

Sherman Independent School District
Jefferson Learning Center and AEP
2023-2024 Improvement Plan



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Goals

Goal 1: Sherman ISD will hire, train and retain high-quality personnel in a supportive working environment.

Performance Objective 1: Maintain less than a 10% teacher turnover rate.

Evaluation Data Sources: Training documentation, Annual teacher retention data, teacher survey data

Strategy 1 Details	Reviews			
Strategy 1: Teachers will be trained in Restorative Discipline, the use of de-escalation techniques, and/or positive behavior support (PBIS and Restorative practices) to minimize the impacts of inappropriate behavior exhibited by students Strategy's Expected Result/Impact: Teachers' report more confidence in working with the diverse population of student. Higher student engagement and time on task. Staff Responsible for Monitoring: Principal	Formative			Summative
	Dec	Mar	May	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Sherman ISD will demonstrate positive and proactive leadership that inspires teamwork and collaboration.

Performance Objective 1: Teachers will be recognized for utilizing innovative teaching strategies.

Evaluation Data Sources: lesson observations, student recommendation, peer teacher recommendation

Strategy 1 Details	Reviews			
Strategy 1: Monthly recognition will be determined through walk-throughs and student and peer nominations. Strategy's Expected Result/Impact: Improved campus culture as reported on annual survey Staff Responsible for Monitoring: Principal	Formative			Summative
	Dec	Mar	May	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 3: Sherman ISD will provide a high-quality curriculum, research-based instructional practices and resources to ensure progress in student achievement.

Performance Objective 1: Teachers at Jefferson will continue to use a research based digital instructional platform for instruction through 2023-2024.

Evaluation Data Sources: Student achievement analysis will be used to monitor the implementation of this.

Strategy 1 Details	Reviews			
Strategy 1: Teachers will utilize the E20/20 digital curriculum. Strategy's Expected Result/Impact: : Students will move at a required minimum pace. This should decrease the amount of time needed to graduate, while preparing them to pass the EOC Tests. Staff Responsible for Monitoring: Classroom teachers	Formative			Summative
	Dec	Mar	May	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div><div></div></div>Continue/Modify</div><div><div><div></div><div></div></div>Discontinue</div></div>				

Goal 3: Sherman ISD will provide a high-quality curriculum, research-based instructional practices and resources to ensure progress in student achievement.

Performance Objective 2: Jefferson teachers will increase the reading requirements of all students in all content areas.

Evaluation Data Sources: Lesson plans

Strategy 1 Details	Reviews			
Strategy 1: ELA teachers will use self-selected reading materials and scheduled class time for reading Strategy's Expected Result/Impact: Reading self-selected pieces helps encourage reading and fosters a love of reading. This helps build reading comprehension and fluency which correlates to improved test scores in all subjects, especially English 1 and English 2. Students will also compose a critique of the novel, working on composition, revision, and editing. Staff Responsible for Monitoring: ELA Teachers	Formative			Summative
	Dec	Mar	May	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Goal 3: Sherman ISD will provide a high-quality curriculum, research-based instructional practices and resources to ensure progress in student achievement.

Performance Objective 3: Jefferson teachers will begin using second language learner strategies to improve the learning outcomes for students identified as second language learners (EBs)

Evaluation Data Sources: Classroom observation will indicate the use of SIOP strategies

Strategy 1 Details	Reviews			
Strategy 1: The use of Sheltered Instruction strategies will be observed on 80% of walk-throughs Strategy's Expected Result/Impact: Increased TELPAS and EOC scores for our ELL students. Staff Responsible for Monitoring: Principal	Formative			Summative
	Dec	Mar	May	June
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>				

Goal 3: Sherman ISD will provide a high-quality curriculum, research-based instructional practices and resources to ensure progress in student achievement.

Performance Objective 4: Time and performance data will be analyzed for student work on E20/20 to determine targeted completion rates for students

Evaluation Data Sources: E20/20 data tables for individual students indicating time for completion of modules and level of performance.

