turn, increasing student achievement, particularly for the lowest-achieving students. Fort Hancock ISD will annually revise the plan, as necessary, based on student needs and the results of the evaluation to ensure continuous improvement.</p> <p>Strategy's Expected Result/Impact: Program improvements are implemented. All targeted student groups show improvement on STAAR tests.</p> <p>Staff Responsible for Monitoring: Campus Principals and Federal Programs Director</p>	Formative		Summative
	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify


 Discontinue


Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(2)(4)]


Performance Objective 3: Foundation Program (SWP CNA, CIP) - Teachers and staff implement scientifically research-based instructional strategies, activities and initiatives to increase the amount and quality of learning time, promote accelerated instruction and provide educational enrichment to all students. The educational system is grounded in the state's TEKS that ensures the curriculum vertically aligns and supports the state-adopted assessment program. This will provide opportunities for all students to meet the state's proficient and advanced levels of student performance.


Evaluation Data Sources: Informal Assessment :Classroom Assessments - 05/25: 90% of students in grades PK - 2 will be promoted to the next grade.
 Criterion-Referenced Test :STAAR Reading - 05/25: 83% of students in grades 3 -6 will pass the appropriate grade-level STAAR RLA tests. 81% of students in grades 7 - 8 will pass the appropriate grade-level STAAR RLA tests. 71% of students in grades 9- 12 will pass the STAAR EOC English I and 83% of students in grades 10 - 12 will pass the STAAR EOC English II exams.
 Criterion-Referenced Test :STAAR Math - 05/25 80% of students in grades 3 - 6 will pass the appropriate grade-level STAAR Math tests. 81% of students in grades 7 - 8 will pass the appropriate grade-level STAAR Math tests. 72% of students in grades 9 - 12 will pass the STAAR EOC Algebra I exam.
 Criterion-Referenced Test :STAAR Science- 05/25: 81% of students in grade 5 will pass the STAAR Science test. 87% of students in grade 8 will pass the STAAR Science test. 79% of students in grades 9 - 12 will pass the STAAR EOC Biology exam.
 Criterion-Referenced Test :STAAR Social Studies -05/25: 73% of students in grade 8 will pass the STAAR Social Studies test. 95% of students in grades 11 - 12 will pass the STAAR EOC U. S. History exam.

Strategy 1 Details	Reviews		
<p>Strategy 1: Evaluation of Foundation Program - Faculty and staff are trained in analyzing (disaggregating) test data from the State-adopted assessment instruments. This data is used to identify student strengths and weaknesses so that teachers can design an educational system that is data driven for students. In addition, faculty will disaggregate STAAR data of individual students and student groups to identify achievement gaps from one group to the next. An ongoing monitoring program will be maintained to determine progress of all students and all student groups and to use the results to give extra help to students in need.</p> <p>Strategy's Expected Result/Impact: Program improvements are implemented. All targeted student groups show improvement on STAAR tests.</p> <p>Staff Responsible for Monitoring: Campus Principals and Federal Programs Director</p>	Formative		Summative
	Jan	Mar	June

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(2)(4)]

Performance Objective 4: Early Intervention Program (SWP CIP) - A Prekindergarten program will be conducted through coordination of funding of state/local funds. The program will be available to all students meeting the State criteria of being unable to speak and comprehend English, educationally disadvantaged, homeless, a child of an active duty member of the armed forces, a child of a member of the armed forces who was injured or killed on active duty, or ever has been in the conservatorship of the Department of Family and Protective Services, or a child of a person eligible for the Star of Texas Award. [TEC 29.153(b)] Benito Martinez Elementary conducts a half day Prekindergarten program with emphasis on language acquisition skills for special population groups. Instruction is provided through an experiential and multi-sensory approach with developmentally appropriate and scientifically research-based activities. The PK curriculum is based on the state-adopted PK guidelines.

Evaluation Data Sources: Informal Assessment :Classroom Assessments - 05/25: 80% of PK student will master the State's Prekindergarten Guidelines

Strategy 1 Details	Reviews		
<p>Strategy 1: Prekindergarten Transition Services - Prekindergarten students and their families participate in the Kindergarten Roundup activities at Benito Martinez Elementary. Activities to ensure smooth transitioning from Prekindergarten to Kindergarten will include class visits, student teaming, team teaching and parent meetings. The Prekindergarten teacher will introduce early Kindergarten-level activities to their students to stretch their comprehension and familiarize themselves with some of the academic elements of Kindergarten. The staff will work with students on behavioral and hygiene issues ensuring students will be ready for Kindergarten and the behavioral and hygiene assumptions that go with same.</p> <p>Strategy's Expected Result/Impact: Increased student achievement.</p> <p>Staff Responsible for Monitoring: PK Teacher</p>	Formative		Summative
	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			


Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(2)(4)]


Performance Objective 5: Accelerated Instruction (SWP CNA, CIP, EPE) - Fort Hancock ISD uses the student performance data resulting from the basic skills assessment instruments and achievement tests to design and implement appropriate compensatory, intensive, or accelerated instructional services for students that enable them to be performing at grade level at the conclusion of the next regular school term. Students receiving assistance under SCE are identified using the State criteria defined under TEC Section 29.081(d) - Revised 2021 or local criteria that have been approved by the school board. Students receiving assistance under Title I, Part A are those students failing or most at-risk of failing to meet the state's academic achievement standards. Schoolwide programs meet the educational needs of all children, particularly those identified as having the greatest needs.

Evaluation Data Sources: Documentation :School Records - 05/25: 100% of At-Risk students are identified in a timely manner and appropriate programs and interventions implemented.

Strategy 1 Details	Reviews		
<p>Strategy 1: STAAR Acceleration - STAAR Acceleration classes are available to students in grades 3 through 12 who are experiencing difficulty in core subject area classes or on the STAAR tests. These pullout classes are offered during the date for 45 to 90 minutes daily or on an as needed basis.</p> <p>Strategy's Expected Result/Impact: Increased student achievement.</p> <p>Staff Responsible for Monitoring: Campus Principals and Federal Programs Director</p>	Formative		Summative
	Jan	Mar	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Individualized Instruction - The individualized instruction aides will provide small group and individualized assistance for students in grades K - 12 while working under the direct supervision of the certified regular education teachers assigned. The aides will assist students with subject mastery in core subject areas.</p> <p>Strategy's Expected Result/Impact: Increased student achievement.</p> <p>Staff Responsible for Monitoring: Campus Principals</p>	Formative		Summative
	Jan	Mar	June
Strategy 3 Details	Reviews		
<p>Strategy 3: Elementary Summer School - Students in PK-5 will participate in the ADSY summer program. Elementary students will be offered attend 30 additional full days of instruction during the summer and will be delivered by a certified teacher. ADSY PEP Daily Requirements: 3 hours of math and reading + 3 hours of enrichment. A daily schedule that includes brain breaks, teacher planning time, enrichment time for students, and collaborative planning time.</p> <p>Secondary Summer School- Instruction in core subject areas, including science and reading for students in 7 - 12 will be provided by certified teachers and aides during a summer session.</p> <p>Strategy's Expected Result/Impact: Increased student achievement.</p> <p>Staff Responsible for Monitoring: Campus Principals</p>	Formative		Summative
	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify





 Discontinue

Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(2)(4)]

Performance Objective 6: Special Education Program - Special education services shall be provided to eligible students in accordance with all applicable federal law and regulations, state statutes, rules of the State Board of Education (SBOE) and commissioner of education, and the State Plan under Part B of the Individuals with Disabilities Education Act (IDEA).

