

HITCHCOCK INDEPENDENT SCHOOL DISTRICT
District Improvement Plan 2018-2019

Hitchcock Independent School District



District Improvement Plan

2018 - 2019

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Texas Public Education Mission Statement

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

Texas Public Education Goals

The students in the public education system will demonstrate exemplary performance in:

- reading and writing of the English language
- understanding of mathematics
- understanding of science
- understanding of social studies

Texas Public Education Objectives

1. Parents will be full partners with educators in the education of their child.
2. Students will be encouraged and challenged to meet their full educational potential.
3. Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
4. A well-balanced and appropriate curriculum will be provided to all students.
5. Qualified and highly effective personnel will be recruited, developed, and retained.
6. The state's students will demonstrate exemplary performance in the comparison to national and international standards.
7. School campuses will maintain a safe and disciplined environment conducive to student learning.
8. Educators will keep abreast of the development of creative and innovative techniques to improve student learning.
9. Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

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Hitchcock I.S.D. Mission Statement

The mission of the Hitchcock Independent School District is to produce contributing citizens prepared for lifelong learning, believing in our country, themselves, and their fellow man in our ever-changing world by providing a personalized, yet diversified, quality education through varied learning experiences with pride, participation, and performance in partnership with our community.

Statement of Beliefs

We believe that:

- Each student deserves access to a world-class education.
- Education is a joint partnership between family, school, and community.
- Relationships are the foundation for meaningful teaching and learning.
 - Learning can occur any time, any place, and at any pace.
- Providing diverse learning opportunities promotes individual success.
 - Excellence is worth the effort.
 - High expectations drive performance.
 - Diversity strengthens our community.
- The measure of success of any community is the success of its children.
 - Communication with all stakeholders develops unity.
 - Every person is responsible to be a continuous lifelong learner.
 - Innovation requires a commitment to bold ideas.

**HITCHCOCK INDEPENDENT SCHOOL DISTRICT
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2018-2019 District Goals

- Goal 1: Make academic achievement and student performance the primary priority of Hitchcock ISD.**
- Goal 2: Recruit and retain high quality personnel reflective of and responsive to the district's diverse community.**
- Goal 3: Maintain a safe and disciplined environment conducive to learning.**
- Goal 4: Maximize fiscal responsibility to provide for operational effectiveness and facility maintenance.**
- Goal 5: Actively promote a sense of community and shared direction.**
- Goal 6: Maintain facilities in a manner that promotes learning.**

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Last Name	First Name	Campus	Title		Last Name	First Name	Campus	Title
Armacost	Chris	Central Office	Technology Director		Theirren	Amy	Crosby	Teen Lead Teacher
Ashwood	Rachel	Texas First Bank	Manager		Thomas	Denise	Crosby	Reading Teacher
Caliz	Erica	High School	Agriculture Teacher					
Cole	Cecily	Kids First Head Start	Teacher Assistant					
Dean	Kristine	Primary School	1 st Grade Teacher					
Eakin	Sarah	Stewart Elementary	3 rd Grade Teacher					
Gaines	Ethel	Kids First Head Start	Director					
Gerhardt	Sarah	Stewart Elementary	4 th Grade Teacher					
Guerra	Evangelina	Central Office	Curr Coordinator					
Harrison	Sharanda	Central Office	H R Coordinator					
Lewis	Gabrielle	Kids First Head Start	Teacher					
Marin	Abigail	Primary School	KG Teacher					
Matranga	Tammie	Greater Gulf Coast	Recepcionist					
McMillan	Chelsea	Primary School	2 nd Grade Teacher					
Menendez	Judith	High School	Geometry Teacher					
Stall	Megan	Stewart Elementary	5 th Grade Teacher					

**HITCHCOCK INDEPENDENT SCHOOL DISTRICT
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DISTRICT GOAL1: Make academic achievement and student performance the primary priority of Hitchcock ISD.

Objective 1: Hitchcock ISD attendance rate will be at least the state average or higher.

Objective 2: Hitchcock ISD will meet or exceed the state standards in academic performance by campuses, sub populations and individual students for the 2018-2019 school year.

Objective 3: Hitchcock ISD will prepare students to think critically and become highly successful in their area of choice.

Objective 4: Hitchcock ISD will provide a foundation in reading, math, and writing for all students.

Objective 5: Hitchcock ISD will create an academic culture that promotes competition, rigor, and relevance equipping students with the skills needed to compete in the 21st century marketplace.

