

Jarrell Independent School District
District Improvement Plan
2024-2025 Goals/Performance Objectives/Strategies



Mission Statement

Jarrell ISD:
For the benefit of our students,
we are one community.

Vision

The Jarrell Community:
Empowers future-ready citizens, provides opportunities,
inspires excellence, and cultivates innovation for all.

Core Beliefs

We Believe:

In preparing all students for all phases of life

In educating the whole child

Every student will have equal access to educational opportunities

In providing a safe, nurturing environment for all students and staff

In attracting, retaining, growing, and supporting exceptional staff members

In being fiscally responsible

In recognizing and honoring our rich history and traditions

Community support and involvement are vital to district success

In modeling and promoting integrity and citizenship

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Goals

Goal 1: Jarrell ISD will empower every student to share ownership in their learning to achieve success and reach their full potential.





Performance Objective 1: Create real world, relevant hands-on learning experiences.

Evaluation Data Sources: STAAR Interim Assessments
 STAAR Assessments
 Diagnostic Screeners

Strategy 1 Details	Reviews			
<p>Strategy 1: Create learning environments that support hands on learning experiences for all students K-12. Strategy's Expected Result/Impact: Student engagement, interaction and inquiry based learning will be evident in the classrooms. Staff Responsible for Monitoring: Campus administration</p>	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Create learning experiences that promote the growth of essential skills, such as critical thinking, creativity, collaboration, and effective communication to help learners succeed in a rapidly changing world. Strategy's Expected Result/Impact: Evidence of the 4 C's of 21st century learning embedded in lessons: critical thinking, communication, collaboration, creativity. Staff Responsible for Monitoring: Campus administration</p>	Formative			Summative
	Nov	Jan	Apr	June
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Goal 1: Jarrell ISD will empower every student to share ownership in their learning to achieve success and reach their full potential.

Performance Objective 2: Provide all students with foundational academic knowledge and skills by meeting their individual needs.

Strategy 1 Details	Reviews			
<p>Strategy 1: Refine a 2-way Dual Language Immersion 50/50 Framework in grades PK-4. Strategy's Expected Result/Impact: In PreKindergarten, increase BOY, MOY, EOY performance on benchmark assessments. In grades K-1, increase the number of students meeting intermediate or higher on the TELPAS Observational rubric. In grades 2-4, increase the number of students meeting intermediate or higher on TELPAS. Staff Responsible for Monitoring: Campus administration</p>	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Continue to provide professional training for all special education staff on developing Individualized Education Program (IEP) goals that align with individual needs and present levels of performance. Strategy's Expected Result/Impact: Increased levels of differentiation Staff Responsible for Monitoring: Case manager, campus administration</p>	Formative			Summative
	Nov	Jan	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Refine a robust, district-wide Multi-Tiered Support System (MTSS) program with leveled supports for students. Strategy's Expected Result/Impact: An increase in students in Prek-12 meeting grade level standards and expectations. Staff Responsible for Monitoring: Campus administration</p>	Formative			Summative
	Nov	Jan	Apr	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: Jarrell ISD will retain quality staff and foster purposeful recruiting.

Performance Objective 1: Develop a comprehensive retention plan that includes input from returning staff.

Strategy 1 Details	Reviews			
<p>Strategy 1: Continue the implementation of the districts new-to-profession teacher mentoring program for each new teacher in his/her first year of teaching. Strategy's Expected Result/Impact: Increase teacher retention and support of first year teachers. Staff Responsible for Monitoring: Student Services</p>	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Continue refining processes within the new employee on-boarding digital program to increase efficiencies of new employees to the district. Frontline software systems will reduce data entry time and increase internal communication with key stakeholders regarding new and existing employees. Strategy's Expected Result/Impact: Improved processes. Staff Responsible for Monitoring: Human Resources</p>	Formative			Summative
	Nov	Jan	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Continue to improve hiring processes. Provide clearer expectations for reference checks, interview questions, and interview processes and documentation. Strategy's Expected Result/Impact: Improved processes. Staff Responsible for Monitoring: Human Resources</p>	Formative			Summative
	Nov	Jan	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Continue efforts to be accepted into the Teacher Incentive Allotment (TIA). Strategy's Expected Result/Impact: Recruitment of new teachers and retention of experienced teachers. Staff Responsible for Monitoring: Human Resources and Student Services</p>	Formative			Summative
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Goal 2: Jarrell ISD will retain quality staff and foster purposeful recruiting.

