



District Improvement Plan

2016-2017

(Board Approved 10/10/2016)

Howe Independent School District

Committee Members

2016-17

	Administration		Parent / Community
Superintendent	Kevin Wilson	Parent	Sara Buttery (2015-17)
Assistant Superintendent	Darla Williams-Chairman	Parent	Shanna Hartsfield (2015-17)
Business Manager	Julie Snapp	Community	Rebecca Pecina (2015-17)
Technology Director	Joe Gandillon	Business	Amy Jackson (2016-18)
	Elementary School		Middle School
Principal	Clarissia Doty	Principal	Clay Wilson
Teacher	Cari Franco (2016-18)	Teacher	Sherri Price (2016-18)
Teacher	Kristi Rhoten (2015-17)	Teacher	Christina Stevens (2016-18)
Teacher	Tori Vinson (2016-18)	Teacher	Jennifer Tucker (2015-17)
	High School		
Principal	James Teafatiller		
Teacher	Jordan Dusek (2015-17)		
Teacher	Kim Floyd (2015-17)		
Teacher	Katie Wilson (2015-17)		

Representatives of special programs will provide input to the committee as needed.

District Comprehensive Needs Assessment

Data Sources

• Texas Academic Performance Report (TAPR)	• State Compensatory Education Funds (Comp. Ed) Annual Evaluation
• Accountability Summary Report (ASR)	• Title I Funds (Elementary and Middle School) Annual Evaluation
• (ASR) System Safeguards	• English as a Second Language (ESL) Annual Evaluation Report
• Parent Involvement Committee	• Gun-Free Schools Report
• Parent & Community Engagement Data / Rating	• Incidents of Violence Report
• Attendance Rate	• Safe and Drug Free Schools (SDFSC) Annual Evaluation Report
• Unit Assessments / Benchmark Test Data in AWARE	• Special Programs Surveys
• Discipline Referral Report	• I-Station & Think Through Math Data
• Dropout Rate / Completion Rate Report	• STAAR Test Data
• SAT /ACT Test Data	• Group / Staff Discussions
• Performance Based Monitoring of Academics System (PBMAS)	• Educator Certification Online System (ECOS)

Summary of Strengths

- ❖ Teachers and Administrators disaggregate performance data from a variety of resources (TAPR, System Safeguards, PBMAS, local AWARE data).
- ❖ Overall performance in Reading, Math and Science is strong.
- ❖ All Seven Distinctions Earned at High School
- ❖ Campuses report medium high to high ratings concerning campus climate and student management.
- ❖ Howe ISD is 100% State Certified
- ❖ TEKS Resource System provides a scope and sequence of the curriculum that prepares students for STAAR.
- ❖ Rigorous item bank provided by TEKS Resource System to develop unit assessments.
- ❖ The District and all Campuses were ranked Exemplary by the Parent and Community Engagement Rubric.
- ❖ Several Health related programs are in place, and our SHAC committee provides information to the community and projects that promote student health.
- ❖ Teachers have several avenues to express concerns or ideas.

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- ❖ Technology is utilized at a higher level than most comparative districts.
- ❖ Reading and Math data collection for standardized testing, six week's testing, and diagnostic testing (Aware, I-station, Think Through Math, Prodigy and etc.).

Summary of Needs

- ❖ Coordination of programs and Funding sources among Title I, Comp. Ed, ESL, Dyslexia, 504, and Rtl.
- ❖ Increased small group or one-to-one support of instruction.
- ❖ Supplemental materials that are aligned with state standards and curriculum.
- ❖ Continue to provide a safe and secure learning environment.
- ❖ Principals will lead teachers and committees in disaggregating data from multiple sources.
- ❖ Increase staff attendance rate at Middle School Title I campus (93.5% for 2015-16).
- ❖ Increased Family and Community Engagement at both Title I Campuses.
- ❖ Decrease the Special Education in School Suspension Placements.
- ❖ Decrease the STAAR Alternate 2 Participation Rate.

Priorities – Strategies and Action Steps in District Improvement Plan

- ❖ Increased small group or one-to-one support of instruction.
- ❖ Supplemental materials aligned with needs and state standardized testing / curriculum (TEKS/TRS).
- ❖ Coordination of programs and funding sources.

Mission Statement

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

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

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

Howe ISD Board Goals 2016-2017

Expect and achieve academic excellence at every campus for all students.

- The District will provide meaningful and challenging curriculum and instruction to foster academic growth and produce graduates who are college, technical school and / or career ready.
- The District Technology Plan will address the implementation of skills which ensure mastery in the use of age-appropriate technology.

Attract, retain and develop exemplary employees for all jobs in the district.

- Salaries and benefits will be competitive with AAA schools in Grayson County and/or UIL District.
- Employee attendance will be maintained at a minimum of 96%.
- Staff development to address campus and district goals will be provided.
- All teachers will meet state certification requirements.

Develop and expand programs and services that promote parent and community satisfaction.

- Emphasis will be placed on increasing parental involvement.
- Methods will be used to evaluate and improve parent, student and community satisfaction with HISD programs and services and may include on-line opportunities for stake-holder input.
- Programs that support student and staff in developing and sustaining a positive school environment and culture will be provided.

Promote participation in school sponsored extra and co-curricular activities.

- 90% of 7th and 8th grade students and 80% of high school students will participate in at least one co-curricular or extra-curricular activity each school year.
- Adequate staff and facilities will be provided for extra and co-curricular activities.

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Provide for all operations in the most cost effective and efficient manner possible.

- The District's financial process will provide adequate campus budgets for the attainment of district and campus goals.
- The district will budget appropriately and ensure efficient use of funds allocated to maintain and enhance the quality of the physical plant.
- The district will maintain a minimum operational fund balance of 20% of the annual budget.

The Ten Title One School Wide Components

Howe Elementary and Middle School Are Title I designated schools.

1. Comprehensive Needs Assessment
2. School-wide Reform Strategies
3. Instruction by State Certified Teachers
4. High Quality and Ongoing Professional Development
5. Strategies to attract High-Quality State Certified Teachers
6. Increased Parent & Community Involvement
7. Assist Preschool Children in the Transition from Early Childhood Programs
8. Include Teachers in the decisions regarding the use of academic assessments
9. Provide effective, timely additional assistance
10. Coordinate and integrate federal, state, and local services and programs

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DISTRICT IMPROVEMENT PLAN

District Goal 1:

Expect and achieve academic excellence at every campus for all students.

- The District will provide meaningful and challenging curriculum and instruction to foster academic growth and produce graduates who are college, technical school, and /or career ready.
- The District Technology Plan will address the implementation of skills which ensure mastery in the use of the age-appropriate technology.