Evaluation Data Sources: Informal Assessment :Classroom Assessments- 05/25: 100% of the students with disabilities will be meeting their mastery percentages, as dictated by their IEPs, and will pass the State required assessment instrument at the end of the school year.

Strategy 1 Details	Reviews		
<p>Strategy 1: Special Education Assessment - A student will be referred for a full and individual initial evaluation for possible Special Education Services when there is sufficient documentation that the student continues to experience difficulty in the general classroom after the provision of intervention strategies and activities. If a student is unable to speak and comprehend English, a member of the Language Proficiency Assessment Committee (LPAC) participates in a pre-referral. The referral may be initiated by school personnel, the student's parents or legal guardian, or another person involved in the education or care of the student. School personnel will complete the referral in accordance with Texas Education Code (TEC) SS29.004, related to the 45 calendar day time line. Evaluation instruments will be unbiased by gender, ethnicity, country of origin, socio-economic factors, language or hearing status. Reevaluation will occur no less than every three years. The ARD Committee will meet to review existing data and determine the scope of the reevaluation.</p> <p>Strategy's Expected Result/Impact: Students' needs are accurately diagnosed, and special programs and modification are reflective of the needs of individual students as described in the students' IEPs.</p> <p>Staff Responsible for Monitoring: Campus Special Education Teachers, District Diagnostician and Federal Programs Director</p>	Formative		Summative
	Jan	Mar	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Special Education Modifications - Fort Hancock ISD provides a range of educational programs and different instructional arrangements for students with disabilities. Both inclusion classes and daily pullout classes are available. The appropriate instructional setting will be determined for each student by ARD committees. Mainstreamed students are monitored by the Special Education teachers. Each regular education teacher is provided a copy of their students' IEPs. If the ARD Committee deems it advantageous, students with disabilities are ARDed into Special Programs classes, i.e., State Compensatory Education and Title I, Part A. The "Least Restrictive Environment" required for academic success is always a main consideration. Students receiving Special Education services in grades 3 through 12 will participate in the Texas Assessment program. The individual student's ARD committee will determine which assessments will be appropriate. a) STAAR (with approved or allowable accommodations) b) STAAR Alternate 2 - will assess students who have significant cognitive disabilities and are receiving special education services.</p> <p>Strategy's Expected Result/Impact: Students with disabilities have every opportunity to meet their full educational potential in the least restrictive environment.</p> <p>Staff Responsible for Monitoring: Campus Principals, Campus Special Education Teachers, District Diagnostician and Federal Programs Director</p>	Formative		Summative
	Jan	Mar	June

Strategy 3 Details	Reviews		
<p>Strategy 3: Related Services - The ARD committee assures that the need for related services is considered for each student with disabilities and there is evidence of the link between the need for the related service and educational benefit to the student. Related Services are provided to all students for the time specified in their IEPs, with gaps in services made up in a timely manner. These services include Speech Therapy provided by a Speech Therapist and Occupational Therapy.</p> <p>Strategy's Expected Result/Impact: Students will receive the services dictated by the IEPs and will have the opportunity to meet the same performance standards that all children are expected to meet.</p> <p>Staff Responsible for Monitoring: Campus Principals, Campus Special Education Teachers, District Diagnostician and Federal Programs Director</p>	Formative		Summative
	Jan	Mar	June
Strategy 4 Details	Reviews		
<p>Strategy 4: Transition Services - Fort Hancock High School provides students with disabilities requisite transition services and plans in keeping with TEC SS29.011, SS29.0111 and TAC SS89.1055. Beginning at age 14 and younger if appropriate, and updated annually, each student's IEP includes a statement of the transition service needs of the student under the applicable components of the student's IEP that focuses on the student's courses of study (such as participation in advanced-placement courses or a vocational education program). Beginning at age 16 (or younger, if determined appropriate by the IEP team), each student's IEP includes a statement of needed transition services in their Individual Transition Plan (ITP), including, if appropriate, a statement of the interagency responsibilities or any needed linkages. The ITP focuses attention on how the student's educational program can be planned to help the child make a successful transition to his or her goals for life after secondary school. When transition is to be considered at an ARD committee meeting, the ARD committee's notice to parents indicates that one of the purposes of the meeting is transition and that the student will be invited. Students and parents are provided with transition planning information prior to the ARD committee meeting. The district will post the transition and employment guide on the district's website in accordance with TEC SS29.0112.</p> <p>Strategy's Expected Result/Impact: Students receive the transition services necessary to be successful in high school.</p> <p>Staff Responsible for Monitoring: Campus Principals, Campus Special Education Teachers, District Diagnostician, District TED and Federal Programs Director</p>	Formative		Summative
	Jan	Mar	June
Strategy 5 Details	Reviews		
<p>Strategy 5: Child Find - Child Find Activities are primarily implemented at the district level, but all staff are involved in the effort. Fort Hancock ISD puts forth a comprehensive and proactive effort to find anyone needing Special Education services. Activities for Child Find may include countywide contact with each school district and talk with each contact person.</p> <p>Strategy's Expected Result/Impact: 100% of the students eligible for Special Education assistance have been identified and are receiving required services within the required time frames.</p> <p>Staff Responsible for Monitoring: Campus Principals, Campus Special Education Teachers, District Diagnostician and Federal Programs Director</p>	Formative		Summative
	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			





Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(2)(4)]

Performance Objective 7: Bilingual Program - Fort Hancock ISD offers a Bilingual program whose goal is to enable Emergent Bilingual (EB)/English Learners (EL) and immigrant students to become competent in the comprehension, speaking, reading, and composition of the English language through the integrated use of second language methods. The Bilingual program shall emphasize the mastery of English language skills, as well as mathematics, science, and social studies, as integral parts of the academic goals for all students to enable EB/EL and immigrant students to participate equitably in school.

Evaluation Data Sources: Documentation :LPAC Records -- 05/25: 100% of the students identified as EB/EL have had their individual needs assessed appropriately and are receiving timely and appropriate assistance.

