



Covington
Independent School District

District Improvement Plan 2020-2021

Covington ISD Mission Statement

The mission of CISD is to graduate responsible young adults with the knowledge and skills to achieve their goals by providing a learning environment that instills values, sense of purpose, and pride in our Covington Owl Heritage.

Belief Statements

- Everyone is responsible for his or her actions.
- All people have value.
- All students have the right to a safe and orderly environment.
- Full potential is reached through proper nourishment of body and mind.
- All students can learn.
- Unity is strength.
- Learning is a lifelong process.
- Diversity enriches life.
- Respect for self and others are essential for growth.
- Success is worth extra effort.
- There are no substitutes for hard work and determination.
- Effective communication is the foundation of progress.
- Motivation ignites the desire to learn.

Parameters

- We will provide a safe and secure environment in all school facilities.
- We will hold each individual responsible for his/her actions.
- We will make decisions based solely on the needs of the students.
- We will not tolerate prejudicial discrimination of any kind.
- We will retain and employ only personnel who meet performance expectations.

Objectives

- By 2020-2021, 100% of our students will demonstrate mastery on all portions of the End of Courses and STAAR test at all levels.
- By 2021, 100% of all graduates will be attending a post secondary school or employed in a field of their choice within 6 months of their graduation.
- By 2020-2021, CISD will offer pre-advanced placement courses in all core curricula.

District/Campus Improvement Plan 2020-2021

Campus Name: Covington School

District Name: Covington ISD

School Board Goal #1: Covington ISD has a program in place that maintains a highly competent and motivated staff with a minimal turnover rate.

School Board Goal #3: Covington ISD has a highly motivated parent and community involvement that is positive and productive at all levels of education for the students.

Long Range Goal # 1 – Student Achievement: All students at Covington School will reach their full academic and social potential and will be responsible citizens in a global society.

Programs							
<p>1.1 Continue and expand services to address the needs of identified G/T students</p> <ul style="list-style-type: none"> • Policy/Procedures/ Notification • Nominations/Screening • Assessment • Professional Development: <ul style="list-style-type: none"> ➢ Teachers – 30 Hours ➢ Teachers – 6 Hour Annual Update ➢ Administrators and counselors – 6 Hours • Program Options / Curriculum <p>Offer concurrent enrollment with Hill College</p> <p>Automatically screen for GT all students in grades K, 5, & 8.</p> <p>Serve grades K—8 in pull-out</p> <p>Serve grades 9-12 pull-out and academic classes</p>	<p>SW2 SW3 SW4 SW8</p>	<p>Elem Ap GT Coordinator</p> <p>Superintendent, HS Principal, Teachers El Ap/GT Coordinator</p> <p>Elementary ap & Gt coordinator</p> <p>Gt coordinator & Academic Teachers</p>	<p>8/20</p> <p>8/20</p>	<p>8/21</p> <p>8/21</p>	<p>ESC Reg. 12 GT Funds State/local funds</p>	<p>Policy/procedure documents on file; Parent Communications; List of identified students/PEIMS/ Training/ Staff Development records; Assessment Records; Progress Reports; Report Card Grades; Lesson Plans; Course Offerings / Curriculum; Advanced-Level Student Products</p> <p>Benchmark Checks:</p> <ol style="list-style-type: none"> 1) Number of identified students 2) Number by Gender/Diversity 3) Percentage of Mastery on Benchmark Assessments 4) % of students graduating under DAP <p>Program Evaluation: Surveys from parents and students; STAAR; AP Scores; Local Program Evaluation</p>	<p>9/20, 1/21, and 8/21</p>
						<p>Formative: Students are appropriately identified and served in the GT program.</p>	

