



**New Diana Independent School District
District Improvement Plan 2021-2022
November 8, 2021**



The Mission of New Diana ISD is to educate and empower students to pursue their goals with a sense of purpose that motivates them to take control of their future and become successful, responsible citizens in an ever-changing world.

In NDISD, we believe:

- all children are given equal opportunity to learn, where every child can expect to be challenged to reach his or her highest level of individual potential
- we are all accountable for the success of our students
- in creating an atmosphere of excellence through citizenship, tradition, and high expectations
- our community and district will work collaboratively to foster and enhance the education of our children
- the hiring and retaining of dependable, knowledgeable, and resourceful staff is essential to the success of the district
- all district campuses and facilities will be equitable and the pride of the community
- New Diana ISD will set the standard for excellence
- all planning and actions will be purposeful and involve a high level of engagement
- disciplined people, in both thought and action, will achieve greatness over mediocrity

Vision Statement: *Inspiring to Dream, Working to Fulfill, Soaring to Success.*

Advisory Members	Carl Key, Superintendent of Schools		
	Melissa Ryan, Director. of Curriculum & Special Programs		
	John Gross, High School Principal		
	Justin Verzosa, Middle School Principal		
	Ashley Zucosky, RFH Elementary School Principal		
Committee Members	Business Representative:	Alan Ramirez	
	Parent Member:	Alan Amos	
	Community Member:	Cortney Tant	
	Campus Non-Teaching Professional:	Bethany Venable	
	District Non-Teaching Professional(s):	Caroline Eaves	Dana Yount
	High School 9-12:	Ginger Freeman	Callie Faul
	Middle School 6-8:	Jackie France	Amanda Tackett
	Elem/ Inter School PK-5:	Mallory Jackson	Taylor Driscoll
	Student(s):	Edgar Guzman	Olivia Carder

Comprehensive Needs Assessment 2021-2022

Data Sources Reviewed:

STAAR 3-8, STAAR EOC, RDA, Texas Academic Performance Report (TAPR), Strategic Plan, SAT/ACT/AP Scores, TELPAS, Attendance, Discipline, Surveys, State Accountability Reports (District/Campuses), PEIMS, District Communication System, T-TESS results

Area Reviewed	Summary of Strengths What were identified as strengths?	Summary of Needs What were identified as needs?	Priorities What are the priorities for the district, including how federal and state program funds will be used?
Demographics	District continues to grow in diversity. Enrollment overall is increasing after the decline last year.	Identification of Eco. Dis. has been an issue due to the fact lunch forms were not required. Assist ELL's in meeting criteria to exit ESL services.	Utilize a local form to assist the district in determining Eco. Dis. status.
Student Achievement	All Districts are identified as, "Districts Not Rated: Declared State of Disaster. Partial accountability data has been released. Summary Table shows overall STAAR performance is comparable to results in 2019. Domain III shows overall Academic Achievement Status is higher for the district.	Assessment results show a need for a systematic phonics program for our elementary students. There is also a need to assist our ESL students in meeting the criteria to exit ESL services. The Accountability Summary table shows significant drops in our CCMR and Graduation Status. In Domain II our Relative Performance score decreased. Adjustments need to be made with schedules on all campuses to meet the new requirements of HB4545.	Provide additional instructional materials and professional development on data-based student centered instruction to assist in increasing student achievement. Continue to implement Learning Keys Data Walks to provide feedback that can be used to support teacher effectiveness. Utilize new programs and Curriculum Coordinators to assist campuses in tracking and improving student growth. Target student needs through intentional TEKS focused instruction during enrichment periods.