Strategy 1 Details	Reviews		
<p>Strategy 1: Emergent Bilingual (EB)/English Learner (EL) Assessment - Within four weeks of a student's enrollment, a home language survey (HLS) is conducted to determine the language normally used in the home and by the student. The HLS is filed in each student's permanent record folder. Identification assessments are administered to students to provide information needed for identification, placement, and re-designation of EB/EL. Students in PK - K will be administered the Pre-LAS. LAS Links (listening and speaking components) will be administered to students in grade 1 and LAS Links (listening, speaking, reading, and writing components) will be administered to students in grades 2 - 12. The Language Proficiency Assessment Committee (LPAC) - comprised of a professional bilingual educator, a professional transitional language educator, a parent of an EB/EL who is not employed by the district, and a campus administrator - prescribes the appropriate ESL or Bilingual intervention (TEC 29.063).</p> <p>Strategy's Expected Result/Impact: Significant increase in oral, verbal, and written language proficiency, as assessment results help LPAC determine appropriate Bilingual/ESL placement.</p> <p>Staff Responsible for Monitoring: Campus LPAC Committees and Federal Programs Director</p>	Formative		Summative
	Jan	Mar	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Bilingual Instruction - In compliance with State mandates, Fort Hancock conducts a Transitional Early Exit Bilingual Education Program in grades Pk-6. The program is designed so that EB/EL acquire social and academic language proficiency in English, learn the knowledge and skills in the TEKS, and reach their full academic potential. English Language Proficiency Standards (ELPS) will be implemented throughout the content areas. A remediation period will be provided for students who need additional instructional support.</p> <p>Strategy's Expected Result/Impact: Increased student achievement.</p> <p>Staff Responsible for Monitoring: Campus Principals, Campus Bilingual/ESL Teachers and Federal Programs Director</p>	Formative		Summative
	Jan	Mar	June

Strategy 3 Details	Reviews		
<p>Strategy 3: The LPAC prescribes the instructional length of time based on students' linguistic levels as per TEA reclassification criteria. LPAC meetings are scheduled for initial placement and progress monitoring as needed. The LPAC prescribes the academic achievement test that will be administered to each Emergent Bilingual student (* STAAR * STAAR Spanish * STAAR Alternate 2 * Texas English Language Proficiency Assessment System (TELPAS) * TELPAS Alternate)</p> <p>Strategy's Expected Result/Impact: Increased student achievement and mastery of English.</p> <p>Staff Responsible for Monitoring: Campus LPAC Committees and Federal Programs Director</p>	Formative		Summative
	Jan	Mar	June
Strategy 4 Details	Reviews		
<p>Strategy 4: Fort Hancock ISD will utilize supplemental curricular resources and educational software to assist emergent bilingual students in meeting the same challenging State academic standards that all children are expected to meet.</p> <p>Strategy's Expected Result/Impact: Increased student achievement and mastery of English.</p> <p>Staff Responsible for Monitoring: Campus Principals, Campus Bilingual/ESL Teachers and Federal Programs Director</p>	Formative		Summative
	Jan	Mar	June
Strategy 5 Details	Reviews		
<p>Strategy 5: Program Reclassification - A student may not be reclassified as English proficient in prekindergarten or kindergarten (TAC 89.1226(j)). Reclassification criteria are applicable to students in grades 1 - 12 who are identified as Bilingual, ESL, or Parental Denials. A parent and/or guardian must sign the reclassification notification/parent permission form before a student is reclassified from the Bilingual or ESL program.</p> <p>Strategy's Expected Result/Impact: Increased student achievement and mastery of English.</p> <p>Staff Responsible for Monitoring: Campus Principals, Campus Bilingual/ESL Teachers and Federal Programs Director</p>	Formative		Summative
	Jan	Mar	June
Strategy 6 Details	Reviews		
<p>Strategy 6: The LPAC reviews each student's progress at the end of the school year to determine future appropriate placement. The following criteria will be used to determine whether a student is academically successful: * English Language Proficiency Assessment: Grades 1 - 12: Score a Composite Rating of Advanced High on TELPAS . * State Standardized Reading Assessment: Grades 1, 2, 11, 12: Score at or above 40th percentile on the TEA-approved Norm-Referenced Standardized Achievement Test and Grades 3 - 10: Meet passing standard on the STAAR Reading (English) test, or STAAR English I or English II EOC exams. * Results of a subjective teacher evaluation using the state's standardized rubric.</p> <p>Strategy's Expected Result/Impact: Increased student achievement and mastery of English.</p> <p>Staff Responsible for Monitoring: Campus LPAC Committees and Federal Programs Director</p>	Formative		Summative
	Jan	Mar	June





Strategy 7 Details	Reviews		
<p>Strategy 7: The LPAC will monitor students who are reclassified from the Bilingual or ESL program for two years. The scores from state approved achievement test(s) - if administered, criterion-referenced tests in reading, local assessments, English proficiency tests, teacher observations, and records noting academic progress will be used. If the student demonstrates inadequate English proficiency at any time during the two-year monitoring period, the student will be re enrolled in the Bilingual or ESL program as prescribed by the LPAC.</p> <p>Strategy's Expected Result/Impact: Increased student achievement and mastery of English.</p> <p>Staff Responsible for Monitoring: Campus LPAC Committees and Federal Programs Director</p>	Formative		Summative
	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(2)(4)]

Performance Objective 8: Migrant Program - Fort Hancock ISD provides information and services to students who qualify as Migrant students. The program is designed to help migrant students overcome difficulties associated with a migratory lifestyle such as cultural and language barriers and social isolation, as well as helping them succeed in school and transition to post secondary education or employment.

Evaluation Data Sources: Documentation: NGS Supplemental Services & MEP reports: 05/25: 100% of the students identified as Migrant have had their individual needs diagnosed appropriately and are receiving timely and appropriate assistance.





Strategy 1 Details	Reviews		
<p>Strategy 1: Priority For Services (PFS) Action Plan - The PFS Action plan goal is to provide Priority Services to Migrant students in grades 4 through 12 who have failed one or more sections of the State Assessment, ARD Exempt, absent or were not enrolled in a Texas school during the assessment period of their grade level and have their school interrupted during the previous or current regular school year. PFS services are provided to students in grades K through 2 who are designated EL in the NGS system, or have been retained, or are overage for their current grade level and have their school interrupted during the previous or current regular school year. Title I, Part C can be utilized only after all other funding sources have been considered and additional services are still needed. All PFS migrant students are provided instructional services as needed to assist them in mastering the state content standards, passing state assessments and accruing credits for on-time graduation. See Migrant PFS Action Plan for more information.</p> <p>Strategy's Expected Result/Impact: Increased student achievement.</p> <p>Staff Responsible for Monitoring: Principals & Federal Programs Director</p>	Formative		Summative
	Jan	Mar	June

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(2)(4)]

Performance Objective 9: Dyslexia Program - Fort Hancock ISD will provide for the treatment of any student determined to have dyslexia or a related disorder, as defined below. (1) "Dyslexia" means a disorder of constitutional origin manifested by a difficulty in learning to read, write, or spell, despite conventional instruction, adequate intelligence, and sociocultural opportunity. (2) "Related disorders" includes disorders similar to or related to dyslexia, such as developmental auditory imperceptions, dysphasia, specific developmental dyslexia, developmental dysgraphia, and developmental spelling disability.





Evaluation Data Sources: Documentation :Dyslexia Records - 05/25: 100% of the students identified as having Dyslexia have had their individual needs diagnosed appropriately and are receiving timely and appropriate assistance, per counselor records.