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
Programs, Continued							
1.2 Continue services to identify Special Education students <ul style="list-style-type: none"> • Policies/Procedures/Notification • ARD's, annual and as needed • RTI • Implementation of CAP (Comprehensive Analysis Process) and training on each strategy <ul style="list-style-type: none"> >Transitional Planning >Initial testing / placement >Least restrictive environment >Related services >Annual evaluation/ follow-up • Classroom modifications • Assistive technology, as needed • Speech • Inclusion • Resource room • Self-Contained unit • OT/ PT • Content Mastery • PPCD • IEP 	SW1 SW7 SW9 SW10	Hill County Co-op Special Ed. Director Elementary ap Elementary Special Ed Teacher Secondary Special Ed Teacher General Ed. Teachers	8/20	8/21	Special Ed. State Funds IDEA B Funds	Benchmark Checks: 1) Students appropriately placed in education program. 2) Teachers implementing modifications & accommodations. Program Evaluation: STAAR; STAAR-Alt &; Surveys; Local Program Evaluation; Esped	9/20 & 1/21 9/20 & 1/21 8/21
						Formative: Special Ed. Students are successful in the least restrictive environment.	
Programs, Continued							
1.3 Continue Career and Technical Education/Carl Perkins programs/activities: <ul style="list-style-type: none"> • Policies/Procedures • Course Sequence • Coordination/Planning • Individual Education Program Modifications • Integrated Academic/CTE Courses • Counseling • Compliance with Title VI and IX 	SW10	Ag Teacher Technology Teacher General Ed. Teachers	8/20	8/21	ESC Reg. 12 Carl Perkins Funds Career Tech State Funds	Benchmark Checks: 1) All students have a 4-year plan on file. 2) Integrated programs Program Evaluation: STAAR; Surveys; Local Program Evaluation	9/20 & 1/21 9/20 & 1/21 8/21

SW1-Comprehensive Needs Assessment; SW2-Reform Strategies; SW3-Highly Qualified Staff; SW4-Professional Development; SW5-Recruitment & Retention; SW6-Parent Involvement; SW7-Transitions; SW8-Teachers Involved in Developing Assessment Process; SW9-Timely Assistance; SW10-Coordination of Programs

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
1.4 Work with the ESC Region 12 in the implementation of the seven areas of focus in regard to Migrant students: <ol style="list-style-type: none"> 1) Identification and Recruitment 2) Early Childhood 3) Parental Involvement (Parent Certificate) 4) Secondary Credit Accrual 5) Graduation Enhancement 6) New Generation System 7) Migrant Services Coordination <ul style="list-style-type: none"> • Services Provided <ul style="list-style-type: none"> ✓ Forms (English/Spanish) ✓ Monitoring (Program & Retention) ✓ Intervention Strategies • Priority for Service 	SW10	Registrar	8/20	8/21	ESC Reg. 12	NGS Student Records; Staff Development; Assessment Records; Course Credits; Forms; Policies/ Procedures; Progress Reports; Report Card Grades Benchmark Checks: <ol style="list-style-type: none"> 1) Number of identified Migrant Students 2) Parent Advisory Council identified 3) Identification of 3 and 4 yr. olds Program Evaluation: Annual Performance Report; Migrant Application/Form required at Title I, Part A Schoolwide Campuses	9/20; 8/21 9/20; 8/21 9/20; 8/21 8/21
1.5 Continue programs/services for students identified with Dyslexic tendencies: <ul style="list-style-type: none"> • Policies/Procedures/Notification • Parent Notification/Consent • Identification/Student Assessment <ul style="list-style-type: none"> ○ Woodcock-Johnson Rdg Mastery Test (WRMT) ○ CTOPP ○ TWS • Program/Activities • Staff Development • Early Identification • Accommodations • RTI 	SW2 SW3 SW4 SW8	HS Principal Elementary Principal Elementary ap Counselor	8/20	8/21	ESC Reg. 12 Title 1 SCE Funds	Benchmark Checks: <ol style="list-style-type: none"> 1) List of identified students 2) Certificate of training Program Evaluation: STAAR; Surveys; Pre/Post Testing; Local Program Evaluation ; Dyslexia Intervention Program	9/20 & 1/21 8/21 8/21