Objectives:

1. To Improve Academic Achievement and to address the needs of all students
2. To achieve the rating of “Met Standard” based on the Texas Education Agency Standards for student achievement on state tests, attendance, and graduation rate and achieve 100% on all ASR System Safeguards for federal accountability.
3. To promote personal health and safety

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District Goal 1: Expect and achieve academic excellence for all students

Objective 1: To Improve Academic Achievement and to address the needs of all students

Strategies & Action Steps	Title One Comp.	Resources	Person(s) Responsible	Timeline	Evidence of Implementation / Accomplishment	Formative / Summative
A school-wide Title I program based on campus needs and Federal guidelines will continue to serve all students in the elementary and middle school campus. TI	1, 2 & 10	<ul style="list-style-type: none"> • Campus Needs Assessment • Title One Funds – \$221,296 • Title I SSA 	<ul style="list-style-type: none"> • Principal • Teachers and Staff • Title I Paraprofessionals • Assistant Superintendent • RtI Teams 	Aug. 2016- May 2017	<ul style="list-style-type: none"> • Title I plan • Campus schedule • Resources purchased • STAAR data • I-Station and Think Through Math Data • Campus Needs Assessment 	<ul style="list-style-type: none"> • Annually
The elementary and middle school Title I program will coordinate with other education services (Comp. Ed., ESL, Dyslexia, etc.) to increase program effectiveness, eliminate duplication, and reduce fragmentation of the instructional program. RtI/TI	1, 10	<ul style="list-style-type: none"> • Title I SSA • Campus Needs Assessment • Special Programs – Services / plans • Test data • Title One Funds – \$221,296 	<ul style="list-style-type: none"> • Principal • Teachers and Staff • Title I Paraprofessionals • Assistant Superintendent • RtI Teams 	Aug. 2016- May 2017	<ul style="list-style-type: none"> • Title I Plan • Special Programs -plans -evaluations • Campus Improvement Plans • Campus Needs Assessment 	<ul style="list-style-type: none"> • Annually
The elementary and middle school will participate in I-station Three Tier Reading Program K-8 to diagnose reading difficulties and provide early intervention to at-risk students RtI / TI	1, 2 & 9	<ul style="list-style-type: none"> • Region 10 ESC • Special Ed. Cooperative • State Comp. Ed Funds – \$626,848 • Title One Funds – \$221,296 	<ul style="list-style-type: none"> • Principal • Teachers • Title I Paraprofessionals • Assistant Superintendent 	Aug. 2016- May 2017	<ul style="list-style-type: none"> • I-Station Data Reports • Lesson plans • Report Card grades • STAAR Data 	<ul style="list-style-type: none"> • Quarterly Review
Each campus will continue a three-tiered intervention	2 & 9	<ul style="list-style-type: none"> • Budget • RtI Committees 	<ul style="list-style-type: none"> • Principals 	Aug. 2016- May 2017	<ul style="list-style-type: none"> • Reduction of Special Education referrals / 	<ul style="list-style-type: none"> • Annually

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<p>program for Reading and Math to provide assistance to students before referring them to Special Education for assessment.</p> <p>Rti /TI</p>		<ul style="list-style-type: none"> Title One Funds – \$221,296 	<ul style="list-style-type: none"> Special Educ. Cooperative Assistant Superintendent 		<p>identification per TAPR, ASR System Safeguards, and PBMAS data.</p>	
<p>The Early Intervention Team will provide a collaborative effort in diagnosing and prescribing a plan of assistance to aid students struggling in the classroom to determine best strategies to be implemented before a special education referral is made.</p> <p>RTI/SPED</p>	2 & 9	<ul style="list-style-type: none"> At-Risk program / plan (Comp. Ed – \$626,848 Special programs Student identification <ul style="list-style-type: none"> -home -health -academic I-Station Data & Think Through Math Data AWARE Data Saxon Phonics 	<ul style="list-style-type: none"> Rti Team Teachers Principal Special Programs Teacher / Aides Counselor Nurse 	Aug. 2016-May 2017	<p>Documentation of</p> <ul style="list-style-type: none"> -intervention plan -team meetings -decrease in Special Education referrals -classroom observations 	<ul style="list-style-type: none"> Annually
<p>Ensure that all students receive proper accommodations as identified by the Early Intervention Team.</p> <p>Rti /TI</p>	9 & 10	<ul style="list-style-type: none"> Rti team reports Personal Graduation plans Title One Funds – \$221,296 	<ul style="list-style-type: none"> Teachers Rti Team Principals 	Aug. 2016-May 2017	<ul style="list-style-type: none"> Lesson plans Observations EIT Meetings 	<ul style="list-style-type: none"> Quarterly Reviewed
<p>STAAR Tutoring and Tutorials will be provided for students as needed.</p> <p>Rti</p>	9	<ul style="list-style-type: none"> Comp. Ed Funds - \$626,848 Technology Funds 	<ul style="list-style-type: none"> Teachers Rti Team Principals 	Aug. 2016-May 2017	<ul style="list-style-type: none"> Six-weeks grades & test scores Schedules / Completion report 	<ul style="list-style-type: none"> Quarterly Reviewed
<p>Provide summer school or tutoring at all campuses for remediation and credit recovery</p> <p>Rti</p>	9	<ul style="list-style-type: none"> Local funds Technology funds State Comp. Ed. Funds - \$626,848 	<ul style="list-style-type: none"> Principals Counselors Teachers Assistant Superintendent 	Aug. 2016-May 2017	<ul style="list-style-type: none"> Number of retentions TAPR data 	<ul style="list-style-type: none"> Annually

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Continue computer instruction for drop-out recovery and credit recovery (HS/MS) Rti	9	<ul style="list-style-type: none"> State Comp. Ed. Funds - \$626,848 Oddysware 	<ul style="list-style-type: none"> Principals Counselors Teachers 	Aug. 2016-May 2017	Number of students completing coursework successfully.	<ul style="list-style-type: none"> Quarterly
Provide individualized instruction at elementary and middle school campuses to increase student achievement. Rti/TI	9	<ul style="list-style-type: none"> Paraprofessional Aides Intervention Teacher Title One Funds – \$221,296 	<ul style="list-style-type: none"> Campus Principal Paraprofessional Aides Teachers 	Aug. 2016-May 2017	Increased Math and Reading Performance	<ul style="list-style-type: none"> Annually
Emphasize instructional programs and extended instructional time to close the gap from students working below grade level on state assessments Rti / TI	2 & 9	<ul style="list-style-type: none"> Oddysware Title One Funds – \$221,296 	<ul style="list-style-type: none"> Principals Counselors Teachers Assistant Superintendent 	Aug. 2016-May 2017	<ul style="list-style-type: none"> Lesson Plans Assessment Data iStation & Think Through Math Data Resources Purchased 	Annually
Ensure that identified Special Education students receive appropriate modifications. SPED	10	<ul style="list-style-type: none"> IEP's ARD documents 	<ul style="list-style-type: none"> Special Ed Teacher Teachers Principal Counselor 	Aug. 2016-May 2017	<ul style="list-style-type: none"> IEP's Lesson plans Classroom observations 	<ul style="list-style-type: none"> Quarterly Reviewed
Purchase services and equipment necessary to implement Special Education students' IEP's SPED	10	<ul style="list-style-type: none"> Special Ed funds Grayson Co. Cooperative 	<ul style="list-style-type: none"> Assistant Superintendent Principals 	Aug. 2016-May 2017	Fulfillment of students' IEP's	<ul style="list-style-type: none"> Annually
Provide 504 Services and accommodations to identified eligible students. 504	10	<ul style="list-style-type: none"> Local funds Comp. Ed funds - \$626,848 	<ul style="list-style-type: none"> Principals Counselors Teachers 504 Team Assistant Superintendent 	Aug. 2016-May 2017	<ul style="list-style-type: none"> List of eligible students Schedule of services provided Accommodation plans Report card / progress report data STAAR Data 	<ul style="list-style-type: none"> Annually
Reduce/prevent pregnancy-related drop-outs by	1	Local funds	<ul style="list-style-type: none"> Principal Counselor 	Aug. 2016-May 2017	<ul style="list-style-type: none"> Drop-out report Attendance report 	<ul style="list-style-type: none"> Annually