Strategy 1 Details	Reviews		
<p>Strategy 1: Dyslexia Assessment - The district Dyslexia Coordinator coordinates the identification of dyslexia among students with the individual campuses. Children are given several assessments that measure the level of chronological awareness, the knowledge of letter names and sound, the ability to read and decode single words in isolation, understanding of what they read, understanding of what is read to them and how well they are able to organize and sequence thoughts in writing.</p> <p>Strategy's Expected Result/Impact: Dyslexia services to students are not delayed; the students' needs are accurately diagnosed, and special programs and modifications are reflective of the needs of each student.</p> <p>Staff Responsible for Monitoring: Campus Principals and Reading Specialist</p>	Formative		Summative
	Jan	Mar	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Modifications for Dyslexia - At Fort Hancock ISD, students who are identified as having dyslexia are provided a reading intervention program that is individualized to meet the unique learning needs of the student. Students will be served through pullout classes and inclusion classes on an as-needed basis. Monitored students not progressing in line with their peers may be recommended for reevaluation; and if necessary a more intensive specialized program will be prescribed.</p> <p>Strategy's Expected Result/Impact: Increased student achievement.</p> <p>Staff Responsible for Monitoring: Campus Principals and Reading Specialist</p>	Formative		Summative
	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(2)(4)]

Performance Objective 10: 504 Program - Students classified as 504 are those who have a physical or mental impairment which limits a major life activity such as learning, self-care, walking, seeing, hearing, speaking, breathing, working and performing manual tasks, as well as an academic need. Assessments are administered if students are demonstrating chronic difficulties unresponsive to intervention strategies to determine need for ARD or 504 determinations. The educational program for a Section 504 student will be modified to meet the individual needs as identified by assessment data.

Evaluation Data Sources: Documentation :504 Reports - 05/25: 100% of the students identified as 504 have had their individual needs diagnosed appropriately and are receiving timely and appropriate assistance, per counselor records.

Strategy 1 Details	Reviews		
<p>Strategy 1: Testing accommodations may include the following: Individual or small group administration, projection devices, manipulating tests materials, oral/signed administration, extra time, large print, transcription, and use of a calculator or overlays. Strategy's Expected Result/Impact: Increased student achievement. Staff Responsible for Monitoring: Campus Principals and 504 Coordinator</p>	Formative		Summative
	Jan	Mar	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Environmental accommodations may also be made for students. These may include changing student seating as needed for the situation; adapting environment to avoid distractions; and providing notebooks for organization, lighting accommodations, or non-verbal behavior cues (cue cards). Strategy's Expected Result/Impact: Increased student achievement. Staff Responsible for Monitoring: Campus Principals and 504 Coordinator</p>	Formative		Summative
	Jan	Mar	June
Strategy 3 Details	Reviews		
<p>Strategy 3: Students receiving services under section 504 services are required by TEC SS28.025(c) to meet all curriculum requirements and assessment graduation requirements to receive a Texas high school diploma. Students will take STAAR with or without allowable accommodations. The Section 504 Committee receives the results of the evaluation and determines the most appropriate instruction program for the child, and develops an individual education plan for him/her that will include and modifications or accommodations that may be needed. 504 meetings are held yearly and parents are welcome to attend. Strategy's Expected Result/Impact: Increased student achievement. Staff Responsible for Monitoring: Principals & 504 Coordinator</p>	Formative		Summative
	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			


Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(2)(4)]


Performance Objective 11: Gifted and Talented (G/T) Program - Fort Hancock ISD has adopted a process for identifying and serving G/T students who are defined as a child or youth who performs at or shows the potential for performing at a remarkably high level of accomplishment when compared to others of the same age, experience, or environment and who: 1) exhibits high performance capability in an intellectual, creative, or artistic area; 2) possesses an unusual capacity for leadership; or 3) excels in a specific academic field.

Evaluation Data Sources: Informal Assessment :Classroom Assessments- 05/25: 100% of the G/T students will achieve scores within the 95% to 100% range on assessment instruments administered at the end of the year.

Strategy 1 Details	Reviews		
<p>Strategy 1: G/T Assessment - Students go through a nomination and assessment process for G/T identification that includes a minimum of 3 appropriate criteria that include both qualitative and quantitative measures. Final selection of students for services is made by a committee of at least three local district or campus educators who have received training in the nature and needs of gifted students (19 TAC SS89.1).</p> <p>Strategy's Expected Result/Impact: G/T students identified on a timely basis and provided the appropriate educational program and enrichment activities to ensure maximum performance.</p> <p>Staff Responsible for Monitoring: Campus Principals and GT Coordinator</p>	Formative		Summative
	Jan	Mar	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Modifications for G/T Students - Elementary G/T students in grades 1 - 5 are provided with a Biweekly, 30 minute, pullout session. The program provides a differentiated curriculum and an array of learning opportunities emphasizing content in the four major core areas.</p> <p>Strategy's Expected Result/Impact: G/T students identified on a timely basis and provided the appropriate educational program and enrichment activities to ensure maximum performance</p> <p>Staff Responsible for Monitoring: Campus Principals and GT Coordinator</p>	Formative		Summative
	Jan	Mar	June
Strategy 3 Details	Reviews		
<p>Strategy 3: Multiple strategies are used for Middle and High School students who have met the district criteria for G/T. These include Cooperative Learning, Team teaching, Hands-on-activities, student presentations and product based learning.</p> <p>Strategy's Expected Result/Impact: G/T students identified on a timely basis and provided the appropriate educational program and enrichment activities to ensure maximum performance.</p> <p>Staff Responsible for Monitoring: Campus Principals and GT Coordinator</p>	Formative		Summative
	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify





 Discontinue

Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(2)(4)]

Performance Objective 12: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma. (SWP CIP) [TEC SS4.001 (b)(3)]

Ancillary Services - Fort Hancock ISD provides Ancillary Services or related services to all students to ensure that variables beyond their control do not compromise academic performance or compel them to drop out of school.

Evaluation Data Sources: Informal Assessment :Classroom Assessments- 05/25: 80% of all students will pass EOY benchmark tests.

Strategy 1 Details	Reviews		
<p>Strategy 1: Counseling Services - The School Counselors provides the following services: * 1:1 and small group counseling sessions, * Focused informal groups- -behavior, attendance, * Assistance with testing coordination, * Class presentations on health, communication, drug and alcohol abstinence, behavior and safety related issues, * STAAR presentations, * Responsive services, * Parent Training, and * Individual student planning.</p> <p>Strategy's Expected Result/Impact: The Counseling and Guidance Program will have a positive impact on students, resulting in increased student achievement and reduced drop-out rates.</p> <p>Staff Responsible for Monitoring: Campus Principals and District Counselor</p>	Formative		Summative
	Jan	Mar	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Attendance Incentives and Strategies - Parents will be provided with attendance requirements through the dissemination of the District Code of Conduct and Student/Parent Handbook, and during open house and parent meetings. Students with perfect attendance will be recognized every six weeks. Fort Hancock ISD will contact parents after a student has had three consecutive absences. The Principals at Fort Hancock ISD will ensure that the campus attendance procedures are up to date at the beginning of the school year.</p> <p>Strategy's Expected Result/Impact: Fort Hancock ISD will encourage increased student attendance.</p> <p>Staff Responsible for Monitoring: Campus Principals</p>	Formative		Summative
	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(2)(4)]

Performance Objective 13: Career and Technical Education - Fort Hancock ISD offers CTE programs at the secondary level in line with the State's CTE Goals and the State's CTE Plan (TEC Sections 29.181 and 29.182) to ensure that each student will master the basic skills and knowledge necessary for managing the dual roles of family member and wage earner and gaining entry-level employment in a high-skill, high-wage job or continuing the student's education at the postsecondary level.