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative: Students will show growth from previous years.	
1.6 Provide programs/activities to serve identified At-Risk students: <ul style="list-style-type: none"> • Policies/Procedures/ Notification • Student Identification • Program Activities • STAAR Remediation • Staff Development <ul style="list-style-type: none"> ○ At-Risk Criteria ○ Services/Programs ○ Confidentiality • Pregnancy Related Services 	SW4 SW7 SW9 SW10	Superintendent HS Principal Elementary Principal Counselor Elementary ap Reading Interventionist	8/20	6/21	ESC Reg. 12 SCE Funds Title 1 Funds Gear-up Funds Student Success Initiative	Benchmark Checks: 1) List of identified At- Risk students 2) Intervention plans for At-Risk students Program Evaluation: STAAR; Pre/Post Testing; Local Program Evaluation; Curriculum Based Assessments; Benchmarks	10/20 10/20 08/21
1.7 Provide programs/activities to serve identified 504 students: <ul style="list-style-type: none"> • Policies/Procedures/Notification • Parent Notification • Consent Identification • Student Assessment • Staff Development • Intervention Strategies • Accommodations 	SW2 SW3 SW4 SW8	Elementary ap Elementary Principal HS Principal Teachers	8/20	8/21	State/Local Funds ESC 12	Interventions Observations Surveys STAAR results Tutorials	1/20 8/21
1.8 Continue Pre-kindergarten and Kindergarten programs and activities for the young learner and their parents: <ul style="list-style-type: none"> • Policies/Procedures • Pre-K-Kinder Notification (English and Spanish) • Student Assessment • Program/Activities 	SW6 SW10 SW8 SW7	Elementary Principal Teachers	8/20	8/21	ESC Reg. 12 SCE Funds Local Funds	Benchmark Checks: 1) Class rosters 2) Test results Program Evaluation: Pre/Post Testing; Local Evaluation of Program;	9/20 9/20 & 1/21 8/21

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						CLI Engage	
Homeless Program							
1.9 Provide services to identified homeless students: <ul style="list-style-type: none"> • Policies/Procedures • Identified Homeless Liaison • Student Identification • Programs/Services • Qualifies for free lunch 	SW8 SW9 SW10	Counselor	8/20	8/21	ESC Reg. 12 Title I funds Local Churches SCE Funds	Benchmark Checks: 1) List of identified students	9/20—8/21
Curriculum/Instruction							
1.10 Provide an enriched curriculum that is scientifically research-based to insure academic success for all students in all subjects areas	SW2 SW3 SW4 SW8 SW9	HS Principal Elementary Principal Superintendent K-12 Teachers Counselor Elementary ap	8/20	8/21	ESC Reg. 12 SCE Funds Title 1 Funds	Benchmark Checks: 1) Class rosters	
Early Intervention reading program established and serving students. <ul style="list-style-type: none"> • Reading Specialist • 3 Tier program • DIBELS 		Elementary ap & K-3 Teachers K-3 teachers			State funds	Training certificates Sign-in sheets	9/20-4/21
K—3 students will be assessed on the TPRI			9/20	8/21		Test results	9/20
1—3 students will be assessed on the STAR Math			9/20	8/21		Student transcripts	9/20—8/21
1-- 6 STAR Reading							
Advanced classes in core subject areas							
Edmentum		HS Teachers	8/20	8/21		Sign-in sheets	1/20 & 8/21
DIBELS	SW6	Technology Teacher Gt coordinator K—4 teachers	8/20	8/21		Class rosters	9/20--8/21
Mastery Activities							
1.11 Continue to provide opportunities for students not mastering required objectives to acquire needed skills:	SW2 SW6 SW9	Superintendent Counselor HS Principal	8/20	8/21	Title 1 SCE Funds Gear-Up Funds	Benchmark Checks: 1) Sign-in sheets 2) Benchmark tests	9/20--6/21

SW1-Comprehensive Needs Assessment; SW2-Reform Strategies; SW3-Highly Qualified Staff; SW4-Professional Development; SW5-Recruitment & Retention;
 SW6-Parent Involvement; SW7-Transitions; SW8-Teachers Involved in Developing Assessment Process; SW9-Timely Assistance; SW10-Coordination of Programs

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
<ul style="list-style-type: none"> Tutorials Content Mastery 1/12 Implement strategies to address System Safeguard missed in Special Ed. reading <ul style="list-style-type: none"> Gather data Conduct data analysis Determine root cause Prioritize district needs Implement tutoring program 	SW10	Elementary Principal Special Education Teachers Teachers			Spec. Ed. Funds	3) CBA'S	
						Formative: STAAR passing scores will increase. Percentage of students passing classes will increase.	
Staff Development							
1.13 Provide appropriate staff development to meet the needs of all staff. <ul style="list-style-type: none"> TEKS Resource System training New Teacher Orientation Technology Teacher training <ul style="list-style-type: none"> Grade Book Oncourse Lesson Plans Video Streaming Attendance Canvas Instructional Strategies for Struggling Students Study Island Crisis Management Plan Discipline Management and Procedures Campus/District Improvement Planning Sexual Abuse Prevention and Recognition of Maltreatment of Children Teachers content area conferences 	Sw3 SW4	ESC 12 Elementary Principal & HS Principal Technology Teacher HCSSA Director HS Principal /Elementary Principal	8/20	8/21	Local Funds Special Ed. Funds Local Funds Local Funds Local Funds Title 1, ESC 12 Local Funds	Certificates, sign-in sheets, and evaluations Certificates Sign-in sheets	1/20 1/20 & 8/21