Strategy 1 Details	Reviews			
Strategy 1: Teacher will collect data weekly regarding student usage especially students making little progress performance. Strategy's Expected Result/Impact: Students having issues will be identified earlier, and support will be added to help them be successful. Staff Responsible for Monitoring: Principal	Formative			Summative
	Dec	Mar	May	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Goal 3: Sherman ISD will provide a high-quality curriculum, research-based instructional practices and resources to ensure progress in student achievement.

Performance Objective 5: Determine the most successful combination of instruction combining traditional teacher led and digital based (blended learning)..

Evaluation Data Sources: 1. A time analysis of instruction - How much time each week is spent on computer based or teacher based instruction in each class.
2. A grades analysis (student grades) to see if one type of instruction produces better learning outcomes than another.

Strategy 1 Details	Reviews			
Strategy 1: Teachers will monitor the number of hours per week of computer based instruction. They will also calculate the average amount of time it takes students to complete a course. Strategy's Expected Result/Impact: Teachers will better understand how much time on task it takes to complete their courses. With that knowledge, they can adjust the pacing of the coursework. Staff Responsible for Monitoring: Principal	Formative			Summative
	Dec	Mar	May	June
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>				

Goal 4: Sherman ISD will continue to integrate instructional technology in classrooms at all campuses and grade levels.

Performance Objective 1: A technology audit will occur twice annually, with a report created for district administration prior to annual budgeting

Evaluation Data Sources: Audit completed and report submitted

Strategy 1 Details	Reviews			
Strategy 1: Classrooms will be audited by technology specialist to assess usage and needs Strategy's Expected Result/Impact: Needed technology updates can be addresses as needed. Staff Responsible for Monitoring: Principal, Director of Instructional Technology	Formative			Summative
	Dec	Mar	May	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 5: Sherman ISD will address the diverse needs of students to maximize their academic achievements.

Performance Objective 1: Students at Jefferson will be recognized for their work completion and improvement each grading periods

Evaluation Data Sources: Data will be gathered through Edgenuity's (E20/20) individual progress monitoring program. Additional data will be gathered from student grades on teacher created activities; assessments not done through E20/20; and attendance data .

Strategy 1 Details	Reviews			
Strategy 1: Students will be recognized monthly for achievements. in the Last Friday of the Month Assembly. Strategy's Expected Result/Impact: Awards improve the campus culture, increasing student outlooks. Staff Responsible for Monitoring: Principal, Staff	Formative			Summative
	Dec	Mar	May	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 6: Sherman ISD will empower, engage and equip students for success in a diverse and complex world.

Performance Objective 1: Administration will work with district personnel to implement a Social /Emotional development program for students at DAEP.

Evaluation Data Sources: Suspension and recidivism rate as found in Frontline.

Strategy 1 Details	Reviews			
Strategy 1: SISD staff will provide daily Social Emotional Learning lessons and activities. These lessons will improve student relationships with peers, teachers, and parents. This should result in less suspensions and decrease DAEP recidivism. Strategy's Expected Result/Impact: Student relationships with peers, teachers, and parents will improve Staff Responsible for Monitoring: Staff	Formative			Summative
	Dec	Mar	May	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div><div></div></div>Continue/Modify</div><div><div><div></div><div></div></div>Discontinue</div></div>				

Goal 7: Sherman ISD will develop a balanced annual budget and maximize resources that are needed to achieve district priorities.

Performance Objective 1: Parents and community members representative of Jefferson Learning Center student demographics will be involved in one or more campus initiatives and the educational experiences of students during the 2023-2024 school year.

Evaluation Data Sources: The data source for this will be the number of off-campus opportunities provided to our ACES students.

Strategy 1 Details	Reviews			
Strategy 1: Students and staff will develop community service projects/occupational training for ACES students. Jefferson Learning Center staff will develop relationships with community partners to help our ACES students transition into adult life. Strategy's Expected Result/Impact: We hope the students gain employability skills while developing a sense of responsibility to enhance their community. Staff Responsible for Monitoring: Principal	Formative			Summative
	Dec	Mar	May	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Goal 8: Sherman ISD will continue to monitor and plan for district facility needs.

Goal 9: Sherman ISD will engage all stakeholder groups to enhance educational experiences for students.