Evaluation Data Sources: Informal Assessment :Classroom Assessments- 05/25: 80% of all CTE students will pass EOY benchmark tests.

Goal 2: Students will be encouraged and challenged to meet their full educational potential, with a well-balanced and appropriate curriculum provided to all students. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(2)(4)]





Performance Objective 14: Homeless Services - The Homeless Liaison will work with the district administrators and counseling and nursing personnel in the identification and the provision of ancillary services to homeless students to ensure there is no disruption in the students' education. The Homeless Liaison will conduct a district wide training on the identification and plight of the homeless student and strategies and activities that can be implemented at the district level, on the campus level and at the individual level. Fort Hancock ISD will be in compliance with federal Homeless regulations.

Evaluation Data Sources: Documentation :PEIMS Reports - 05/25: 100% of the students identified as experiencing homelessness will have had their individual needs met appropriately and are receiving timely and appropriate assistance, per counselor records.

Goal 3: Qualified and highly effective personnel will be recruited, developed and retained, with educators keeping abreast of the development of creative and innovative techniques in instruction and administration, using those techniques as appropriate to improve student learning. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(6)(9)]

Performance Objective 1: (SWP CNA, CIP) - Through the DPDMC, teachers participated in the Professional Development (PD) needs assessment process, recommending programs and activities and approving the PD plan for the district that: * will coordinate PD programs and activities across programs that will improve, enhance, or develop instructional methods; * will be intense and sustained; * will be tied to the TEKS and STAAR; * will apply research to meet the learning needs of all students, i.e., students meeting the State-adopted "at-risk" criteria, 504 students, EB/EL, students with disabilities, G/T students, etc. and * will enable all children to meet the same challenging State content standards and challenging State student performance standards that all children are expected to meet.





Evaluation Data Sources: Documentation :Professional Development Records - 04/25: The Principals and DPDMC have reviewed the list of PD activities determining that 100% of the teachers have participated in activities that support their individual needs.

Strategy 1 Details	Reviews		
<p>Strategy 1: Annual needs assessment results indicate a need for: * District wide training on Content Area Best Practices through the Region XIX, Campus Staff, and Instructional Coaches. * District wide training on Reading and Writing through Region XIX. * District wide training on Guided Math through Region XVIII. * District wide training on High Quality Instructional Materials (HQIM) and Research Based Instructional Strategies (RBIS) through E3 * Ongoing district wide training on student mental health awareness and interventions. * Training on the incorporation of ELPS through ELLevation software. * Training on TEKS Resource System for all teachers. * Training on technology applications and programs.</p> <p>Strategy's Expected Result/Impact: Increased student achievement.</p> <p>Staff Responsible for Monitoring: Principals, Federal Programs Director/Director of C&I and District Counselor</p>	Formative		Summative
	Jan	Mar	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Evaluation of Professional Development Program (SWP EPE) - The Fort Hancock ISD Professional Development Program will be evaluated in light of students' performance to ensure that the program as a whole and individual activities have a positive impact on student achievement. Modifications and adjustments will be made as needed in order to improve student achievement.</p> <p>Strategy's Expected Result/Impact: Increase in student performance as professional development activities focus on needs of students and faculty.</p> <p>Staff Responsible for Monitoring: Campus Principals and C & I Director</p>	Formative		Summative
	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 3: Qualified and highly effective personnel will be recruited, developed and retained, with educators keeping abreast of the development of creative and innovative techniques in instruction and administration, using those techniques as appropriate to improve student learning. (SWP CNA, CIP, EPE) [TEC SS4.001 (b)(6)(9)]

Performance Objective 2: Recruitment and Retention Initiatives (SWP CIP) - The DPDMC will be involved in the process of developing recruitment and retention initiatives and strategies. Teachers are recruited through Job Fairs and Online job posting. All applicants are screened prior to the interview process. Recruiting activities will ensure that Fort Hancock ISD has 100% fully certified faculty in each teaching position, as defined by state law.





Evaluation Data Sources: Documentation :Human Resources Records - 05/25: 100% Certified Faculty.

Strategy 1 Details	Reviews		
<p>Strategy 1: Fort Hancock ISD ensures professional development opportunities are available for staff to be able to maintain and enhance their certified status.</p> <p>Strategy's Expected Result/Impact: 100% Fully Certified Faculty.</p> <p>Staff Responsible for Monitoring: High School Principals and C & I Director</p>	Formative		Summative
	Jan	Mar	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Director of C&I, elementary campus administrator and staff will receive a performance stipend (Innovator Grant) and Reading Academy Stipends to those actively participating in the Reading Academies in order to retain fully certified staff and continue to employ existing staff.</p> <p>Strategy's Expected Result/Impact: Retention of teachers and staff.</p> <p>Staff Responsible for Monitoring: Campus Principal & Director of C&I</p>	Formative		Summative
	Jan	Mar	June
Strategy 3 Details	Reviews		
<p>Strategy 3: Core teachers will be eligible for the Teacher Incentive Allotment.</p> <p>Strategy's Expected Result/Impact: Retention of high performing teachers.</p> <p>Staff Responsible for Monitoring: Campus Principals, Director of C&I and HR Director</p>	Formative		Summative
	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 4: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development and administration. (SWP CIP, EPE)
 [TEC SS4.001 (b)(10)]

Performance Objective 1: Technology Integrated Curriculum (SWP CIP) - Fort Hancock ISD classroom teachers are using technology as an alternative instructional tool. Every grade level has access to the computer lab and interactive whiteboards. Mobile labs are also available for use in the classrooms. Ft Hancock ISD will purchase educational technology to mitigate learning loss due to the COVID-19 pandemic.





Evaluation Data Sources: Informal Assessment :Classroom Assessments - 05/25: 90% of students in grades PK - 2 will be promoted to the next grade.
 Criterion-Referenced Test :STAAR Reading - 05/25: 83% of students in grades 3 -6 will pass the appropriate grade-level STAAR RLA tests. 81% of students in grades 7 - 8 will pass the appropriate grade-level STAAR RLA tests. 71% of students in grades 9- 12 will pass the STAAR EOC English I and 83% of students in grades 10 - 12 will pass the STAAR EOC English II exams.
 Criterion-Referenced Test :STAAR Math - 05/25: 80% of students in grades 3 - 6 will pass the appropriate grade-level STAAR Math tests. 81% of students in grades 7 - 8 will pass the appropriate grade-level STAAR Math tests. 72% of students in grades 9 - 12 will pass the STAAR EOC Algebra I exam.
 Criterion-Referenced Test :STAAR Science- 05/25: 81% of students in grade 5 will pass the STAAR Science test. 87% of students in grade 8 will pass the STAAR Science test. 79% of students in grades 9 - 12 will pass the STAAR EOC Biology exam.
 Criterion-Referenced Test :STAAR Social Studies -05/25: 73% of students in grade 8 will pass the STAAR Social Studies test. 95% of students in grades 11 - 12 will pass the STAAR EOC U. S. History exam.

