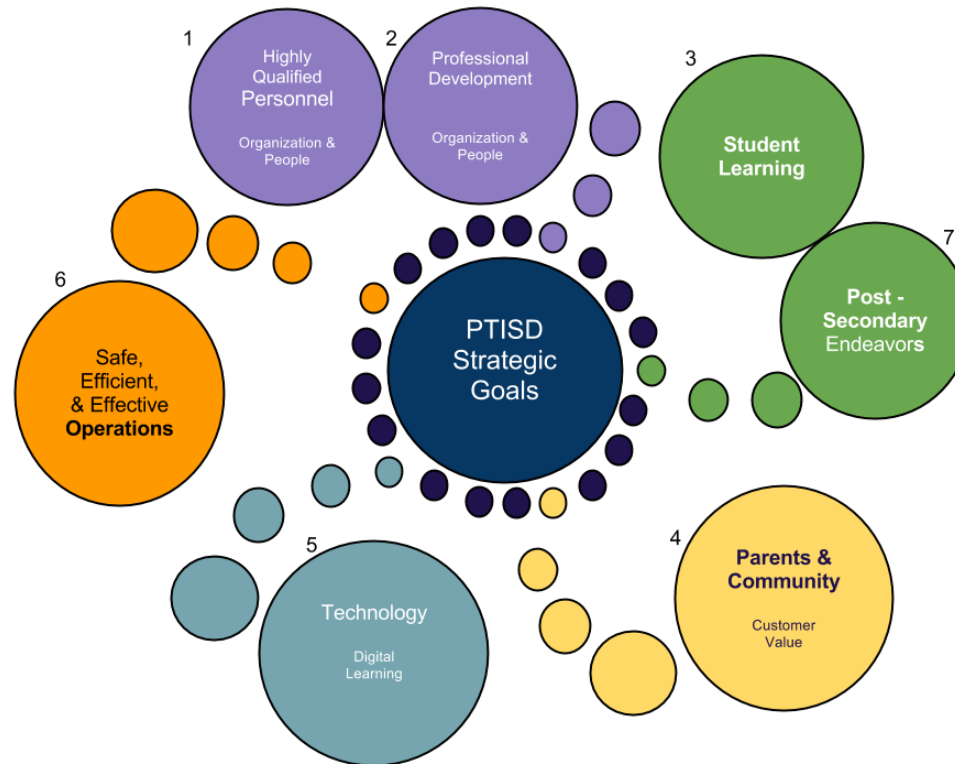


Pine Tree ISD Strategic Plan 2016--2017



Mission Statement

Our mission is to continue a tradition of excellence by providing a high quality and challenging educational environment, maximizing opportunity for the success of all students, equipping them to become responsible, involved, and productive citizens.

Lifelong Learning | Innovation Through Collaboration | Trust & Safety | Respect

Pine Tree ISD Strategic Plan 2016--2017

Goal #1 – The Board of Trustees and administration of Pine Tree ISD will support measures to employ **highly qualified personnel who adhere to and carry out the mission of the district.**

| Performance Indicators | Responsibility | Timeline | Budget | Evaluation |
|--|-------------------------------------|---------------------|--------------------------|--|
| 1.1 – Pine Tree ISD will support efforts to ensure a high level of employee morale, develop teamwork among employees, and promote pride in the PTISD school district. | District and Campus Administration | 2016-17 school year | N/A | Campus surveys - Fall Semester February 2017 |
| 1.2 – Pine Tree ISD will recruit, employ, and retain faculty that are prepared to lead all students in 21st Century learning. | Human Resources Dept | 2016-17 school year | District Salary Schedule | Job Fair report, recruitment report, orientation and support for new teachers/staff, and teacher turnover rate |
| 1.3 – Pine Tree ISD will take necessary steps to ensure that all personnel are supported in a manner that leads to student success in both academic and extracurricular areas. | Human Resources and Curriculum Dept | 2016-17 school year | N/A | Anchor Academy, new teacher orientation, Administrator Academy, and ongoing staff development (District Plan) |
| 1.4 – Pine Tree ISD will support activities that recognize and celebrate the academic successes of students and faculty. | District and Campus Administration | 2016-17 school year | \$2,000 | Recognitions of students and faculty by Principals, Director of Communications office, and Superintendent |