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continuing to offer parent education or pregnancy education related services. 504 / SHAC			<ul style="list-style-type: none"> Teachers 504 Home-Bound Services 		<ul style="list-style-type: none"> Schedule of services provided Report card / progress report STAAR Data 	
Teachers new to the district will attend 30-hours of training for initial GT or Advanced Academic certification; GT / Adv. Academics certified teachers will attend an annual 6-hour GT/ Adv. Academics update. GT	4	<ul style="list-style-type: none"> Region 10 ESC Local professional development 	<ul style="list-style-type: none"> Principals Teachers Assistant Superintendent 	Aug. 2016- May 2017	<ul style="list-style-type: none"> Staff Development -Attendance -Certificates on file 	<ul style="list-style-type: none"> Annually
Increase student enrollment in Career and Technology programs and provide regular education reinforcement in the knowledge, skills, and competencies necessary for a broad range of career opportunities. CTE	10	<ul style="list-style-type: none"> State CTE program CTE Annual Evaluation STAAR Results Drop-out Report 	<ul style="list-style-type: none"> HS Principal Counselor CTE Teachers HS Teachers 	Aug. 2016- May 2017	<ul style="list-style-type: none"> Course completion Report card / progress report grades Job placement STAAR Data Drop-out Data Student Certifications 	<ul style="list-style-type: none"> Annually
Teacher and students will use technology to comply with technology application objectives. TECH	2	<ul style="list-style-type: none"> Staff development Curriculum Budget Software Devices / printers 	<ul style="list-style-type: none"> Principal Teachers Counselor Technology Dept. Assistant Superintendent 	Aug. 2016- May 2017	<ul style="list-style-type: none"> Computer labs Classroom computers or devices Software Lesson plans Internet network Computer lab instructors 	<ul style="list-style-type: none"> Annually
Purchase technology equipment and software to increase student use of technology in the classroom. TECH	1	<ul style="list-style-type: none"> Local funds E-rate funds EMAT funds 	<ul style="list-style-type: none"> Technology Department Assistant Superintendent Principals 	Aug. 2016- May 2017	<ul style="list-style-type: none"> Use of equipment and software Lesson plans Data provided by software purchased 	<ul style="list-style-type: none"> Annually

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Host Parent Night to provide information on College and Career planning and SAT/ACT testing. Gen. Ed.	6	<ul style="list-style-type: none"> Grayson Co. & Collin College Counselor 	<ul style="list-style-type: none"> HS Principal HS Counselor 	Aug. 2016 May 2017	<ul style="list-style-type: none"> Sign in sheets # of Students attending college # of Students taking SAT/ACT 	<ul style="list-style-type: none"> Annually
Host College Day and Career Day. Gen. Ed.	NA	<ul style="list-style-type: none"> Tech Dept. Community Business Colleges 	<ul style="list-style-type: none"> HS Principal HS Counselor Tech Director Teachers 	Aug. 2016- May 2017	Number of participants.	<ul style="list-style-type: none"> Annually
Track High School students after graduation. Gen. Ed.	NA	<ul style="list-style-type: none"> Local Colleges 	HS Counselor	Aug. 2016- May 2017	Feedback sheets	<ul style="list-style-type: none"> Annually
Provide District In-School Suspension (ISS) and Howe ISD DAEP for students demonstrating inappropriate behavior in order to encourage success for all students. Gen Ed	NA	<ul style="list-style-type: none"> Local funds Principals AEP program Teachers 	<ul style="list-style-type: none"> Superintendent Principal 	Aug. 2016- May 2017	<ul style="list-style-type: none"> Discipline referrals Annual Discipline Report 	<ul style="list-style-type: none"> Quarterly Review
Teachers in core area subjects will receive training in curriculum and assessment relating to STAAR and EOC testing. Gen. Ed.	4	<ul style="list-style-type: none"> Budget Region 10 ESC Title II funds (when available) TEKS Resource Scope and Sequence Eduphoria - AWARE 	<ul style="list-style-type: none"> Teachers Principal Assistant Superintendent 	Aug. 2016- May 2017	<ul style="list-style-type: none"> Use of TEKS Resource Scope and Sequence Use of AWARE data Lesson plans 	<ul style="list-style-type: none"> Annually
Core Teachers will use the TEKS Resource System as their scope & sequence for planning, instruction & assessments relating to STAAR and EOC Testing Gen. Ed.	1	<ul style="list-style-type: none"> Staff development TEKS Resource System Eduphoria AWARE 	<ul style="list-style-type: none"> Principals Teachers 	Aug. 2016- May 2017	<ul style="list-style-type: none"> Lesson Plans Use of TEKS Resource System: YAG & IFD Eduphoria AWARE Unit Assessment Calendar provided to principals 	<ul style="list-style-type: none"> Annually
All instructional and curriculum materials will be purchased to align with state standards and assessments.	1	<ul style="list-style-type: none"> EMAT Local Budget Title I - \$221,296 	<ul style="list-style-type: none"> Teachers Principals Assistant Superintendent 	Aug. 2016- May 2017	Materials purchased and implemented	<ul style="list-style-type: none"> Annually

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Gen. Ed./TI						
Teachers and principals will collaborate with teachers outside the district in regards to the changing state standards and assessments – Professional Development Gen.Ed	4	<ul style="list-style-type: none"> Professional development Events with other districts 	<ul style="list-style-type: none"> Teachers Principals 	Aug. 2016- May 2017	Schedule of meeting / professional development day	<ul style="list-style-type: none"> Annually
Waiver granted to reduce number of Foreign Exchange students enrolled at the High School level (5). This will better allow all current students to access limited services and courses.		<ul style="list-style-type: none"> High School Courses 	<ul style="list-style-type: none"> High School Principal High School Counselor 	Spring 2014 Duration 2014-2017	Approval of waiver by state, and increased availability of services and courses to students current enrolled.	<ul style="list-style-type: none"> Annually
The district will coordinate with the Texas Department of Family and Protective Services (DFPS) according to the guidelines set forth by policy FFC to provide transportation for Foster Care Students.		<ul style="list-style-type: none"> Policy FFC 	<ul style="list-style-type: none"> Principals Transportation Director Assistant Superintendent 	Dec. 2016- May 2017	<ul style="list-style-type: none"> Records with DFPS 	<ul style="list-style-type: none"> Quarterly Review

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District Goal 1: Expect and achieve academic excellence for all students

Objective 2: To achieve the rating of “Met Standard” based on the Texas Education Agency Standards for student achievement on state tests, attendance, and graduation rate and achieve 100% on all ASR System Safeguards for federal accountability.