SW1-Comprehensive Needs Assessment; SW2-Reform Strategies; SW3-Highly Qualified Staff; SW4-Professional Development; SW5-Recruitment & Retention; SW6-Parent Involvement; SW7-Transitions; SW8-Teachers Involved in Developing Assessment Process; SW9-Timely Assistance; SW10-Coordination of Programs

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
<ul style="list-style-type: none"> • Blood Borne Pathogen • Anti-Bullying • Suicide Prevention • CPR • RTI • Lexia • Edmentum • Eduware • Dyslexia • ARD training • Guided Reading K-6 • Crisis Management • T-TESS 		<p>School Nurse</p> <p>Elementary Principal, Counselor Elementary ap, Heskett, HS Principal</p>					
Assessments							
<p>1.14 Based on teacher input, develop/administer appropriate assessments to monitor student progress</p> <ul style="list-style-type: none"> • See testing calendar 	SW8	<p>Superintendent HS Principal Elementary Principal Elementary ap Reading Interventionist Teachers</p>	8/20	8/21	<p>Title 1Funds Local Funds</p>	<p>Benchmark test results CBA's</p>	1/20 & 8/21

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
Dropout Prevention							
1.15 Continue to provide Dropout Prevention strategies/activities: <ul style="list-style-type: none"> • Credit by Exam • Credit Recovery • Apex 	SW2 SW9 SW10	HS Principal Counselor Teachers	8/20	8/21	State Funds SCE Funds Title 1 Funds Gear-up Funds	0 dropouts will be maintained Awarded Credit	6/21
Technology Uses							
1.16 Continue to expand the use of technology for instruction and educational management <ul style="list-style-type: none"> • Provide chrome books for all students grades 2—12 • Provide tablets for all students grades PreK--1 	SW10	Technology Teacher & Teachers	8/20	8/21	ESC Reg. 12 Gear-Up Funds Local Funds REAP Funds	Lesson Plans Technology inventory	1/20 & 8/21
						Formative: Increased STAAR scores	
Clubs/Organizations							
1.17 Provide campus clubs and organizations for student involvement and leadership development <ul style="list-style-type: none"> • NHS, Jr NHS, & NEHS • HS & Elem. Student Council • FFA • Athletics • Band • UIL Academics 	SW10	Sponsors of organizations	8/20	8/21	State/local funds	Club rosters List of activities	1/20 & 8/21
Support Systems							
1.18 Utilize support / technical assistance from sources listed below: <ul style="list-style-type: none"> • School Support Team • College Universities • ESC 12 	SW5	Superintendent HS Principal Elementary Principal Counselor	8/20	8/21	ESC Reg. 12 Gear Up		8/21
1.19 Implement plan for maintaining requirements for staff qualifications/certification: <ul style="list-style-type: none"> • All Teachers – Highly Qualified • All Paraprofessionals – Certified 	SW3 SW5	Superintendent Superintendent’s secretary	8/20	8/21	Title 1Funds State/local funds	List of highly qualified teachers and paraprofessionals	8/21 8/20

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative: Increased percentage of highly qualified teachers and paraprofessionals	
Planning Opportunities							
1.20 Provide various opportunities for the staff and others to be involved in planning for campus improvement <ul style="list-style-type: none"> • DEIC • Health Advisory Committee • Departmental committees 	SW1 SW6	Superintendent HS Principal Elementary Principal School Nurse	8/20	8/21		DEIC meetings schedule and minutes Faculty Meetings Health Advisory minutes	8/21
Higher Education (JH & HS)							
1.21 Provide information on higher education opportunities: <ul style="list-style-type: none"> • Admission and Financial Aid Opportunities • Texas Grant & Teach for Texas Grant • Curriculum Choices 	SW2 SW10	Counselor	8/20	8/21	TEA website State/local funds Newspaper/Tabloid Hill College Baylor University College Night GEAR Up	Student handbook Tabloid Hand-outs GEAR Up Center	8/21
Attendance							
1.22 Continue strategies/activities to assure high student attendance <ul style="list-style-type: none"> • Call parents when student is absent • Continue use of truancy officer • Outline and implement plan for new truancy law • Attend Dance Prek-3 	SW9	HS Principal Elementary Principal Elementary Secretary Secretaries	8/20	8/21	State/local funds	Attendance reports compared to the previous year reports.	1/19 8/21
						Formative: Attendance rate is higher than previous year's.	
Recognition							
1.23 Continue multiple opportunities to recognize student/staff success			8/20	8/21	Local Funds	List of recipients	8/21