Goal #2- The Board of Trustees and administration of Pine Tree ISD will provide meaningful **professional development for all employees.**

| Performance Indicators | Responsibility | Timeline | Budget | Evaluation |
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Pine Tree ISD Strategic Plan 2016--2017

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| 2.1 - Each Pine Tree ISD campus will conduct a needs assessment and use the data to develop the 2016-17 Campus Improvement Plan | District and Campus Administrators | Spring/Summer 2016 | Federal and General Funds | Needs assessment completed as part of the Title I process and development of the Campus Improvement Planning process. |
| 2.2 – Implement an updated three year professional learning plan which emphasizes professional learning activities for increased student achievement | District and Campus Administrators | In the development phase 2016-December 2016 - Implementation 2017 | Federal and General Funds | District professional learning plan, walk-through data, and assessment data monitored each six weeks |
| 2.3 – District, department, and campus professional development will provide training related to the comprehensive needs assessment (i.e. - Gomez and Gomez, Data Walks, subject specific, gifted and talented, etc.) | District and Campus Administrators | 2016-17 school year | Federal and General Funds | Implementation data gathered by data trends and walk through data |
| 2.4 Implement the T-TESS evaluation process for teachers and the T-PESS evaluation process for Principals | District and Campus Administrators | 2016-17 | District Budget | Completed appraisal for teachers and Principals |

Goal #3- The Board of Trustees and administration of Pine Tree ISD will provide necessary support for **student learning in order to increase their performance and prepare students for their chosen endeavors.**

| Performance Indicators | Responsibility | Timeline | Budget | Evaluation |
|--|--|---------------------|---------------------------|--|
| 3.1 Pine Tree ISD will improve the student achievement as measured by the STAAR and EOC data for grades 3- 8 and End of Course | District, Campus Administrators, Teachers, and Staff | 2016-17 school year | Federal and General Funds | Accountability data from TAPR for campuses and district and literacy and numeracy data for |

Pine Tree ISD Strategic Plan 2016--2017

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| exams (high school) so all students achieve at or above the state level. | | | | grades K - 2 |
| <p>Grade 3 math - 69 - 77%</p> <p>Grade 4 math - 72 - 77%</p> <p>Grade 5 math -66 - 80%</p> <p>Grade 6 Math - 69 - 76%</p> <p>Grade 7 Math - 44 - 72%</p> <p>Grade 8 Math - 71 - 90%</p> <p>Algebra I -80 - 90%</p> <p>Grade 3 Reading -66 - 76%</p> <p>Grade 4 Reading - 70 - 80%</p> <p>Grade 5 Reading - 62 - 80%</p> <p>Grade 6 Reading - 62 - 75%</p> <p>Grade 7 Reading -56 - 75%</p> <p>Grade 8 Reading -72 - 90%</p> <p>English I - 63 - 75%</p> <p>English I - 61 - 75%</p> <p>Grade 4 Writing - 67 - 80%</p> <p>Grade 7 Writing - 53 - 75%</p> <p>Grade 5 Science - 68 - 80%</p> <p>Grade 8 Science - 69 - 80%</p> <p>Biology - 88 - 96%</p> <p>Grade 8 US History - 62 - 75%%</p> <p>US History - 90 -96%</p> <p>All areas will increase Level III Commended by 15 percentage points</p> | | | | |
| 3.2 Each Campus in Pine Tree ISD will earn a minimum of two distinctions based on the 2017 STAAR results | District, Campus Administrators, Teachers, and Staff | 2016-17 school year | Federal and General Funds | Accountability data from TAPR for campuses and district Spring 2017 STAAR/EOC testing results - |