Strategies & Action Steps	Title One Comp.	Resources	Person(s) Responsible	Timeline	Evidence of Implementation / Accomplishment	Formative / Summative
Students who have not passed the most recent STAAR test(s), and other identified at-risk students, will be required to take math improvement or reading improvement, and/or tutorials, as appropriate. Rtl	9 & 2	<ul style="list-style-type: none"> • Test Data • At-Risk roster – (Comp Ed. \$626,848) 	<ul style="list-style-type: none"> • Teachers • Counselors • Principal 	Aug. 2016- May 2017	<ul style="list-style-type: none"> • Student schedules • Benchmark data • Report cards / Progress reports 	<ul style="list-style-type: none"> • Annually
Identify students at-risk of dropping out of school in accordance with the district’s Compensatory Education (At-Risk) plan and provide programs that target at-risk students or help to prevent students from becoming at-risk. (PALS, Abstinence program, HISD drug testing program, tutorials & credit recovery, volunteers, incentives, recognitions and etc.) Rtl / Gen. Ed.	10	<ul style="list-style-type: none"> • Comp. Ed funds - \$626,848 • County service groups • Govt. agencies • Teachers • Volunteers • Curriculum 	<ul style="list-style-type: none"> • Principal • Counselors • Teachers 	Aug. 2016- May 2017	<ul style="list-style-type: none"> • Comp. Ed. At-risk list 	<ul style="list-style-type: none"> • Annually
Continue training of the AWARE program to disaggregate data to	4	<ul style="list-style-type: none"> • Comp. Ed funds - \$626,848 	<ul style="list-style-type: none"> • Principals • Technology Dir. 	Aug. 2016- May 2017	Use of AWARE monitored by principals.	<ul style="list-style-type: none"> • Quarterly

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personalize instruction for at-risk students Rtl / Gen. Ed.		<ul style="list-style-type: none"> Local funds Region 10 ESC Tech Dept. 	<ul style="list-style-type: none"> Assistant Superintendent 			
Support Special Education students through inclusion, the resource classroom, content mastery, and other related services. SPED	2 & 9	<ul style="list-style-type: none"> Local and Federal funds Special Ed. Cooperative Region 10 SSA 	<ul style="list-style-type: none"> Principal Special Ed Teachers Teachers Special Ed Cooperative staff 	Aug. 2016-May 2017	ARD minutes and student IEP's	<ul style="list-style-type: none"> Annually
Obtain instructional resources to increase effectiveness to facilitate LEP student success. ESL	1	<ul style="list-style-type: none"> Federal funds Local funds 	<ul style="list-style-type: none"> Principal ESL Teacher Teachers 	Aug. 2016-May 2015	Purchase of materials aligned to LEP/ESL needs	<ul style="list-style-type: none"> Annually
Maintain Food Allergy requirements including training and documentation SHAC	1	<ul style="list-style-type: none"> TASB policy Current documentation 	<ul style="list-style-type: none"> Food and Nutrition Director Nurses Assistant Superintendent 	Aug. 2016-May 2017	Implementation of documents and procedures	<ul style="list-style-type: none"> Annually
Maintain Bullying policy and procedures. (See Addendum) SHAC	1	<ul style="list-style-type: none"> TASB policy SHAC 	<ul style="list-style-type: none"> SHAC Principal Assistant Superintendent 	Aug. 2016-May 2017	Documentation of training and procedures	<ul style="list-style-type: none"> Annually
Monitor campus attendance and provide incentives which encourage growth to 97% or higher Gen. Ed.	1	<ul style="list-style-type: none"> PEIMS data Reward 	<ul style="list-style-type: none"> Assistant Principals Principals Teachers 	Aug. 2016-May 2017	Attendance records	<ul style="list-style-type: none"> Annually
Maintain high expectations for student achievement in comparison of other districts in Grayson Co. and Howe UIL district.	NA	<ul style="list-style-type: none"> PEIMS Data TAPR Data AWARE Data 	<ul style="list-style-type: none"> Principals Teachers and staff 	Aug. 2016-May 2017	Annual report to superintendent and school board	<ul style="list-style-type: none"> Annually

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<p>Each campus will engage in a review of subgroups to determine needs for intervention in relation to STAAR and ASR Safeguards. A plan of action will be developed.</p> <p>Rtl / ESL / SPED / Gen. Ed.</p>	1	<ul style="list-style-type: none"> • TAPR Data • AWARE Data • ASR & Safeguards 	<ul style="list-style-type: none"> • Principal • Teachers 	Aug. 2016- May 2017	<p>Maintain performance of sub-populations above Met Standards and above Safeguard requirements for PBMAS, TAPR and AMAO</p>	<ul style="list-style-type: none"> • Annually
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Howe Independent School District

District Goal 1: Expect and achieve academic excellence for all students

Objective 3: To promote personal health and safety

Strategies & Action Steps	Title One Comp.	Resources	Person(s) Responsible	Timeline	Evidence of Implementation / Accomplishment	Formative / Summative
Conduct crisis drills (Fire, Tornado, or lock down) on all campuses.	10	<ul style="list-style-type: none"> • Fire Dept. • Police Dept. • County Office of Emergency Management 	<ul style="list-style-type: none"> • Principal 	Aug. 2016-May 2017	Documentation of drills	<ul style="list-style-type: none"> • Annually
Continue drug testing for extra-curricular participants and student drivers.	1	<ul style="list-style-type: none"> • Local funds 	<ul style="list-style-type: none"> • Principal • Athletic depart. • Nurses 	Aug. 2016-May 2017	Test results	<ul style="list-style-type: none"> • Annually
Provide a Drug-Free curriculum and instruction for students and parents/community. SHAC	10 & 6	<ul style="list-style-type: none"> • Title IV (when available) • Local funds 	<ul style="list-style-type: none"> • Counselors • Nurses • Teachers 	Aug. 2016-May 2017	Title IV Annual Evaluation Report (SDFSC).	<ul style="list-style-type: none"> • Annually
Prosecute possession and/or distribution of illegal drugs on campus.	1	<ul style="list-style-type: none"> • Local funds 	<ul style="list-style-type: none"> • Principal • Teachers 	Aug. 2016-May 2017	Records with local authorities	<ul style="list-style-type: none"> • Annually
Doors will remain locked and visitor controlled entrance system will be maintained.	1 & 10	<ul style="list-style-type: none"> • Local funds 	<ul style="list-style-type: none"> • Principal • Office Staff • Teachers 	Aug. 2016-May 2017	Security Audit	<ul style="list-style-type: none"> • Annually
Continue Implementation of Date Safety Policy per House Bill 131	10	<ul style="list-style-type: none"> • Professional development • Crisis Center of Grayson Co. 	<ul style="list-style-type: none"> • Principal • Counselor • Assistant Superintendent 	Aug. 2016-May 2017	Completion of student, staff, and parent training	<ul style="list-style-type: none"> • Annually
Emergency operations plan in place at each campus	1 & 10	<ul style="list-style-type: none"> • Fire Dept. • Police Dept. • County Office of Emergency Management 	<ul style="list-style-type: none"> • Principal • Teachers and staff • Assistant Superintendent • Superintendent 	Aug. 2016-May 2017	<ul style="list-style-type: none"> • Manuals kept at campuses • Security Audit 	<ul style="list-style-type: none"> • Annually