Performance Objective 2: Expand recruitment efforts for all staff with an emphasis on high need areas.

Strategy 1 Details	Reviews			
Strategy 1: Explore other social media platforms for advertising open positions. Strategy's Expected Result/Impact: Higher fill rate on open positions and fill positions in a more timely manner. Staff Responsible for Monitoring: Human Resources	Formative			Summative
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Goal 2: Jarrell ISD will retain quality staff and foster purposeful recruiting.

Performance Objective 3: Develop and implement programs that encourage and recognize employees to grow professionally.

Strategy 1 Details	Reviews			
Strategy 1: Continue to promote Aspiring Leaders. Strategy's Expected Result/Impact: Recruitment of new teachers and retention of experienced teachers. Staff Responsible for Monitoring: Student Services	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: As part of the Teacher Incentive Allotment, teachers will be encouraged to get National Board Certified. Strategy's Expected Result/Impact: Recruitment of new teachers and retention of experienced teachers. Staff Responsible for Monitoring: Human Resources and Student Services	Formative			Summative
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Goal 3: Jarrell ISD will equitably invest in innovative facilities supported by quality resources to ensure high performing students and staff.





Performance Objective 1: Establish processes to select & procure equitable resources that emphasize stakeholder input & feedback while being fiscally responsible for future growth & sustainability.

Goal 3: Jarrell ISD will equitably invest in innovative facilities supported by quality resources to ensure high performing students and staff.

Performance Objective 2: JISD will develop and implement the following Operations Plans: District Technology Plan and Refresh, District Maintenance Plan, and District Transportation Plan.





Goal 3: Jarrell ISD will equitably invest in innovative facilities supported by quality resources to ensure high performing students and staff.

Performance Objective 3: Create a comprehensive facilities master plan that includes the renovation of existing facilities and accounts for continued growth and the need for further expansions.

Strategy 1 Details	Reviews			
<p>Strategy 1: Develop a process to evaluate research crucial to the development of new renovations and expansions while ensuring facility needs assessments are equitable across campuses to allow for student success.</p> <p>Strategy's Expected Result/Impact: Campus facility needs assessments will be completed prior to construction on campuses. Data from assessments and research will be used to develop quality construction plans that will meet the needs of all students and staff members on campuses.</p> <p>Staff Responsible for Monitoring: Business, Operations and Safety</p>	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Develop a plan that consists of proposed project designs outlying functional spaces that maintain flexibility for district -wide future growth and continued student success.</p> <p>Strategy's Expected Result/Impact: Address needs for flexibility and adaptability of specific spaces throughout the district.</p> <p>Staff Responsible for Monitoring: Business, Operations and Safety</p>	Formative			Summative
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Goal 4: Jarrell ISD will promote a culture that is safe, respectful and responsible.

Performance Objective 1: Plan and deliver meaningful, targeted and ongoing training for staff and students that address a safe, respectful and responsible culture.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide explicit instruction of Social Emotional Learning (SEL) competencies that promote a safe, respectful, and responsible using Core Essentials and other curriculum. Strategy's Expected Result/Impact: Improve the culture of the campuses and district. Staff Responsible for Monitoring: Student Services</p>	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide compliance training to staff on suicide prevention, anti-bullying/anti-cyberbullying awareness and prevention, dating violence, sexual harassment, sexual misconduct through safe schools. Strategy's Expected Result/Impact: Staff awareness and better recognition of student needs. Staff Responsible for Monitoring: Student Services</p>	Formative			Summative
	Nov	Jan	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Increase professional learning opportunities for Social/Emotional Learning, Restorative Practices, and Trauma Informed Practices. Strategy's Expected Result/Impact: All staff awareness and better recognition of student needs. Staff Responsible for Monitoring: Student Services</p>	Formative			Summative
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Goal 4: Jarrell ISD will promote a culture that is safe, respectful and responsible.

Performance Objective 2: Engage stakeholders to honor inclusivity and equity.