Pine Tree ISD Strategic Plan 2016--2017

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| <p>3.3 – Pine Tree ISD will identify and monitor the academic performance of all students and develop strategies to address the areas of need. This will include identification based on prior year results and interventions which begin the first week of the school year.</p> | <p>District and Campus Administrators</p> | <p>2016-17 school year</p> | <p>Federal and General Funds</p> | <p>Student data including 6 and 9-week grades, teacher made assessments, CBA results, Benchmark results, and standardized test results</p> |
| <p>3.4 - Pine Tree ISD will determine low performing academic areas and target those areas with additional instructional resources/services.</p> | <p>District, Campus Administrators, and Teachers</p> | <p>2016-17 school year</p> | <p>General Fund, Technology Budget, (IMA), C & I Dept</p> | <p>Implement and monitor new RTI plans and tiered instruction</p> |
| <p>3.5 – Pine Tree ISD will provide accelerated instruction in an effort to decrease performance gaps for students and use vertical teaming meetings to analyze student data trends and plan instruction. This will include summer learning and enrichment/acceleration time built into each campus master schedule.</p> | <p>District, Campus Administrators, and Teachers</p> | <p>2016-17 school year</p> | <p>Federal and General Funds</p> | <p>CBA data, common assessment data, vertical team meeting notes/discussions each six weeks</p> |
| <p>3.6 - Pine Tree ISD will increase the total school attendance to 97.0% or greater for the 2016-17 school year.</p> | <p>District and Campus Administrators</p> | <p>2016- 17 school year</p> | <p>General Funds</p> | <p>PEIMS reports, weekly/monthly attendance monitoring, and continued training for attendance personnel. Monitoring of transfer students and continued monitoring of residency for students</p> |

Pine Tree ISD Strategic Plan 2016--2017

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| 3.7 Pine Tree ISD will provide robotics opportunities at all campuses and provide STEAM (science, technology, engineering, arts, and math) in grades 1- 4. | District and Campus Administrators Teachers | 2016 -17 school year | General Funds | Student demonstrations and reports to the Board |
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#4- The Board of Trustees and administration of Pine Tree ISD will increase opportunities for **parents and community members to be involved in the education of their children at Pine Tree ISD.**

| Performance Indicators | Responsibility | Timeline | Budget | Evaluation |
|--|------------------------------------|---------------------|---------------------|--|
| 4.1 – Pine Tree ISD will increase participation in "Community U" to allow parents and community members to be informed of the operations of the school district. | District Administration | 2016-17 school year | Communication Dept. | Community U reports of attendance, participation and feedback. Comparison to two previous school years |
| 4.2 – Pine Tree ISD will complete a strategic planning process which includes students, parents, community, and faculty/staff | District and Campus Administration | 2016-17 school year | N/A | New strategic plan and implementation process |
| 4.3 – Pine Tree ISD will continue to publicize events and recognize accomplishments of students (honor roll, perfect attendance, etc.) | District and Campus Administration | 2016-17 school year | N/A | 1. Analytics of Website, Social Media posts, 2. Number participating in Foundation events, |

Pine Tree ISD Strategic Plan 2016--2017

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| | | | | 3. Number of recognition announcements during athletic events, 4. Number of student and staff recognitions at PT Board meetings |
| 4.4 – Pine Tree ISD will update the District, Campus and Teacher websites | District and Campus Administration | 2016-17 school year | N/A | New websites - monitor the updating on each type of website |
| 4.5 – Pine Tree ISD will build on existing and add new partnerships within the Pine Tree and Longview area community, businesses, and civic organizations. Each campus will create one new partnership for 2016-17. | District and Campus Administration | 2016-17 school year | N/A | 1. Number of new partnerships and student internship opportunities 2. Maintaining and renewing partnerships |
| 4.6- Review the comments/suggestions from parent/community meetings/conversations and implement key recommendations from the parents/community members and include parent training opportunities at each campus. | District and Campus Administration | 2016 - 17 school year | | Implementation of ideas/suggestions |
| 4.7 Pine Tree ISD will create a twice monthly e-newsletter for students, parents, community, and faculty/staff | Director of Communications, Campus and District Administrators | September 8, 2016 - June 1, 2017 | | Weekly e-newsletter feedback from recipients |

Goal #5- The Board of Trustees and administration of Pine Tree ISD will provide state of the art **technology that assists students in the acquisition and dissemination of knowledge and skills.**

| Performance Indicators | Responsibility | Timeline | Budget | Evaluation |
|------------------------|----------------|----------|--------|------------|
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Pine Tree ISD Strategic Plan 2016--2017