SW1-Comprehensive Needs Assessment; SW2-Reform Strategies; SW3-Highly Qualified Staff; SW4-Professional Development; SW5-Recruitment & Retention; SW6-Parent Involvement; SW7-Transitions; SW8-Teachers Involved in Developing Assessment Process; SW9-Timely Assistance; SW10-Coordination of Programs

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
<ul style="list-style-type: none"> • End of year banquets • Elementary student awards program • Secondary student awards program • Teacher appreciation week • Volunteer/Senior/Staff appreciation luncheon • Owl Standing Student 		Sponsors Elementary Principal HS Principal Superintendent's Secretary Superintendent	8/20	8/21			
Federal Requirements							
1.24 Ensure compliance with the requirements of Title IX (Sexual Discrimination) <ul style="list-style-type: none"> • Posted Notice • Student/ Staff Handbooks • Parent Rights Booklets 	SW6	Superintendent HS Principal Elementary Principal	8/20	8/21	Title 1	Notices; Student/Staff Handbooks; Parent Rights Booklets; Application Form	8/21; 1/20; 8/21
1.25 Ensure compliance with the requirements of Title VI (Civil Rights) <ul style="list-style-type: none"> • Posted Notice • Application Form • Student/Staff Handbooks • Parent Rights Booklets 		Superintendent HS Principal Elementary Principal	8/20	8/21	Title 1 State/local funds	Notices; Application Form; Student/Staff Handbooks; Parent Rights Booklets	8/21; 1/21; 8/21
						Formative: All federal program requirements are followed.	
1.26 Ensure that all students and parents are informed of their rights and responsibilities <ul style="list-style-type: none"> • Student Handbook • Parent Involvement Policies and Practices • School/Parent Compact • Parents Right-to-Know • Parent Rights Booklets 	SW6	HS Principal Elementary Principal	8/20 6/20	8/21 6/21	Title 1 State/local funds	Student Handbook; Parental Involvement Policies; School/Parent Compact; Parents Right To Know Notification; Parent Rights Booklets	8/21; 1/21; 8/21 6/20
						Summative: <ul style="list-style-type: none"> • STAAR scores • ACT scores • TPRI Scores • TAPR Data 	8/21
1.27 Ensure that all activities are implemented for the ACE (21 st Century Grant) program.	SW1 SW6	After School Coordinator	9/20	7/21	21 st Century Grant ESC 12	Student Grades STAAR test results	1/20

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
<ul style="list-style-type: none"> • After School and Summer Program • Enrichment Activities • Provide Adult Advocates • Provide ongoing assessments for students • Provide training opportunity for staff 	SW10					Student Attendance Student Behavior Promotion rates Graduation rates	7/21
<p>1.28 Ensure that all strategies and activities are implemented for the Accountability Intervention Plan.</p> <ul style="list-style-type: none"> • Implement TEKS aligned instruction in writing at all grade levels using research-based instructional strategies • Implement a system of incremental assessments to monitor and respond to assessed student learning needs throughout the school year • Implement a “backward design” model of planning instruction for grades 5 & 8 science classrooms • Implement a “backward design” model of planning instruction for grade 8 Social Studies 	SW1 SW2 SW3 SW4 SW8 SW9	HS Principal Elementary Principal Teachers	10/20	6/21	Title 1 State/Local funds	Quarterly reports	1/21 7/21

School Board Goal #2: Covington ISD has a community that is aware of and supportive of our school’s programs and funding.

School Board Goal #3: Covington ISD has a highly motivated parent and community involvement that is positive and productive at all levels of education for the students.

School Board Goal #5: Covington ISD has an innovative communications program that strives to inform and educate parents and community members.

Long Range Goal #2: Parent/Community Involvement: All parents, community members, and educators at Covington ISD will be active partners in the education of our students.

Summary of Needs Assessment Findings:

There is a need to maintain parent/community involvement.