Strategy 1 Details	Reviews		
<p>Strategy 1: The use of instructional software programs to support student learning within the classroom for reinforcement exercises to provide a media that complements tactile-kinesthetic learning styles and self-paced progression will be offered.</p> <p>Strategy's Expected Result/Impact: Increased student achievement.</p> <p>Staff Responsible for Monitoring: Campus Principals, Director of C &I , Technology Director</p>	Formative		Summative
	Jan	Mar	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Instructional management software tools will be used in the classroom, allowing teachers to track student performance as it relates to the TEKS, STAAR, and/or reading comprehension skills.</p> <p>Strategy's Expected Result/Impact: Increased student achievement.</p> <p>Staff Responsible for Monitoring: Campus Principals, Director of C &I , Technology Director</p>	Formative		Summative
	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 4: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development and administration. (SWP CIP, EPE)
 [TEC SS4.001 (b)(10)]

Performance Objective 2: Technology Acceptable Use Policy - Every Fort Hancock ISD faculty member, student and parent having access to Fort Hancock computers, networked, Internet connected, or not, must have on file an Authorized User Permission (AUP) form. Students' AUP must be signed by the students and a parent or legal guardian, as well as a Parent Permission Form.

Evaluation Data Sources: Documentation :School Records - 05/25: No incidents of students, faculty, or parents breaking the Acceptable Use Policy.

Strategy 1 Details	Reviews		
<p>Strategy 1: Fort Hancock is in compliance with the Children's Internet Protections Act (CIPA). Under the CIPA, Fort Hancock has developed an Internet Safety Policy that ensures technology measures are in place to block or filter internet access of inappropriate or harmful activities to minors and adults. For more information, see the Fort Hancock ISD School Board Policy CQ (Local).</p> <p>Strategy's Expected Result/Impact: Responsible students with access to the instructional resources available through the internet, which will have a positive impact on student achievement.</p> <p>Staff Responsible for Monitoring: Campus Principals, Director of C &I , Technology Director</p>	Formative		Summative
	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 4: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development and administration. (SWP CIP, EPE)
[TEC SS4.001 (b)(10)]

Performance Objective 3: Evaluation of Technology Program (SWP EPE) - At least once a year the technology program will be evaluated for effectiveness and to ensure that students and teachers are utilizing the program with the frequency and purpose intended. Modifications and adjustments will be made as needed to improve student achievement.

Evaluation Data Sources: Documentation :School Records- 05/25: Principal's classroom observations indicate that 100% of all classroom teachers are integrating technology into weekly instructions and are enriching instruction with technology.

Goal 5: Fort Hancock ISD will maintain a safe and disciplined environment conducive to student learning by providing appropriate programs to all students demonstrating need in suicide prevention, conflict resolution, violence prevention and intervention, discipline management and character education. (SWP CIP) [TEC SS4.001 (b)(8), SS11.252(3)(B)(E), SS11.253(8)]

Performance Objective 1: Coordinated School Health Program (CSHP) - The CSHP is designed to promote healthy behaviors and help students establish and practice healthy habits throughout their school years and beyond. The coordinated efforts of schools, families and the larger community support student development by reducing risky behaviors and improving student's overall health and academic achievement. The CSHP integrates the following eight components into health instruction: 1. A nutrition program that adheres to the U.S. Dietary Guidelines for Americans and the Texas Nutrition Policy. 2. Health services designed to ensure access to primary health care while simultaneously stressing the importance of preventative health care. 3. A healthy and safe school environment that is physically, aesthetically and psycho socially conducive to student achievement and well-being. 4. Counseling services designed to improve the mental, emotional and social health of students. 5. Opportunities for campus and district staff to improve their personal health through health education and fitness activities. 6. School, parent and community involvement in the health and well-being of students. 7. A physical education curriculum that integrates mental and physical learning experiences to promote optimum overall student health and 8. A health education curriculum that focuses on the personal (mental, physical, emotional) and social aspects of health.





Evaluation Data Sources: Documentation :Discipline Records - 05/25: An improvement in student behavior and a decrease in discipline referrals compared to the previous year due to students' improved physical, social, mental, and emotional health.
Sign in Sheets, Calendar of Events

Goal 5: Fort Hancock ISD will maintain a safe and disciplined environment conducive to student learning by providing appropriate programs to all students demonstrating need in suicide prevention, conflict resolution, violence prevention and intervention, discipline management and character education. (SWP CIP) [TEC SS4.001 (b)(8), SS11.252(3)(B)(E), SS11.253(8)]

Performance Objective 2: School Health Advisory Council (SHAC) - The School Health Advisory Council (SHAC), made up of more than 50% parents, monitors existing school health initiatives and recommends new programs to promote student health. Members meet at least four times a year to discuss prevention and intervention strategies concerning health and wellness.

Evaluation Data Sources: Documentation :Board Policies - 05/25: Local Board Policies reflect all new mandated medical and health-related policies, as well as Fort Hancock ISD's specific policies.
Sign in Sheets, Calendar of Events





Strategy 1 Details	Reviews		
<p>Strategy 1: The council's duties include recommending: 1. The number of hours of instruction to be provided in health education; 2. Curriculum appropriate for specific grade levels designed to prevent obesity, cardiovascular disease, and type 2 diabetes through coordination of health education, physical education and physical activity, nutrition services, parental involvement, and instruction to prevent the use of tobacco; 3. Appropriate grade levels and methods of instruction for human sexuality instruction; and 4. Strategies for integrating the curriculum components specified above with the following elements in a coordinated school health program: a. School health services; b. Counseling and guidance services; c. A safe and healthy school environment; and d. School employee wellness. Texas Education Code 28.004(c)</p> <p>Strategy's Expected Result/Impact: Students' academic achievement, behavior and attitudes will improve as a result of living a healthier lifestyle.</p> <p>Staff Responsible for Monitoring: Campus principals & SHAC</p>	Formative		Summative
	Jan	Mar	June

 No Progress
  Accomplished
  Continue/Modify
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Goal 5: Fort Hancock ISD will maintain a safe and disciplined environment conducive to student learning by providing appropriate programs to all students demonstrating need in suicide prevention, conflict resolution, violence prevention and intervention, discipline management and character education. (SWP CIP) [TEC SS4.001 (b)(8), SS11.252(3)(B)(E), SS11.253(8)]

Performance Objective 3: Trauma-Informed Care Program - The Fort Hancock ISD trauma-informed care program (see Board Policy FFBA - Local) will provide for the integration of trauma-informed care practices in the school environment, including increasing staff and parent awareness of trauma-informed care, implementation of trauma-informed practices and care by district and campus staff, and providing information about available counseling options for students affected by trauma or grief.

Evaluation Data Sources: Documentation :Professional Development Records - - 05/25: 100% of district and campus staff have received the required training.