Superintendent: Carla Vickroy

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING SOURCE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/ EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Provide incentives for students with perfect attendance	Attendance Clerks Administrators Teachers	Local	Aug 20, 2018 – May 29, 2019	Awards	TxEIS Attendance Reports	
Continue using the district-wide automated call out system to call parents of absent students.	Attendance Clerks	None	Aug 20, 2018 – May 29, 2019	Automated call out system	Attendance reports from each campus	
Continue to implement the Hitchcock ISD Campus Attendance Committees.	Administrators	None	Aug 20, 2018 – May 29, 2019	Attendance Reports	Minutes	
Align curriculum to strengthen classroom instruction and create vertical alignment in all core academic areas.	Curriculum Coordinator Administrators Teachers	None	On-going	TEKS Resource	Year at a Glance	
Students will be assessed using a universal screener in reading and math three times a year	Teachers Administrators	IMA	Sep 2018 Jan 2019 May 2019	Renaissance	Individual and teacher reports	

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STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING SOURCE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/ EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Response to Intervention (RTI) meetings will be conducted on all students performing below grade level and lacking in academic progress.	Teachers Administrators	None	Aug 20, 2018 – May 29, 2019	RTI Individual Plans	RTI Binders	
Improve intervention strategies by providing individualized support to struggling students.	Administrators Teachers	None	Aug 20, 2018 – May 29, 2019	Instructional Strategies	Student progress	
Equip classrooms with technology needed by the teachers and students	Technology Director Curriculum Coordinator Administrators	IMA	Aug 20, 2018 – May 29, 2019	Technology Devices	Lesson Plans Walk-throughs	
Integrate technology to support learning so that it is an integral part of all classroom activities.	Curriculum Coordinator Administrators Teachers	IMA	Aug 20, 2018 – May 29, 2019	Educational Programs	Lesson Plans Walk-throughs Assessment Data	
Use COMPASS / ODYSSEY for reading and math at school and home	Teachers	IMA	On-going	Edgenuity	Student reports	
Use an Accelerated Reading program	Teachers	IMA	Aug 20, 2018 – May 29, 2019	Renaissance	Student reports	
Continue using Eduphoria for lesson plans	Curriculum Coordinator Administrators Teachers	IMA	Aug 20, 2018 – May 29, 2019	Eduphoria Professional Development	Lesson Plans Walk-throughs	

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STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING SOURCE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/ EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Utilize Curriculum Based Assessments	Curriculum Coordinator Teachers	None	Oct & Dec 2018, March & May 2019	Curriculum Based Assessments	Data disaggregation on assessment results	
Continue the consistent data analysis of student progress by grade level and course	Coordinators Administrators Teachers Counselors Parents	None	On-going	Student Tracking Forms, Charts, Aware & STAAR Reports	Progress and/or needs by student	
Provide teachers with instructional support with implementing Instructional Coaching specifically in grades 6-12	Administrators	Federal	Aug 20, 2018 – May 29, 2019	Instructional Coaches	Walk-throughs	
Provide professional development to increase student achievement	Coordinators Administrators	Local	On-going	Professional Development Events	Certificates	
Provide before and after school tutorials	Teachers	Local	On-going	Additional Instructional Materials	Tutorials roster Student progress	
Provide professional development for teachers to achieve the supplemental ESL certification to be in compliance with ESSA requirements	Special Programs Coordinator	Local	Sept-Oct 2018	TExES preparation registration	Certificates	
To reimburse teachers the cost of the test after passing the ESL supplemental certification	Finance Director Special Programs Coordinator	Local	Nov 2018	Fiscal	Test Score	

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STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING SOURCE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/ EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Provide professional development for teachers to comply with the GT 30 hour and core training	Special Programs Coordinator	Local	July 30 – Aug 2, 2018	GT Training	Certificates	
Eliminate barriers for Homeless Students to enroll within our district; ensure transportation is not an issue.	Homeless Liaison	Local	Aug 20, 2018 – May 29, 2019	Transportation	Transportation logs	
Pay salary benefits to the district Homeless Liaison	Finance Director	Local	On-going	Local Funds	Payroll reports	

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DISTRICT GOAL 2: Recruit and retain high quality personnel reflective of and responsive to the district's diverse community.

OBJECTIVE 1: Hitchcock ISD will increase faculty and staff job satisfaction.

OBJECTIVE 2: Hitchcock ISD will reduce faculty turnover by 8%.

Superintendent: Carla Vickroy

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING / SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Back to school convocation that inspires and motivates teachers.	Superintendent Human Resources Coordinator	Local	August 10, 2018	Gift Certificates	Sign in sheets	
Provide New Employee Orientation before school starts.	Coordinators	Local	August 6-9, 2018	Professional Development	Sign in sheets	
Continue using the Sick Leave Bank policies	Benefits Coordinator	None	On-going	Guidelines Manual	Sick bank reports	
Create a plan to address any disparities that result in low-income students and minorities being taught by inexperienced teachers.	Human Resources Coordinator	None	On-going	Highly Qualified Teachers	Data on years of experience on hired teachers	
Develop strategies to attract and retain highly qualified teachers.	Human Resources Coordinator Administrators	Local	On-going	Surveys	Teacher retention	
Recruit highly qualified teachers at job fairs.	Human Resources Coordinator	Federal	On-going	Promotional Materials	Job fair resumes	
Superintendent will meet with all new hires	Superintendent	None	On-going	Meetings Scheduled	Teacher retention	

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STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING / SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Continue the awards program to honor teachers with years of service in the district.	Superintendent	Local	May 2019	Awards	Number of awards	
Design and implement an Attendance Incentive Program	Superintendent Administrators	Local	On-going	Incentives	AESOP reports	

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DISTRICT GOAL 3: Maintain a safe and disciplined environment conducive to learning.