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<p>Security audit of all safety procedures every three years. Audit was completed in Spring of 2014 and recommendations given to the board Sept. 2014. 2016-17 audit is scheduled.</p>	1	<ul style="list-style-type: none"> • Region 10 ESC 	<ul style="list-style-type: none"> • Principal • Teachers and Staff • Assistant Superintendent • Board 	Aug. 2016- May 2017	Security Audit report	<ul style="list-style-type: none"> • Annually
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Howe Independent School District

District Goal 2:

Attract, retain, and develop exemplary employees for all jobs in the district.

- Salaries and benefits will be competitive with AAA schools in Grayson County and/or UIL District.
- Employees' attendance will be maintained at a minimum of 96%.
- Staff development to address campus and district goals will be provided.
- Core teachers will meet certification and highly qualified requirements.

Objectives:

1. To improve instructional skills
2. To improve student discipline
3. To provide services and assistance for staff and students
4. To provide facilities and materials needed to improve instruction and attract/retain employees
5. To ensure that all students will be taught by highly qualified teachers who are assisted by highly qualified paraprofessionals

District Goal 2: Attract, retain, and develop exemplary employees

Objective 1: To improve instructional skills

Strategies & Action Steps	Title One Comp.	Resources	Person(s) Responsible	Timeline	Evidence of Implementation / Accomplishment	Formative / Summative
New Teachers and/or Veteran Teachers may be released from classroom duties to complete requirements of the Howe Mentor Program as appropriate.	4	<ul style="list-style-type: none"> • Aides • Schedules • Substitute teacher 	<ul style="list-style-type: none"> • Principal • Teachers 	Aug. 2016- May 2017	<ul style="list-style-type: none"> • Schedules • Howe Mentor Program documentation forms • Lesson plans 	<ul style="list-style-type: none"> • Annually

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Gen.ED						
Staff development to train teachers in the use of current technology will be provided. TECH	4	<ul style="list-style-type: none"> Tech Dept. Region 10 ESC Vendors Local funds 	<ul style="list-style-type: none"> Principal Teacher Assistant Superintendent Technology Director Library Director 	Aug. 2016-May 2017	<ul style="list-style-type: none"> Use of computers and software Training schedule and sign in sheets Lesson plans Classroom observations 	<ul style="list-style-type: none"> Annually
Staff development will be provided on instructional strategies and teaching practices that enhance success of at-risk students and special populations. Rti/ESL/Gen. Ed/504/TECH	4, 2, & 8	<ul style="list-style-type: none"> Region 10 ESC Staff development 	<ul style="list-style-type: none"> Principal Teachers Assistant Superintendent Technology Director 	Aug. 2016-May 2017	<ul style="list-style-type: none"> Training schedule and sign in sheets 	<ul style="list-style-type: none"> Annually
Incorporate technology into instruction across the curriculum	1 & 9	<ul style="list-style-type: none"> Local funds Tech Dept. 	<ul style="list-style-type: none"> Principal Teachers and staff Technology Director Assistant Superintendent 	Aug. 2016-May 2017	<ul style="list-style-type: none"> Lesson plans Staff evaluations. 	<ul style="list-style-type: none"> Annually
Staff development will include the following areas: <ul style="list-style-type: none"> Technology training TEKS / Curriculum alignment Campus planning Instructional Strategies and ELPS Special Education Gifted and Talented Dyslexia 504 Each area will be advertised to staff and encouraged.	4 & 9	<ul style="list-style-type: none"> Local funds Region 10 ESC 	<ul style="list-style-type: none"> Principals Teachers and paraprofessionals Assistant Superintendent Technology Director Region 10 ESC Facilitators 	Aug. 2016-May 2017	<ul style="list-style-type: none"> Staff development plan Certificates for hours 	<ul style="list-style-type: none"> Annually

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Retention stipend paid to Highly Quality State Certified Teachers and Staff	5	<ul style="list-style-type: none"> Title II funds - \$24,523 Title VI - \$20,140 Local funds 	Payroll	Aug. 2016-May 2017	Payment of Retention Stipend as designated by the school board.	<ul style="list-style-type: none"> Biannual
Training will be provided for regular education teachers to equip them with Pre-referral intervention (Rtl) strategies to utilize with students with academic needs. Rtl	2	<ul style="list-style-type: none"> Special Ed. Cooperative Region 10 ESC Staff development days 	<ul style="list-style-type: none"> Special Ed. Cooperative Region 10 ESC Rtl Team Principals Assistant Superintendent 	Aug. 2016-May 2017	<ul style="list-style-type: none"> Training sign in sheets Schedule of training Observations 	<ul style="list-style-type: none"> Annually
All staff will complete required Sheltered Instruction, ELPS, and GT updates. ESL/GT	4	<ul style="list-style-type: none"> Region ESC online or in person training In-service or Mentor training 	<ul style="list-style-type: none"> Principals Teachers and staff Assistant Superintendent 	Aug. 2016 May 2017	Recorded in employee's cumulative file	<ul style="list-style-type: none"> Annually

District Goal 2: Attract, retain, and develop exemplary employees

Objective 2: To improve student discipline

Strategies & Action Steps	Title One Comp.	Resources	Person(s) Responsible	Timeline	Evidence of Implementation / Accomplishment	Formative / Summative
Students and parents will be informed of discipline policies and procedures	1	<ul style="list-style-type: none"> Handbook Student code of conduct 	<ul style="list-style-type: none"> Principal Teachers 	Aug. 2016-May 2017	Documents given to parents and guardians at the beginning of each school year/upon enrollment.	<ul style="list-style-type: none"> Annually
Each campus will recognize students for excellent behavior, citizenship, and/or improved conduct.	NA	<ul style="list-style-type: none"> Student of the month award Other recognitions 	<ul style="list-style-type: none"> Principal Teachers 	Aug. 2016-May 2017	Awards and recognitions assigned	<ul style="list-style-type: none"> Annually