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| 5.1 – Pine Tree ISD will reconfigure and redesign the District, Campus and Teacher websites | District and Campus Administration | 2016-17 school year | N/A | New websites - monitor the updating on each type of website |
| 5.2 – Pine Tree ISD Technology and Curriculum departments will work together to provide professional development for faculty in order to ensure effective utilization of technology in the classroom (iPads at 7-8, 5-6, and K - 4) | District Administration, Technology Department, Campus Administration. | 2016-17 school year | General Fund, Technology Budget, (IMA), C & I Dept. | Professional Development, Technology Instructional Coaches, and campus staff |

Goal #6- The Board of Trustees and administration of Pine Tree ISD will provide for the **safe, efficient, and effective operation of the school district.**

| Performance Indicators | Responsibility | Timeline | Budget | Evaluation |
|---|---|----------------------|---------------|--|
| 6.1 – Pine Tree ISD is continuing the implementation of CHAMPS discipline plans on PreK-8th grade campuses for the 2016-17 school year | District and Campus Administration | 2016- 17 school year | General Fund | CHAMPS implementation Professional development Discipline referral data |
| 6.2 – Pine Tree ISD will continue to implement Olweus, a comprehensive bullying prevention program, including instructional activities for each grade level/campus. A comprehensive evaluation will be completed in May 2017. | District and Campus Administrators, SRO's, Teachers, Counselors, and Nurses | 2016-17 school year | General Fund | Track incidents during the 2016-17 school year. Monitor the implementation of the Olweus plans at each campus and adjust as needed (through District counselors and campus trainer |

Pine Tree ISD Strategic Plan 2016--2017

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| | | | | teams) |
| 6.3 – Pine Tree ISD will create a facilities and deferred maintenance plan, with possible funding sources, for the district based on the results of the Facility Study. | Director of Facility Services, Chief Financial Officer, and Superintendent | 2016-17 school year | General Funds | Report to the Board of Trustees November 2016 |
| 6.4 – Pine Tree ISD will continue to monitor all fiscal areas to ensure appropriate use of district funds (annual audit, construction audit, and annual budget preparation) and begin strategies for reducing the 2017-18 budget | District and Campus Administrators, Chief Financial Officer | 2016-17 school year | N/A | Monthly Financial Reports in BoardBook and staffing updates |
| 6.5 Pine Tree ISD will demonstrate efficient management of transportation, child nutrition, and facility services by implementing efficient processes/procedures | District Administrators | 2016 - 17 school year | General Funds | Reports to the Board for each major area |

Goal #7- The Board of Trustees and administration of Pine Tree ISD will develop curriculum programs that prepare students for their **post-secondary endeavors.**

| Performance Indicators | Responsibility | Timeline | Budget | Evaluation |
|--|------------------------------------|---------------------|---------------|--|
| 7.1 – Pine Tree ISD will monitor student interests and work towards creating opportunities for students to enroll in courses which allow them to earn post-secondary credit. | District and Campus Administrators | 2016-17 school year | N/A | Master schedules and AP and Dual-Credit course offerings |
| 7.2 – Pine Tree ISD will continue to monitor all areas that are measured regarding | District and Campus | 2016-17 school year | General Funds | Annual federal and state reports |