Documenting Evidence: (Data Collected/Analyzed)

A high percent (75%) of parents attend school activities and parent conferences. The parent survey reveals that 98% of parents agree that CISD provides ample opportunity for parents to be involved in their child’s education. The parent survey reveals that 98% of parents agree that CISD keeps them informed about their child’s progress and grades. The parent survey reveals that 91% of parents agree that CISD keeps them well informed about programs and activities. The parent survey reveals that 96% of parents feel comfortable talking to the staff; and the staff is willing to help them. The parent survey reveals that 89% of the parents believe that CISD provides opportunities for students to excel in areas of individual strengths or talents and recognizes their individual abilities.

Target Goals for 2020-2021:

Maintain a parent-teacher-student organization to support the school and staff.
Parent/student orientations to facilitate transitions from Pre-K, and Early Childhood to Kindergarten and 6th to 7th grade. A 20% increase in number attending Parents, Teachers, Kids Organization meetings and programs.

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
Communication							
2.1 Continue numerous approaches to assure open communication between the school and home <ul style="list-style-type: none"> • Monthly calendar <ul style="list-style-type: none"> ○ Fax a copy to the 3 local churches & city hall • Website Update with student involvement activities • Board Agendas <ul style="list-style-type: none"> ○ Posted on website • Progress Reports issued to all students at 3 weeks (require parents to sign & return for student award) • Report Card Conferences • Parent, teacher, and student surveys • E-mails for parents • Messages on Marquee Sign • School Messenger Program • Parent Portal • Remind/Dojo/Social Media 	SW6	Superintendent HS Principal Elementary Principal Principals secretary Technology Teacher Lisa Nivens Teachers Elementary Principal, Elem. Teachers Counselor/Elementary ap Supt. Secretary Teachers PEIMS Coordinator Teachers Technology Teacher	8/20	8/21	Title 1 funds State/local	Newsletters; Website; Progress Reports; Report Cards; Surveys Parent up to date on students' grades and attendance	9/20; 1/21; 8/21
Teacher /Parent Conferences							
2.2 Conduct teacher/parent conferences as needed 2.3 Report Card conferences 1 st - 6 th wks and 4 th - 6 th weeks	SW6	HS Principal Elementary Principal Elementary Principal Teachers	8/20	8/21		Notes from conferences Appointment schedules	9/20; 1/21; 8/21
Involvement Opportunities							
2.4 Continue opportunities for parents and community members to be actively involved in the programs of the school	SW6	HS Principal Elementary Principal	8/20	8/21	ESC Reg. 12 Title 1	List of members	9/20

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
<ul style="list-style-type: none"> Public school week Grandparents' Day Community Sponsors Mentors/Tutors Encourage community involvement i.e. Life stories, careers, reading to students, job shadowing Ag Boosters Athletic Boosters National Honor Society Parents ACE Program Coronation, Homecoming, Veterans Day Program 							
						Formative: Parents will be informed and parent participation will increase.	
Training/ Information Sessions							
2.5 Provide numerous opportunities for sharing information or training with parents	SW6	HS Principal Elementary Principal	8/20	8/21	ESC Reg. 12 Special Ed	List of trainings and meetings	9/20; 1/21; 8/21
Planning Opportunities							
2.6 Provide opportunities for parents and community members to be involved in the planning process <ul style="list-style-type: none"> SBDM Committee Strategic Planning Process Parent Involvement Policy School/Parent Compact School Health Advisory Committee 	SW6	Superintendent HS Principal Elementary Principal School Nurse	8/20	8/21	Title 1 Local Funds	Committee members School/Parent Compacts	9/20; 1/20; 8/21
Partnerships							
2.7 Continue /expand partnerships with local businesses and organizations <ul style="list-style-type: none"> Recognize businesses 		Superintendent HS Principal Elementary Principal	8/20	8/21	Title 1	Partner agreements	9/20; 1/21; 8/21

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
for their involvement							
Surveys							
2.8 Disseminate a parent survey to collect information /input for planning and school improvement	SW6	Elementary ap	2/21	2/21	Title 1	Completed surveys	8/21
Parent Organizations							
2.9 Include parent input for school in existing organizations <ul style="list-style-type: none"> • Ag Boosters • Athletic Boosters • PTO • ACE 		Ag Department Teachers Athletic Director	8/20	8/21		Agendas Minutes from meetings Formative: Increased parent participation, reduced failures, increase in numbers passing STAAR.	8/21

School Board Goal #4: Covington ISD has adequate financial support and a budget to update school facilities.