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The staff will implement and enforce campus discipline plans in a consistent and equitable manner.	1	<ul style="list-style-type: none"> Discipline plan Code of conduct 	<ul style="list-style-type: none"> Principal Teachers and staff 	Aug. 2016-May 2017	Discipline reports	<ul style="list-style-type: none"> Annually
Provide assemblies / information to promote behavior to develop moral character and self-esteem	1	<ul style="list-style-type: none"> Local funds SDFSC funds 	<ul style="list-style-type: none"> Principal Counselor 	Aug. 2016-May 2017	Schedule of assemblies	<ul style="list-style-type: none"> Annually

- See Bulling Policy Addendum

District Goal 2: Attract, retain, and develop exemplary employees

Objective 3: To provide services and assistance for staff/students/parents

Activities	Title One Comp.	Resources	Person(s) Responsible	Timeline	Evidence of Implementation / Accomplishment	Formative / Summative
Encourage employees to offer suggestions to improve operations in their areas, in procedures, and in routines.	8, 1	<ul style="list-style-type: none"> Surveys Suggestion box Comprehensive Needs Assessment Title I funds - \$221,296 	<ul style="list-style-type: none"> Principals Campus SBDM Team 	Aug. 2016-May 2017	<ul style="list-style-type: none"> Data collected in Comprehensive Needs Assessment Other planning data 	<ul style="list-style-type: none"> Annually
The district will provide a Mentoring program for all New Teachers to the profession, and veteran teachers who are new to the district.	5	<ul style="list-style-type: none"> Local funds 	<ul style="list-style-type: none"> Principals Teachers Assistant Superintendent 	Aug. 2016-May 2017	Mentor program orientation, manual and activities completed during the year	<ul style="list-style-type: none"> Annually

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District Goal 2: Attract, retain, and develop exemplary employees

Objective 4: To recognize and support teachers and staff, and to increase staff retention

Strategies & Action Steps	Title One Comp.	Resources	Person(s) Responsible	Timeline	Evidence of Implementation / Accomplishment	Formative / Summative
Activities that include but not limited to the following: <ul style="list-style-type: none"> • New staff lunch • Beginning of year district breakfast • End of year dinner and Awards • Appreciation week activities • Campus morale building exercises 	1 & 5	<ul style="list-style-type: none"> • PTA • Volunteers • Community members • Local businesses • Local funds 	<ul style="list-style-type: none"> • PTA • Superintendent • Assistant Superintendent • Principals 	Aug. 2016- May 2017	Schedule of events	<ul style="list-style-type: none"> • Annually
Provide retention stipend to High Quality State Certified Staff	1 & 5	<ul style="list-style-type: none"> • Title II funds - \$24,523 • Title VI funds - \$20,140 • Local funds 	<ul style="list-style-type: none"> • Board • Superintendent • Payroll 	Aug. 2016- May 2017	Title II and VI compliance report.	<ul style="list-style-type: none"> • Annually

District Goal 2: Attract, retain, and develop exemplary employees

Objective 5: To ensure that all students will be taught by Texas Certified teachers and instructional aides

Strategies & Action Steps	Title One Comp.	Resources	Person(s) Responsible	Timeline	Evidence of Implementation / Accomplishment	Formative / Summative
Conduct recruitment activities to ensure all positions are filled by state	3 & 5	<ul style="list-style-type: none"> • Region 10 ESC • District Website 	<ul style="list-style-type: none"> • Assistant Superintendent • Principals 	Aug. 2016 May 2017	Texas Certificates	<ul style="list-style-type: none"> • Annually

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certified personnel. Activities may include: job fairs, posting vacancies on multiple job sites or with multiple organizations, and maintaining an active webpage.		<ul style="list-style-type: none"> Local universities Local funds 				
Analyze data from teacher and paraprofessional records to ensure that all meet state certified requirements.	3 & 5	Cumulative records	<ul style="list-style-type: none"> Assistant Superintendent Principal 	Aug. 2016-May 2017	<ul style="list-style-type: none"> Personnel files Educator Certification Online System 	<ul style="list-style-type: none"> Annually
Require all Paraprofessionals that do not already meet Highly Qualified status, must agree to / complete state and federal training & apply for Texas Aide Certificate before hired.	3 & 5	<ul style="list-style-type: none"> Region 10 ESC Local funds 	<ul style="list-style-type: none"> Assistant Superintendent Principal 	Aug. 2016-May 2017	<ul style="list-style-type: none"> Personnel files HQ worksheets completed Educator Certification Online System 	<ul style="list-style-type: none"> Annually
Require all Teachers that do not already meet state certification requirements must agree to / successfully complete state certification requirements before hired.	3 & 5	<ul style="list-style-type: none"> Region 10 ESC Local funds 	<ul style="list-style-type: none"> Assistant Superintendent Principal 	Aug. 2016-May 2017	<ul style="list-style-type: none"> Personnel files Educator Certification Online System 	<ul style="list-style-type: none"> Annually
Continue to implement and improve a formal teacher mentoring system to retain state certified teachers	4 & 5	<ul style="list-style-type: none"> Local funds 	<ul style="list-style-type: none"> Assistant Superintendent Principals Teachers 	Aug. 2016-May 2017	<ul style="list-style-type: none"> Completion of Teacher Mentor Forms 	<ul style="list-style-type: none"> Annually

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District Goal 3:

Develop and expand programs and services that promote parent and community satisfaction.

- Emphasis will be placed on increasing parental involvement.
- Methods will be used to evaluate and improve parent, student and community satisfaction with HISD programs and services. This may include on-line opportunities for stake-holders input.

Objective:

1. To provide all parents numerous opportunities to be informed and involved in their child’s education

District Goal 3: Develop and expand programs and services that promote parent and community satisfaction

Objective 5: To provide all parents numerous opportunities to be informed and involved in their child’s education

Strategies & Action Steps	Title One Comp.	Resources	Person(s) Responsible	Timeline	Evidence of Implementation / Accomplishment	Formative / Summative
Parents and Guardians will be provided “tips” on the district / campus websites and through school letters, brochures, PTA programs, and other school sponsored meetings. Quick Tip Feature on Howe ISD mobile App. Gen Ed.	6	<ul style="list-style-type: none"> • HISD website • School letters • Brochures • PTA • School Meet the Teacher / Orientation meetings • HISD Facebook page • Parent / Teacher conferences 	<ul style="list-style-type: none"> • Principal • Teachers • PTA 	Aug. 2016- May 2017	Documentation from each event, material given to parents/guardians, website, and conference logs.	<ul style="list-style-type: none"> • Annually