Strategy 1 Details	Reviews			
Strategy 1: Provide explicit instruction of Social Emotional Learning (SEL) competencies that promote inclusivity and equity. Strategy's Expected Result/Impact: Promote a culture of inclusivity and equity for all students. Staff Responsible for Monitoring: Student Services	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Increase professional learning opportunities for positive behavior support systems, including trauma-informed practices, social/emotional learning, and restorative practices. Strategy's Expected Result/Impact: Promote a culture of inclusivity and equity for all students. Staff Responsible for Monitoring: Student Services	Formative			Summative
	Nov	Jan	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Provide wrap-around services and support for all students who meet academic indicators for at-risk. Strategy's Expected Result/Impact: Provide additional support for students with identified equity gaps. Staff Responsible for Monitoring: Student Services	Formative			Summative
	Nov	Jan	Apr	June
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Goal 4: Jarrell ISD will promote a culture that is safe, respectful and responsible.

Performance Objective 3: Increase student attendance at each campus to reach a district student attendance rate of 95%.

Strategy 1 Details	Reviews			
Strategy 1: Recognize campuses with strong attendance each six weeks (96% or higher). Strategy's Expected Result/Impact: Increase student attendance. Staff Responsible for Monitoring: Student Services	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Continue to educate district and campus staff on attendance, monitoring, and accurate coding. Strategy's Expected Result/Impact: Increase in attendance and accurate attendance reporting. Staff Responsible for Monitoring: Student Services	Formative			Summative
	Nov	Jan	Apr	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: Jarrell ISD will promote a culture that is safe, respectful and responsible.

Performance Objective 4: Develop a plan for the ongoing review of safety and security measures throughout the district and facilities in light of rules and regulations stemming from the 88th Legislation.

Strategy 1 Details	Reviews			
Strategy 1: Maintain an updated description of the duties and responsibilities of the district police officers. Staff Responsible for Monitoring: Assistant Superintendent and Chief of Police	Formative			Summative
	Nov	Jan	Apr	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				





Goal 5: Jarrell ISD will work to unify school and community by overcoming obstacles and working collaboratively to optimize partnerships.

Performance Objective 1: Provide networking opportunities for businesses, organizations, and citizens that promote cohesion of resources.

Strategy 1 Details	Reviews			
Strategy 1: Provide parent education conference style learning opportunities to include training pertaining to conflict resolution. Strategy's Expected Result/Impact: Inform and educate parents about opportunities. Staff Responsible for Monitoring: Student Services & Communications	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Provide a resource fair to include local agencies and organizations who provide resources and supports to our students and families including jobs, internships, and financial assistance. Strategy's Expected Result/Impact: Inform and educate parents about opportunities. Staff Responsible for Monitoring: Student Services & Communications	Formative			Summative
	Nov	Jan	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Enhance communication and partnerships with external partners to provide mental health supports. Strategy's Expected Result/Impact: Provide local mental and physical care. Staff Responsible for Monitoring: Student Services & Communications	Formative			Summative
	Nov	Jan	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Build relationships with military-connected families by obtaining Purple Star designation for each campus in the District Strategy's Expected Result/Impact: Provide communication and resources for military-connected families. Staff Responsible for Monitoring: Student Services & Communications	Formative			Summative
	Nov	Jan	Apr	June
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Goal 5: Jarrell ISD will work to unify school and community by overcoming obstacles and working collaboratively to optimize partnerships.

Performance Objective 2: Establish process and roles for community engagement and partnerships.

Strategy 1 Details	Reviews			
<p>Strategy 1: Maintain a collaborative website to offer a repository for all mental/behavioral, social-emotional learning and counseling resources, and supports for parents and students.</p> <p>Strategy's Expected Result/Impact: Improve communication about resources.</p> <p>Staff Responsible for Monitoring: Student Services & Communications</p>	Formative			Summative
	Nov	Jan	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Maintain partnerships with local agencies and organizations who provide resources and supports to our students and families including mentoring, internships, and financial assistance (ie., Bluebonnet Trails, STARRY).</p> <p>Strategy's Expected Result/Impact: Increase and provide resources for community.</p> <p>Staff Responsible for Monitoring: Student Services & Communications</p>	Formative			Summative
	Nov	Jan	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Increase community involvement by promoting district volunteer opportunities through Parent Teacher Organizations, mentorships, school supply drive and distribution, and other activities.</p> <p>Strategy's Expected Result/Impact: Inform and educate parents about opportunities.</p> <p>Staff Responsible for Monitoring: Student Services & Communications</p>	Formative			Summative
	Nov	Jan	Apr	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>				