Long Range Goal # 3 – Safe and Orderly Environment: Covington ISD will have a safe, orderly environment that promotes successful student learning.

Summary of Needs Assessment Findings:

The camera system was in dire need of upgrades. Most of the cameras for the district were not functional prior to the 2019-2020 school year. Work began on the upgrades in the fall and spring of that school year. The district continues to find gaps in areas of sight coverage.

The elementary entrance and Star building entrance have been upgraded to a keypad system. The elementary office has been reconfigured for maximum efficiency and security as of 08/2020. The district is working toward the upgrades to the entrance of the high school building.

COVID 19 measures have been put in place district-wide. TEA supplied the district with PPE as well as disinfectant from our janitorial company.

TEA COVID guidelines.
UIL COVID guidelines.
CDC guidelines.
Security needs assessment

Target Goals for 2020-2021 School Year
Increased camera range.
Increased door security.
Reduction in disease/virus transmission

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative:	
Discipline Management							
3.1 Revise/improve the campus: <ul style="list-style-type: none"> • Student Code of Conduct • Student Handbook 	SW9	HS Principal Elementary Principal	8/20	8/21	State/local funds	Campus/District Discipline Plan; Code of Conduct; Student Handbook; Signed Acceptance Forms	9/20; 1/21; 8/21
Crisis Mngt./Violence Prevention							
3.2 Identify/maintain <ul style="list-style-type: none"> • Crisis Management/Response Plan • Crisis Response Team/Training • Staff Orientation to Emergency Drills: Building Evacuation (Fire); Shelter In Place (Tornado); Lockdown; Evacuation • Crisis Intervention Training for all staff 	SW9	HS Principal School Nurse Covington Fire Dept.	8/20	8/21	ESC Reg. 12 Local Funds Covington Fire Dept.	Crisis Response Team Membership List; Meeting Agendas/Sign-in Sheets; Staff Development; Crisis Plan; Drills	9/20; 1/21; 8/21
Facilities							
3.3 Annual upkeep and improvements on the campus facilities <ul style="list-style-type: none"> • Playground rules implemented & post rules at the playground • Age appropriate signs for playground • Age appropriate playground equipment 		Maintenance Supt. Sec. Superintendent Elementary Principal Elementary ap Teachers	8/20	8/21		Campus facilities maintained	8/21
Climate Issues							

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
3.4 Continue to encourage and develop a positive and nurturing climate for students, parents, and teachers <ul style="list-style-type: none"> • Continue new “Freedom From Bullying” policy FFI LOCAL • Train staff on the law • Policy/procedures in employee and student handbook • How to report bullying is posted on the district’s website and post a sign in each building • Reporting of child abuse and neglect 	SW10	Superintendent HS Principal Elementary Principal School Nurse Counselor	8/20	8/21	State/local funds	Survey results Sign-in sheets	8/21
Surveys							
3.5 Continue to administer surveys: <ul style="list-style-type: none"> • Teacher • Student • Parent • Safe & Drug Free • Health Week Surveys 	SW1	Counselor Elementary ap School Nurse	2/20	2/21	Title 1	Surveys; Compilation of Results; Action Plan	8/21
						Formative: 90% of the surveys are positive	
Safety Issues							

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
3.6 The campus will conduct monthly disaster drills <ul style="list-style-type: none"> • Fire • Tornado • Violence 	SW10	HS Principal	8/20	8/21		Calendar will show completed drills	1/21; 8/21
3.7 Maintain building security/health screen <ul style="list-style-type: none"> • Visitor sign-in/badges • Student/Teacher sign-out • Campus fenced so that there are only 2 entrances • Entrances are buzz-in only during the school day • Camera upgrades • Entrance reinforcement • Temperature scanners • Student/staff ppe • Water heaters • Handwashing training • Mask/No Visitor Signage 		HS Principal Elementary Principal	8/20	8/21		Badges Sign-in/out lists	1/21; 8/21
3.8 Maintain a safe traffic flow for students <ul style="list-style-type: none"> • Drop-off and pick-up • Parent Communications • Traffic Signs • Entry and exit signs for parking lot 		Elementary Principal HS Principal	8/20	8/21		One way street, Drop off signs, & One way signs	1/21; 8/21
3.9 Maintain an intercom system between classrooms and office for emergency situations		Superintende nt	8/20	8/21		Working intercom system	1/21; 8/21
3.10 Ensure student safety by contacting parents when a child is absent		El Secretary HS Secretary	8/20	8/21		Phone logs	1/21; 8/21
		Transportatio				Monitors and lights on buses	1/20; 8/20