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The district will communicate or disseminate TAPR, STAAR, ASR system safeguards, PBMAS, Student code of conduct, campus handbooks, and report card /progress reports to parents or guardians.	6 & 9	<ul style="list-style-type: none"> Local funds 	<ul style="list-style-type: none"> Principals Teachers Assistant Superintendent 	Aug. 2016-May 2017	<ul style="list-style-type: none"> Documentation of dates information is sent home or mailed. 	<ul style="list-style-type: none"> Annually
Campuses will disseminate information or publicize student achievement accomplishments.	6	<ul style="list-style-type: none"> Local funds Newspaper Website 	<ul style="list-style-type: none"> Teacher Principal 	Aug. 2016-May 2017	Articles or copy of webpage when released to public	<ul style="list-style-type: none"> Annually
The district will publish monthly events on the HISD website including activities, grade reporting dates, and menus.	6	<ul style="list-style-type: none"> Local funds Howe ISD website & calendars on website 	<ul style="list-style-type: none"> Principal Food Service Director Coaches Teachers 	Aug. 2016-May 2017	Copy of webpage notices and/or calendar	<ul style="list-style-type: none"> Annually
District campus & teacher websites will be current and provide relevant information.	6	<ul style="list-style-type: none"> Howe ISD website Tech Dept. 	<ul style="list-style-type: none"> Principals Teachers Technology Dept. Assistant Superintendent 	Aug. 2016-May 2017	Periodic check of websites by building administration	<ul style="list-style-type: none"> Annually
Each campus will promote student achievement (both academic and non-academic) disseminate announcements using a variety of media sources	6	<ul style="list-style-type: none"> Local funds 	<ul style="list-style-type: none"> Principals Teachers 	Aug. 2016-May 2017	Posting documents kept on file	<ul style="list-style-type: none"> Annually

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and post a listing of the calendar of events.						
A student recognition event will be conducted at each campus.	6	<ul style="list-style-type: none"> • Awards • Local funds 	<ul style="list-style-type: none"> • Teachers • Principals 	Aug. 2016-May 2017	Notification to parents or guardians of the event	<ul style="list-style-type: none"> • Annually
Each campus will host an annual Open House / Meet the Teacher and implement activities to promote parent involvement in the school environment.	6	<ul style="list-style-type: none"> • Local funds 	<ul style="list-style-type: none"> • 	Aug. 2016-May 2017		<ul style="list-style-type: none"> • Annually
Staff will encourage parent or guardian contacts via phone, e-mail, and mail.	9	<ul style="list-style-type: none"> • Phone • Mail • E-mail 	<ul style="list-style-type: none"> • Teachers • Principals 	Aug. 2016-May 2017	Log of parent contact	<ul style="list-style-type: none"> • Annually
The district will coordinate with the local newspaper to provide a calendar of events for publications.	NA	<ul style="list-style-type: none"> • Local funds • Local Newspapers 	<ul style="list-style-type: none"> • Administrative staff • Principals • Coaches • Food Service Director 	Aug. 2016-May 2017	Article in newspaper	<ul style="list-style-type: none"> • Annually
Teachers will submit articles to local newspapers sharing information and promoting student learning.	NA	<ul style="list-style-type: none"> • Local funds 	<ul style="list-style-type: none"> • Teachers • Principals • Coaches 	Aug. 2016-May 2017	Articles in newspaper	<ul style="list-style-type: none"> • Annually

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The district will provide free admission passes to community senior citizens for all home athletic events.	NA	<ul style="list-style-type: none"> Local funds 	<ul style="list-style-type: none"> Athletic Director Administrative Staff 	Aug. 2016 May 2017	Golden Bulldog Passes printed	<ul style="list-style-type: none"> Annually
Develop a Parent Involvement Committee to evaluate parent engagement activities and policy at the district and campus levels.	6	<ul style="list-style-type: none"> Local funds Title One Funds- \$221,296 PTA 	<ul style="list-style-type: none"> Assistant Superintendent Principals Teachers, coaches and staff 	Aug. 2016- May 2017	Report given to district improvement committee	<ul style="list-style-type: none"> Annually

- See Parent Involvement Policy addendum

District Goal 4:

Promote participation in school sponsored extra and co-curricular activities.

- 90% of seventh and eighth grade students and 80% of high school students will participate in at least one co-curricular or extra-curricular activity each school year.
- Adequate staff and facilities will be provided for extra and co-curricular activities.

Strategies & Action Steps	Title One Comp.	Resources	Person(s) Responsible	Timeline	Evidence of Implementation / Accomplishment	Formative / Summative
Students will be provided opportunities to participate in Extra Curricular and/or U.I.L. Academic events (as well as, athletic events). UIL/Extra Cur.	1	<ul style="list-style-type: none"> UIL Events 	<ul style="list-style-type: none"> Principal Teachers Counselor Coaching staff (academic / athletic) 	Aug. 2016- May 2017	<ul style="list-style-type: none"> Participation in Extra Curricular events. UIL Academic / Athletic awards Board goal of 90% at MS / 80% at HS 	<ul style="list-style-type: none"> Annually

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District Goal 5:

Provide for all operations in the most cost effective and efficient manner possible.

- The District’s financial process will provide adequate campus budgets for the attainment of district and campus goals.
- The District will budget appropriately and ensure efficient use of funds allocated to maintain and enhance the quality of the physical plant.
- The District will maintain a minimum operational fund balance of 20% of the annual budget.

Estimated Budget Entitlements for 2016-17

Program	Description	Amount
Title I, Part A	Improving Basic Programs	221,296
Title I, Part C	Migrant	0
Title I, Part D	Neglected, Delinquent or At-risk	0
Title II, Part A	Teacher & Principal Training and Recruitment	24,523
Title II, Part D	Technology	0
Title III, Part A	LEP (Bilingual or ESL)	2,309
Title IV, Part A	Safe and Drug Free Schools	0
Title V, Part A	Innovative Programs	0
Title I , Part C	Perkins CTE Funds	12,460
Title VI, Part B	Rural Education Achievement Program (REAP)	20,140
Accelerated Reading or Math Initiative		0
Career and Technology Education		731,637
Dyslexia		0
Gifted and Talented		32,029
Special Education		630,622
State Compensatory Education		626,848
Bilingual / ESL		23,999

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All other financials are shared and reviewed at each school board meeting. Investment reports are reviewed quarterly.

Howe ISD Bullying Procedures and Policy Addendum Procedures for Reporting Allegations of Bullying

Howe ISD

The district prohibits bullying on school property, at school-sponsored or school-related activities, or in any vehicle operated by the district. Bullying may be verbal or written expression or expression through electronic means, or physical conduct. Bullying is not tolerated by the district and any student or parent of a student who believes that the student or another student has experienced bullying or that a student has engaged in bullying is encouraged to immediately report the incident. Retaliation against anyone involved in the complaint process is a violation of district policy and is prohibited.

Students or parents may report an alleged incident of bullying, orally or in writing, to a teacher, counselor, principal or other district employee. Students or parents may contact the district to obtain an incident report form that may be used to submit the complaint. Please note that after submission of the complaint to the district employee, the district may assign the complaint to a campus administrator to follow up on the submitted complaint and any other important matters pertaining to the complaint. We encourage you to communicate with your designated campus administrator during this time.