OBJECTIVE 1: Hitchcock ISD will encourage students to participate in either a co-curricular and/or extra-curricular activity.
OBJECTIVE 2: Hitchcock ISD will implement a districtwide character education program to support safe and secure schools.
OBJECTIVE 3: Hitchcock ISD extracurricular programs will be designed to develop discipline, character, leadership, integrity and a winning attitude in all students.

Superintendent: Carla Vickroy

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Hire a mental health counselor	Superintendent	Local	Aug 20, 2018 – May 29, 2019	Counselor	Meeting logs	
Implement the STOPit program for bullying and cyber abuse.	Counselors	Local	Aug 20, 2018 – May 29, 2019	Anti-Bullying Forms	STOPit reports	
Participate in the Red Ribbon week	Counselors	Local	October 2018	Decorations	Student participation	
Implement a reward system for students exhibiting appropriate behavior to reinforce positivity	Administrators Teachers	Local	Aug 20, 2018 – May 29, 2019	Rewards	Office referrals	
Hire a chief of police and two officers	Superintendent	Local	On-going	Chief Police Officers	Safety reports	

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DISTRICT GOAL 4: Maximize fiscal responsibility to provide for operational effectiveness and facility maintenance.

OBJECTIVE 1: Hitchcock ISD will strive to maintain platinum star rating.
OBJECTIVE 2: Hitchcock ISD will seek innovative avenues to increase funding revenue.
OBJECTIVE 3: Hitchcock ISD will maintain financial solvency and fund balance.
OBJECTIVE 4: Hitchcock ISD will ensure ample resources are allocated to personnel, student programs and curriculum.
OBJECTIVE 5: Hitchcock ISD will utilize tax dollars in a transparent and efficient manner to honor the public trust.

Superintendent: Carla Vickroy

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Increase awareness on Board members and staff of the budget challenges and resources available.	Finance Director	None	On-going	Presentations Meetings	Sign in sheets	
Ensure all programs are effectively implemented, documented, and evaluated in accordance with state and federal guidelines by providing technical support, training, and appropriate resources.	Superintendent Finance Director	None	On-going	Budget Reports	Funds allocation	
Continue the marketing plan including: <ul style="list-style-type: none"> • advertising on school buses • advertising signs at the stadium and in the gyms • advertise on the back of tickets • advertise on the district website 	Finance Director	None	On-going	Advertisements	Increase in revenue	
Continue using the maintenance work order software	Maintenance Director	None	On-going	Maintenance Program	Work orders report	
Continue looking for grant opportunities	Grant Specialist	None	On-going	Internet	Grants awarded	

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DISTRICT GOAL 5: Actively promote a sense of community and shared direction.

OBJECTIVE 1: Hitchcock ISD will increase student enrollment using community/parent involvement.
OBJECTIVE 2: Hitchcock ISD will encourage employees to participate in community activities and events.
OBJECTIVE 3: Hitchcock ISD will support community and youth leagues, specifically in the area of allowing HISD facilities usage to groups primarily consisting of Hitchcock students.

Superintendent: Carla Vickroy

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Provide family and community engagement resources and opportunities to increase participation on campus and learning at home.	Administrators Teachers	Title I	Aug 20, 2018 – May 29, 2019	Parent newsletter, open house, math & literacy nights	Sign in sheets	
Increase opportunities to engage the community as an audience for student performance and events.	Band & Athletic Directors	None	Aug 20, 2018 – May 29, 2019	Sports Games Band, Cheer, Dancers Performances	Community Attendance, Surveys	
Continue to update district webpage on a frequent basis to reflect information about the district.	Technology Director	None	On-going	District Web Page	Updated information	
Hitchcock ISD Facebook Page	Technology Director	None	On-going	Facebook Page	Updated information	
Utilize the district marquee to display school and district information	Maintenance	None	On-going	Marquees	Updated marquees	
Participation in Good Ole Days, Home Coming and Christmas parade.	HISD Personnel	None	Aug, Oct & Dec 2018	HISD staff	Staff participation	

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DISTRICT GOAL 6: Maintain facilities in a manner that promotes learning.

OBJECTIVE 1: Hitchcock ISD will maintain facilities that are efficient, highly functional and inviting.