3.11 Maintain Child Sleep monitors and strobe lights on all buses		n Director	8/20	12/21			
3.12 Add video cameras to route buses		Superintendent	10/20	8/21		Cameras on buses	1/21; 8/21

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative: Students are safe while at school.	
Safe/Drug-Free Schools and Communities Activities							
3.13 Continue S/DFSC activities on campus <ul style="list-style-type: none"> Needs Assessment Strategies (based on identified needs) Comprehensive Program Character education Red Ribbon Week Health Week 	SW10	HS Principal Elementary Principal Counselor	8/20	8/21	ESC Reg. 12 Title 1	Program implemented	9/20; 1/21;
3.13 Continue other complementary activities on campus <ul style="list-style-type: none"> Character Education Service Learning Life Skills Peer Mediation Continue procedures addressing dating violence in school Participate in Dating Violence Prevention Week 	SW10	School Nurse Counselor Teachers Counselor	8/20	8/21	ESC Reg. 12 Title 1 Advocacy Center Child Advocacy Center		8/21
						Program Evaluation: Title IV Safe and Drug Free Evaluation; Local Program Evaluation; PEIMS 425 Record	

Long Range Goal #4: Develop curricula and services that insure every graduate will have the tools to achieve their post-graduation goals.

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
4.1 Increase scholarship opportunities for the students: <ul style="list-style-type: none"> • Offer instruction on how to fill out scholarship forms. • Students will conduct college visits • Continue the scholarship/financial aid link on the school's website • Counselor will conduct college information seminars • Issue to all seniors "Compendium of TX Colleges & Financial Aid Calendar • Provide Internet Scholarship search 		Counselor	8/20	8/21	Local funds		1/21; 8/21
		Science Teacher	8/20	8/21			1/21; 8/21
		Secondary Special Ed Teacher	8/20	8/21			1/21; 8/21
			8/20	8/21			1/21; 8/21
			9/20				
						Formative: More scholarships will be received by students	
4.2 Students will have acceptable scores on the ACT/SAT: <ul style="list-style-type: none"> • Students will take the PSAT during their junior year. • Counselor will disseminate information on ACT/SAT to the students • Offer ACT/SAT College Prep Class to 11th graders 		Counselor	10/20	8/21	Local Funds	Test results	1/21; 8/21
		HS Principal	8/20	8/21	Gear-up Funds Local Funds	Handouts	1/21; 8/21
			8/20	8/21		Class Rosters, Report Cards	1/21; 8/21
						Class Rosters	
						Formative: ACT/SAT scores compared to the state's scores.	

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
4.3 Students will have the opportunity to graduate with college credit: <ul style="list-style-type: none"> • 10th, 11th & 12th grades take the TSI • Remediation offered for students who do not pass the TSI • Eligible students register for college classes • District will pay for up to two classes per semester at Hill College • Transportation will be provided 		HS AP HS Principal Counselor	8/20	8/21	State Funds Local Funds Gear-up Funds	TSI Scores Student class schedules Paid invoices Formative: Students will graduate from high school with college credit.	1/21; 8/21

Initiatives: Strategies/steps	Schoolwide Component	Person Responsible	Begin Date	End Date	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
4.4 Students will have life skills for the adult world. <ul style="list-style-type: none"> • Students will learn how to develop a budget & savings • Students will learn how to balance a checkbook. • Students will learn how to estimate monthly housing expenses. • Students will complete a project in investing in the stock market. • Students will complete a project where they will figure the expenses in having a baby. • Students will complete a project where they will choose a college and calculate all of the expenses of attending that college. • Information Expo, Financial Aide presentation, College information tables • Students learn how to manage personal debt • Career Cruising 		HS Principal	8/20	8/21			
		Secondary Special Ed Teacher					
		Superintendents Math Teachers					
			8/20	8/21	Economics class Ag Science class	Student products	
			2/21	2/21			
		HS Principal Counselor Science Teacher					
		Superintendents				Formative: Students will have an understanding of what is required to live on their own.	