Strategy 1 Details	Reviews		
<p>Strategy 1: Fort Hancock ISD will provide training in trauma-informed care to district educators. Training will be best practice-based programs and research-based practices, as well as, provided as part of any new employee orientation for all new district educators and provided to existing district educators at specific intervals.</p> <p>Strategy's Expected Result/Impact: Establishing a comprehensive safe and supportive school program that incorporates research-based best practices and procedures for training staff on integrating trauma-informed practices.</p> <p>Staff Responsible for Monitoring: Campus principals & district counselor</p>	Formative		Summative
	Jan	Mar	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Fort Hancock ISD will maintain records of all educators who have completed training and provide an annual report to the TEA on the number of employees who have participated in trauma-informed care training. (TEC 8.036)</p> <p>Strategy's Expected Result/Impact: Establishing a comprehensive safe and supportive school program that incorporates research-based best practices and procedures for training staff on integrating trauma-informed practices.</p> <p>Staff Responsible for Monitoring: Campus principals & district counselor</p>	Formative		Summative
	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			





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Performance Objective 4: Safe Schools Initiatives (SWP CIP) - The health and safety of Fort Hancock ISD students is of utmost importance, and the district seeks to ensure student safety through compliance with Federal, State, and local policy. Various preventative measures are taken to ensure that students, faculty, and visitors remain safe while on and off campus.

Evaluation Data Sources: Documentation :Discipline Records - 05/25: An improvement in student behavior and a decrease in discipline referrals compared to the previous year due to students' improved physical, social, mental, and emotional health.

Strategy 1 Details	Reviews		
<p>Strategy 1: In an effort to promote "Safe Schools," Fort Hancock ISD will promote special initiatives and activities that support Safe Schools. Activities include, but are not limited to: * Campus Safety Rules * Campus Dress and Discipline Codes * Mustang Profile * Medical Services (screening and information) * Assemblies and Speakers to encourage safety and healthy choices * Security Devices such as ID Tags, Cameras, and Alarms * Active shooter alarm system notification software * Two-way radios*Campus Guardians</p> <p>Strategy's Expected Result/Impact: Students' academic achievement, behavior and attitudes will improve as a result of living a healthier lifestyle.</p> <p>Staff Responsible for Monitoring: Campus principals & district counselor</p>	Formative		Summative
	Jan	Mar	June
Strategy 2 Details	Reviews		
<p>Strategy 2: At this time, Fort Hancock ISD does not employ or contract with a School Resource Officer. (TEC SS37.081(d)) Instead we have the school guardian program.</p>	Formative		Summative
	Jan	Mar	June
Strategy 3 Details	Reviews		
<p>Strategy 3: Disciplinary Alternative Education Program (DAEP) - Fort Hancock ISD students will be knowledgeable about the Student Code of Conduct, campus rules, Mustang Profile, and the guidelines as set forth in the Acceptable Use policy. Fort Hancock ISD students who have violated the district code of conduct may be placed on a credit recovery online program.</p> <p>Strategy's Expected Result/Impact: A safe climate for student learning, having a positive impact on student achievement.</p> <p>Staff Responsible for Monitoring: Campus principals & district counselor</p>	Formative		Summative
	Jan	Mar	June





Strategy 4 Details	Reviews		
<p>Strategy 4: Drug Use, Violence Prevention and/or Intervention Programs and Activities - The staff of Fort Hancock ISD recruits parents, community members and business representatives to assist in the design, development, implementation and evaluation of the drug use and violence prevention and/or intervention program and activities.</p> <p>Strategy's Expected Result/Impact: Students' academic achievement, behavior and attitudes will improve as a result of living a healthier lifestyle</p> <p>Staff Responsible for Monitoring: Campus principals & district counselor</p>	Formative		Summative
	Jan	Mar	June
Strategy 5 Details	Reviews		
<p>Strategy 5: An annual review of tobacco, alcohol and other drug use incident data will be conducted by the campus Counselors and Principals, using the data to plan specific programs and activities. Activities include, but are not limited to: * National Red Ribbon Week presentations and activities * Student Assemblies on violence, drug prevention, health and safety * Border Patrol presentations, etc.</p> <p>Strategy's Expected Result/Impact: Students' academic achievement, behavior and attitudes will improve as a result of living a healthier lifestyle.</p> <p>Staff Responsible for Monitoring: Campus principals & district counselor</p>	Formative		Summative
	Jan	Mar	June
Strategy 6 Details	Reviews		
<p>Strategy 6: Child Sexual Abuse and Other Maltreatment of Children - The district has established a plan for addressing child sexual abuse and other maltreatment of children. As a parent, it is important for you to be aware of warning signs that could indicate a child may have been or is being sexually abused. Sexual abuse in the Texas Family Code is defined as any sexual conduct harmful to a child's mental, emotional, or physical welfare as well as a failure to make a reasonable effort to prevent sexual conduct with a child. Anyone who suspects that a child has been or may be abused or neglected has a legal responsibility, under state law, for reporting the suspected abuse or neglect to law enforcement or to Child Protective Services (CPS). Possible physical warning signs of sexual abuse could be difficulty sitting or walking, pain in the genital areas, and claims of stomachaches and headaches. Behavioral indicators may include verbal references or pretend games of sexual activity between adults and children, fear of being alone with adults of a particular gender, or sexually suggestive behavior. Emotional warning signs to be aware of include withdrawal, depression, sleeping and eating disorders, and problems in school. A child who has experienced sexual abuse or any other type of abuse or neglect should be encouraged to seek out a trusted adult. Be aware as a parent or other trusted adult that disclosures of sexual abuse may be more indirect than disclosures of physical abuse and neglect, and it is important to be calm and comforting if your child, or another child, confides in you. Reassure the child that he or she did the right thing by telling you. As a parent, if your child is a victim of sexual abuse or other maltreatment, the campus counselor or principal will provide information regarding counseling options for you and your child available in your area. The Texas Department of Family and Protective Services (TDFPS) also manages early intervention counseling programs. To find out what services may be available in your county, see http://www.dfps.state.tx.us/Prevention_and_Early_Intervention/Programs_Available_In_Your_County/default.asp. The following Web sites might help you become more aware of child abuse and neglect: http://www.childwelfare.gov/pubs/factsheets/signs.cfm http://sapr.nonprofitoffice.com http://www.taasa.org/member/materials2.php http://www.oag.state.tx.us/AG_Publications/txts/childabuse1.shtml http://www.oag.state.tx.us/AG_Publications/txts/childabuse2.shtml</p> <p>Reports may be made to: The Child Protective Services (CPS) division of the Texas Department of Family and Protective Services (1800-252-5400 or on the Web at http://www.txabusehotline.org).</p> <p>Strategy's Expected Result/Impact: Staff, parents and students have an increased awareness of issues regarding the sexual abuse and other maltreatment of children</p> <p>Staff Responsible for Monitoring: Campus principals & district counselor</p>	Formative		Summative
	Jan	Mar	June