More information about the district's bullying policy can be found at the Howe ISD web site noted below or the campus administration office.

[http://pol.tasb.org/Policy/Download/527?filename=FFI\(LOCAL\).pdf](http://pol.tasb.org/Policy/Download/527?filename=FFI(LOCAL).pdf)

or go to

www.howeisd.net

select "About Us" tab and select "School Board"

select "Board Policy" from left menu and look up Policy FFI (Local)

Howe Independent School District

Parent Involvement Policy 2016-2017

Howe Independent School District will implement the following statutory requirements:

- ❖ The school district will put into operation programs, activities, and procedures for the involvement of parents in all of its schools with Title I programs. Those programs, activities, and procedures will be planned and operated with meaningful consultation with parents of participating children.
- ❖ The school district will work with its schools to ensure that the required school-level parental involvement policies meet the Title I requirements, and include, as a component, a school parent compact.
- ❖ The school district will incorporate this district-wide parental involvement policy into its district plan.
- ❖ In carrying out the Title I parental involvement requirements, to the extent practicable, the school district and its schools will provide full opportunities for the participation of parents with children with limited English proficiency, parents with children with disabilities, and parents of migratory children, including providing information and school reports in an understandable and uniform format and, including alternative formats upon request, and, to the extent practicable, in a language parents understand.
- ❖ The school district will involve the parents of children served in Title I schools in decisions about how the one percent of Title I funds reserved for parental involvement is spent, and will ensure that not less than 95 percent of the one percent reserved goes directly to the schools.
- ❖ The school district will be governed by the following statutory definition of parental involvement, and expects that its Title I schools will carry out programs, activities, and procedures in accordance with this definition: *Parental involvement means the participation of parents in regular, two-way, and meaningful communication involving student academic learning and other school activities, including ensuring—*

(A) that parents play an integral role in assisting their child's learning;

(B) that parents are encouraged to be actively involved in their child's education at school;

(C) that parents are full partners in their child's education and are included, as appropriate, in decision-making and on advisory committees to assist in the education of their child;

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Statement of Purpose

Howe Independent School District is dedicated to providing a quality education for every student in our district. Howe ISD will develop and nurture partnerships with parents/caregivers, students, and community stakeholders. Furthermore, the district will involve parents/caregivers in all aspects of the various local, state and federal programs offered in Howe ISD schools.

Parent Involvement in Developing the Policy

Howe Independent School District will provide the following necessary coordination, technical assistance, and other support to assist Title I schools in planning and implementing effective parental involvement activities to improve student academic achievement and school performance:

- Campus visitation by Region 10 ESC Title One Representative and Assistant Superintendent to serve in an advisory capacity to Title I campuses
- A district parent involvement committee to provide advice on all matters related to parental involvement in Title I, Part A programs
- A meeting of parents/caregivers, community members and campus personnel to provide feedback and input on campus plans, policies and budget allocations
- Appropriate roles for community-based organizations and businesses, including faith-based organizations, in parental involvement activities

Howe Independent School District will take the following actions to involve parents in the joint development of its district/school parental involvement plan:

- Actively recruit parents/caregivers to participate in parent involvement capacity
- Schedule meetings at convenient times and locations to participate in an evaluation of policy, budget and programs for parent involvement
- The parent involvement committee will work to implement parent involvement activities and initiatives
- Offer a flexible number of meetings, such as meetings in the morning or evening, and provide transportation, child care, or home visits, as such services relate to parental involvement

Annual Meetings for Title I Parents

Howe Independent School District uses Title I funds to provide school-wide services for all students enrolled on Title I campuses. The Title I campuses will hold at least one meeting annually to review Title I guidelines and services offered at campus level. Copies of the district's current

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Parent Involvement Policy and campus designed Parent-Student Compact will be distributed at the meeting. The meeting will be held at a convenient time and location; notice of the meeting will be provided through public announcements and school based information flyers. Translators may be available to help with non-English speaking parents/caregivers.

Howe Independent School District will provide parents of participating children, if requested by parents, opportunities for regular meetings to formulate suggestions and to participate, as appropriate, in decisions relating to the education of their children, and respond to any such suggestions as soon as practically possible. The district will, with the assistance of its Title I schools,

- Provide materials and training to help parents work with their children to improve their child's academic achievement, such as literacy training and using technology, as appropriate, to foster parental involvement
- Provide child care at the campus to enable parents to participate in school-related meetings and training sessions (when possible)

Matching Parent Involvement Programs to the Needs of the Community

Howe Independent School District will build the schools' and parents' capacity for strong parental involvement in order to ensure effective involvement of parents and to support a partnership among the schools involved, parents, and the community to improve student academic achievement, through the following activities:

- ❖ The school/district will, with the assistance of its Title I schools, provide assistance to parents of children served by the school district or school, as appropriate, in understanding topics such as the following:
 - the state's academic content standards
 - the state's student academic achievement standards
 - the state and local academic assessments including alternate assessments
 - the requirements of Title I
 - how to monitor their child's progress
 - how to work with educators

The Howe Independent School District will coordinate and integrate parental involvement strategies under Title I with the following other programs: Prekindergarten or STC programs, Family Literacy programs, English Language classes, Parenting and Father Involvement programs.

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Staff/Parent Communications

With the assistance of its Title I schools and parents, the district will educate its teachers, pupil services personnel, principals and other staff, in how to reach out to, communicate with, and work with parents as equal partners, in the value and utility of contributions of parents, and in how to implement and coordinate parent programs and build ties between parents and schools.

The school/district will take the following actions to ensure that Title I information related to the school and parent- programs, meetings, and other activities, is sent to the parents of participating children in an understandable and uniform format, including alternative formats upon request, and, to the extent practicable, in a language the parents can understand:

- Translators provided at the campus level for Spanish speaking parents
- Translations of all Title I information will be provided in both English and Spanish

In carrying out parental involvement communication, districts and schools, to the extent practicable, shall provide full opportunities for the participation of parents with children with limited English proficiency, parents with children with disabilities, and parents of migratory children, including providing information and school reports in a format and, to the extent practicable, in a language parents can understand.

School-Parent Compacts

As a component of the school-level parental involvement policy, each school shall jointly develop with parents for all children served under this part a school-parent compact that outlines how parents, the entire school staff, and students will share the responsibility for improved student academic achievement. This compact will be provided by each Title I campus and parent/campus/student signature will remain on file for easy access. The parent compact will be reviewed yearly for updates and revision.

Evaluation

Howe Independent School District will take action to conduct, with the involvement of parents, an annual evaluation of the content and effectiveness of this parental involvement policy in improving the quality of Title I schools. The evaluation will include identifying barriers to greater participation by parents in parental involvement activities with particular attention to parents who are economically disadvantaged, are disabled, have limited English proficiency, have limited literacy, or are of any racial or ethnic minority background. The school district will use the findings of the evaluation about its parental involvement policy and activities to design strategies for more effective parental involvement, and to revise, if necessary and with the involvement of parents its parental involvement policies.