Pine Tree ISD Strategic Plan 2016--2017

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| TARP/STAAR ratings, AYP ratings, AEIS, PBMAS, and SAT/ACT achievement. | Administrators | | | |
| 7.3 – Pine Tree ISD will continue to monitor special education compliance and meet all standards | Campus Administrators, Director of Special Education, and District Administrators | 2016-17 school year | General and federal Funds | PBMAS reports and TEA reports |
| 7.4 - PTISD will investigate and plan options for increasing the number of graduates on the recommended/distinguished foundation plans or with endorsements (HB 5) who are college and/or career ready. | District and Campus Administrators | 2016-17 school year | CTE and General Funds | Career Technical Education (CTE) course offerings and Index 4 from the accountability reports/TAPR report Increase the Recommended/Endorsement graduates from 81% - 90% |
| 7.5 - PTISD will increase the overall graduation rate to 98% or higher and decrease the dropout rate. | Campus Administrators | 2016-17 school year | General Funds | Reports to monitor the withdrawals and transfer students to ExCEL (monthly) |
| 7.6 - PTISD will evaluate the current CTE program/course offerings and create career pathway courses that meet the requirements for HB 5 and the local community. | College and Career Readiness Director, Assist Supt for Curriculum and Instruction, and Campus Principals | 2016-17 school year | General Funds and CTE Funds | Reports to the Board and inclusion of new courses/pathways in the course offerings for high school and junior high students |

Pine Tree ISD Strategic Plan 2016--2017

Glossary of Terms:

21st Century Skills: Four Cs make up the “[Learning and Innovation Skills](#)” and are as follows: [Creativity and Innovation](#), [Critical Thinking and Problem Solving](#), [Communication and Collaboration](#)

AEIS: The Academic Excellence Indicator System pulls together a wide range of information on the performance of students in each school and district in Texas every year. This information is put into the annual AEIS reports, which are available each year in the fall.

AYP ratings: Under the accountability provisions in the No Child Left Behind (NCLB) Act, all public school campuses, school districts, and the state are evaluated for Adequate Yearly Progress (AYP).

BYOD: Bring your own device, is a phrase that has become widely adopted to refer to students and employees who bring their own computing devices – such as smartphones, laptops and PDAs – to the workplace for use and connectivity on the district network.

C & I Dept: Curriculum and Instruction Department

CBA: Curriculum Based Assessment

CHAMPS is a classroom management system to develop an instructional structure in which students are responsible, motivated, and highly engaged in the specific task at hand. The acronym stands for Conversation, Help, Activity, Movement, Participation, Success.

Community U is Pine Tree ISD initiative, in which parents and community members have the opportunity to participate in a yearlong journey that provides a personalized, firsthand look at how the district operates and all of the great opportunities afforded to the students of in Pine Tree schools.

CTE: Career Technical Education

ESSA - Every Student Succeeds Act - The new federal education program that replaces No Child Left Behind (NCLB)

IMA Funds are Instructional Materials Allotment. Legislation from the 82nd Texas Legislature, First Called Session, 2011, created an Instructional Materials Allotment (IMA) for the purchase of instructional materials, technological equipment and technology-related services.

Pine Tree ISD Strategic Plan 2016--2017

Owleus - Owleus Bullying Prevention program is a comprehensive K - 12 approach to prevent bullying, violence, and suicide. For more information, go to <http://www.violencepreventionworks.org/public/index.page>

PBMAS: Performance-Based Monitoring Analysis System

PEIMS: Public Education Information Management System

SAT/ACT: Both are college and career tests. The ACT is an achievement test, measuring what a student has learned in school. The SAT is more of an aptitude test, testing reasoning and verbal abilities.

Skyward Family and Student Access allows parents and guardians to track and monitor all aspects of their student at Pine Tree ISD schools. Primarily, parents will use it to monitor their student's grades and assignments.

STaR Chart: The Texas Teacher STaR Chart is designed to help teachers, campuses, and districts determine their progress toward meeting the goals of the Long-Range Plan for Technology , as well as meeting the goals of their district.

STAAR ratings: In spring 2012, the State of Texas Assessments of Academic Readiness (STAAR®) replaced the Texas Assessment of Knowledge and Skills (TAKS). The STAAR program includes annual assessments for grades 3–8 in reading and mathematics; assessments in writing at grades 4 and 7; in science at grades 5 and 8; and in social studies at grade 8; and end-of-course assessments for English I, English II, Algebra I, biology and U.S history. Additionally, STAAR EOC assessments for English III and Algebra II will be administered on a voluntary basis beginning in spring 2016.

TAPR The Texas Academic Performance Report, formerly known as the **AEIS** (Academic Excellence Indicator System) reports, pull together a wide range of information annually on the performance of students in each school and district in Texas. The reports also provide extensive information on staff, programs, and demographics for each school and district.