Strategy 7 Details	Reviews		
<p>Strategy 7: Teachers and staff will take the Human Youth Trafficking Prevention training the first semester of the year and STUDENTS will take their age appropriate Human Youth Trafficking Prevention training the second semester.</p> <p>Strategy's Expected Result/Impact: Staff & students will have an increased awareness of issues regarding the sexual abuse and other maltreatment of children.</p> <p>Staff Responsible for Monitoring: Campus principals</p>	Formative		Summative
	Jan	Mar	June
Strategy 8 Details	Reviews		
<p>Strategy 8: Dating Violence Policy - In accordance with TEC 37.0831, the dating violence is not tolerated in Fort Hancock ISD. 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. Dating violence also occurs when a person commits these acts against a person in a marriage or dating relationship with the individual who is or was once in a marriage or dating relationship with the person committing the offense. Students who are victims of child abuse, family violence, dating violence, and sex trafficking should report to the school counselor, principal, Superintendent, or a teacher they are comfortable sharing this information. The principal or designee will notify the parent in a timely manner if a report identifies a student as an alleged victim or perpetrator. The district will provide counseling for victims and perpetrators and training to teachers and administrators. In addition, the district will provide students with age-appropriate educational materials on the dangers of dating violence and resources for students seeking help. For more information see Board Policy FFH (Local).</p> <p>Strategy's Expected Result/Impact: Staff, parents, and students have an increased awareness of dating violence.</p> <p>Staff Responsible for Monitoring: Campus principals, District counselor, and Superintendent</p>	Formative		Summative
	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

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Performance Objective 5: Counseling Responsive Services (SWP CIP) - The counselor will conduct responsive services in prevention and intervention areas. Areas of focus will include: * Academic concerns * School-related concerns such as misbehavior, excessive absences and tardiness * Dropout prevention * Physical, sexual or emotional abuse * Coping with stress * Discipline management * Health and wellness * Drug and Alcohol abuse prevention * Bullying * Suicide prevention * Conflict resolution * Violence prevention * Parent education * Youth Human Trafficking prevention

Evaluation Data Sources: Documentation :Counselor Records - 05/25: Counselor records indicate that referrals to counselor have decreased as compared to the previous year. Sign in Sheets, Calendar of Events

Strategy 1 Details	Reviews		
<p>Strategy 1: The counselors and classroom teachers will deliver age-appropriate guidance curriculum focusing on: * Self-Esteem Development * Good Character * Emotion Management * Motivation to Achieve * Decision-Making Skills* *Goal Setting * Planning and Problem-Solving Skills * Interpersonal Effectiveness * Communication Skills * Cross Cultural Effectiveness * Responsible Behavior</p> <p>Strategy's Expected Result/Impact: Students' academic achievement, behavior and attitudes will improve as a result of living a healthier lifestyle.</p> <p>Staff Responsible for Monitoring: Campus principals and District counselor</p>	Formative		Summative
	Jan	Mar	June
Strategy 2 Details	Reviews		
<p>Strategy 2: In response to the COVID-19 pandemic, a counselor will provide mental health and support services to address the social, emotional, and mental health needs of all students using an SEL program.</p> <p>Strategy's Expected Result/Impact: Students' academic achievement, behavior and attitudes will improve as a result of living a healthier lifestyle.</p> <p>Staff Responsible for Monitoring: Campus principals and District counselor</p>	Formative		Summative
	Jan	Mar	June
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Performance Objective 6: Career Guidance and Counseling (SWP CIP) - The counselors will assist students in monitoring and understanding their own development. Areas addressed include: * Education: Acquisition of study skills and choosing appropriate programs and services. * Career: Need for positive work habits, career awareness, and investigations of opportunities. *Personal-Social: Development of healthy self-concepts and development of adaptive and adjustive social behavior.

Evaluation Data Sources: Documentation :Counselor Records - 05/25: Counselor records indicate that referrals to counselor have decreased as compared to the previous year. Sign in Sheets, Calendar of Events

District Planning and Decision Making Committee

Committee Role	Name	Position
Student	Estrella Hinojos	Student
Student	Estrella Hinojos	Student
Parent	Karina Mercado	Parent
Parent	Bo Gonzalez	Parent
Non-classroom Professional	Jessica Garcia	Parent Liaison /Migrant Recruiter
Non-classroom Professional	Aurelio Saldana	Instructional Coach
Paraprofessional	Jacob Aguilar	Instructional Aide
Paraprofessional	Refugio Grajeda	Instructional Aide
District-level Professional	Melissa Ramos	SPED Diagnostician
Classroom Teacher	Amber Moseley	Secondary RLA Teacher
Classroom Teacher	Noe Iglesias	CTE Teacher
Classroom Teacher	Rita Moreno	SPED Teacher
Classroom Teacher	Zenia Quijas	Math Teacher
Classroom Teacher	Maria Fierro	Pk Teacher
District-level Professional	Christine Robledo	504/GT/Dyslexia Coordinator
District-level Professional	Luis Martinez	Technology Director
District-level Professional	Teresa Gonzalez	Counselor/SHAC Coordinator
Non-classroom Professional	Cassandra Santillan	District Health Specialist
Administrator	Jess Schultz	Elementary School Principal
Administrator	Danny Medina	High School Principal
Administrator	Lorena Molinar	High School Principal
Administrator	Yvonne Samaniego	Associate Superintendent/Federal Programs Director

Policies, Procedures, and Requirements

The following policies, procedures, and requirements are addressed in the District Improvement Plan. District addressed Policies, Procedures, and Requirements will print with the District Improvement Plan:

Title	Person Responsible	Review Date	Addressed By	Addressed On
Bullying Prevention	District Behavioral Health Team	9/12/2024	Yvonne Samaniego	11/11/2024
Child Abuse and Neglect	District Mental Health Team	9/12/2024	Yvonne Samaniego	11/11/2024
Coordinated Health Program	SHAC Committee	10/30/2024	Yvonne Samaniego	11/12/2024
Decision-Making and Planning Policy Evaluation	Superintendent	11/13/2024	Yvonne Samaniego	11/12/2024
Disciplinary Alternative Education Program (DAEP)	Superintendent	11/13/2024	Yvonne Samaniego	11/12/2024
Dropout Prevention	Principals	11/13/2024	Yvonne Samaniego	11/12/2024
Dyslexia Treatment Program	Dyslexia Coordinator	9/2/2024	Yvonne Samaniego	11/12/2024
Title I, Part C Migrant	Federal Programs Director	8/6/2024	Yvonne Samaniego	11/7/2024
Pregnancy Related Services	Health Specialist	8/7/2024	Yvonne Samaniego	11/12/2024
Post-Secondary Preparedness	Principals	8/7/2024	Yvonne Samaniego	11/12/2024
Recruiting Teachers and Paraprofessionals	HR Department	8/7/2024	Yvonne Samaniego	11/12/2024
Student Welfare: Crisis Intervention Programs and Training	District Mental Health Team	10/30/2024	Yvonne Samaniego	11/12/2024
Student Welfare: Discipline/Conflict/Violence Management	District Behavioral Health Team	9/12/2024	Yvonne Samaniego	11/12/2024
Texas Behavior Support Initiative (TBSI)	Federal Programs Director	8/28/2024	Yvonne Samaniego	11/12/2024
Technology Integration	Director of C&I	8/7/2024	Yvonne Samaniego	11/12/2024