OBJECTIVE 2: Hitchcock ISD will provide facilities that are safe, secure and conducive to learning.

OBJECTIVE 3: Hitchcock ISD will provide facilities that are sufficient for all student programs and student growth.

Superintendent: Carla Vickroy

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Continue to enforce policies and procedures that promote a safe, orderly and secure environment.	Administrators	None	Aug 20, 2018 – May 29, 2019	Policies & Procedures	Campus environment	
Maintain energy efficient lighting inside and outside of all District facilities.	Maintenance	None	On-going	Energy Efficiency Lights	Electricity bill	
Maintain air conditioning/heating units at all District facilities.	Maintenance	None	On-going	Air Conditioning Units	Temperature gauge	
Lawn mowing and weed eating at all District facilities.	Maintenance	None	On-going	Mowing equipment		

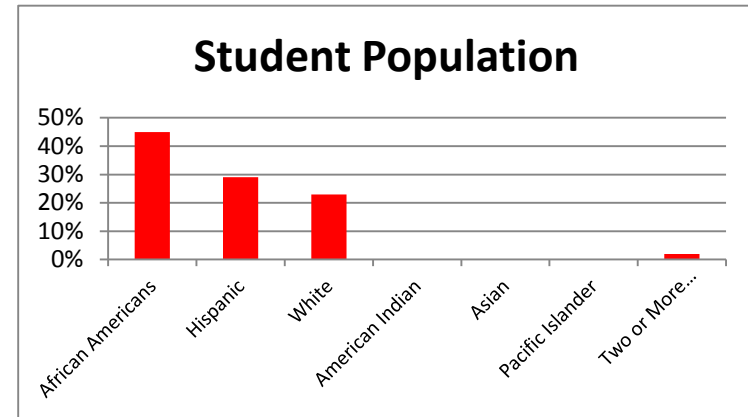
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COMPREHENSIVE NEEDS ASSESSMENT INFORMATION

Hitchcock ISD serves approximately 1649 students in grades EE to 12th.

The student population is represented by:

- 44% African Americans
- 31% Hispanic
- 22% White
- 0% American Indian
- 0.3% Asian
- 0% Pacific Islander
- 2% Two or More Races.



The low-socio-economic status is **82%** and continues to rise each year.

The average daily attendance rate for students is **94%**.

The annual dropout rate for grades 9 – 12 is **1.3%**.

Hitchcock ISD serves approximately:

- 214** Career and Technical students
- 193** Special Education students
- 190** Homeless students
- 97** Limited English Proficient students
- 82** Gifted and Talented students
- 60** Dyslexia students
- 45** Dual Credit students

The staff population is made up of 28% African American, 15% Hispanic, 55% White, 2% Other.

Males make up 25% of the staff and females make up 75%.

Teachers by years of experience are 14% beginning teachers, 41% one to five years, 17% six to ten years, 20% eleven to twenty and 9% over twenty years.

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The District Advisory Committee looked at the following data in order to determine the strengths and needs of the district:

STAAR/EOC 2018 Accountability Summary, Indexes 1, 2, 3, 4; PEIMS Reports: Average Daily Attendance, Economically Disadvantaged Reports, Staff FTE, Students with Dual Credit Courses, Student Program and Special Populations Reports, Annual Drop Out Data

The data indicated:

Student Strengths and Needs

Strengths:

- Distinction earned in comparative academic growth and closing the gaps for Crosby Middle School
- Distinction earned in ELA/Reading for Stewart Elementary
- Students enrolled in dual credit classes
- Students enrolled in career and technology courses

Needs:

- Postsecondary Readiness at Stewart Elementary, Crosby Middle School and Hitchcock High School
- Closing Performing Gaps at Stewart Elementary and Hitchcock High School
- Intervention in basic skills
- Increase writing level
- Differentiated instruction

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Staff Strengths and Needs

Strengths:

- Stewart Elementary, Crosby Middle School and Hitchcock High School received a Met Standard rating from TEA
- Data driven
- Highly qualified staff
- Curriculum Based Assessments
- Stewart Elementary has technology integration on all their classrooms

Needs:

- Professional development in the areas of: Balanced Literacy, math, science, critical thinking, problem solving, STAAR, data disaggregation, reaching the ELL learners, English Language Proficiency Standards (ELPS), building relationships with students, reaching our African American and economically disadvantaged students, Lesson Structure, inclusion and individual educational plans (IEPs) implementation for special education students.
- Increase the technology integration in the classroom for Hitchcock Primary, Crosby Middle School and Hitchcock High School

Parental Involvement Strengths and Needs

Strengths:

- Caring and supporting
- Attend school functions
- Provide transportation and attending extra-curricular activities

Needs:

- More involvement in the academic areas
- Stronger PTO
- Parent training