School Culture and Climate	NDISD faculty and staff are dedicated to building positive relationships that support student growth. Surveys have been utilized at the district level to assist in gaining feedback from staff, families and students. School Pride is critical and strides are being made to improve in this area.	The public health crisis caused a lot of new stresses for schools. Teacher retention is an issue. Student attendance has been problematic which has added more stress on all involved. Communication continues to come up as an area that needs improvement.	Continue to identify ways to improve communication within the district and with all stakeholders. Work on ways to retain teachers in the midst of a state-wide teacher shortage. Consider ways to encourage student attendance. SB 9 requires that we address dating violence. NDISD needs to work to develop procedures on reporting and notification to parents. Educational materials will be made available, but our staff needs training.
Staff Quality/ Professional Development	Humanex screeners were implemented to assist with the hiring process. An HR Department was created and helped the district with recruitment. PD surveys were sent to assist the district in meeting teacher's needs. New staff orientation was increased to allow opportunities for more training before school began.	There are still areas that need to be addressed with further PD opportunities. More ESL certified staff are needed at the HS. Incentives need to be added to assist in recruiting staff. More mentoring for new teachers would assist them in becoming more effective. An increased attendance at job fairs would improve interest in our district.	Provide meaningful and applicable professional development for all educators. Consider incentives such as bonus pay, investment opportunities and mentoring programs to assist in teacher recruitment and retention. Start investigating the Teacher Incentive Allotment which would offer opportunities to designate highly effective teachers which could result in additional stipends for them. Mentor/Mentee days will be scheduled. Elementary K-3 teachers will complete the Texas Reading Academies. PD will be provided for Foundations
Curriculum, Instruction, and Assessment	District curriculum documents as well as TEKS Resource System are used to ensure that the TEKS are being covered to the rigor and depth necessary for student growth. NDISD added Curriculum Coordinators to provide more assistance to campus teachers and administrators.	Phonemic Awareness is an area of weakness that continues to show up in assessment data. Student engagement is a struggle across the district. We need to increase the number of students who are College, and Career Ready.	New phonics program will be implemented at the elementary. The HS will implement OnRamps to help students meet CCMR and increase preparedness for college. Learning Keys Data Walks will be used to help track student engagement and increase teacher effectiveness.

Family and Community Involvement	<p>NDISD has various opportunities throughout the school year for family and community involvement. NDISD supports and encourages family and community participation in events such as Veterans Program, athletic events, band concerts, Walk-a-Thon and other extra-curricular activities. Board meetings are streamed live to assist in keeping all stakeholders informed.</p>	<p>Restraints were placed on all events last year due to COVID protocols. NDISD needs to work on increasing family engagement activities this school year. Community Outreach needs to be increased.</p>	<p>NDISD will increase Family Engagement Activities across all campuses. The Senior Citizen Luncheons will be reinstated once a month. The school newsletter will be distributed to keep the entire community informed. Proper representation will be included on all site-based committees.</p>
School Context and Organization	<p>Administrators and educators have multiple sources of data with which to drive decision making process; district uses strategic planning model; superintendent seeks input from various district/community committees; educators provide feedback on district professional development; educators manage student behavior well; surveys provide vital feedback from staff, parents and students</p>	<p>Feedback from surveys revealed communication was still problematic at times. Many expressed an interest in being more involved with activities/committees within the district. Several teachers have asked for more vertical alignment throughout the district.</p>	<p>Focus on district/campus needs assessment. Continue to collect survey information from all stakeholders and prioritize greatest needs. Continue to utilize the strategic planning process.</p>
Technology	<p>In NDISD all professionals have laptop devices. Elementary students utilize iPads. Grades 4-5 have class sets of Chromebooks. Class sets of Chromebooks are available to teachers at MS and HS by department.</p>	<p>Access control and security camera software must be updated. Older iPads need to be replaced with newer ones. Switches need replacing if possible.</p>	<p>Updating the software for the security cameras and access control will be a top priority for NDISD.</p>

New Diana ISD 2021-2022 District Goals

Board of Trustees

President-Jeff Hamilton, Vice President-Donald Willeford, Secretary- Karen Holt, Dwayne Leach, Jodie Stark, Becky Smith, TJ Shafer

Goal 1: Develop a supportive learning environment to ensure all students are achieving their highest potential.

Goal 2: Seek and retain exceptional team members through a systematic hiring process.

Goal 3: Capitalize our resources to meet the needs of all stakeholders.

Goal 4: Monitor district growth, both in number of students and in programs, resulting in a master facility plan.

Goal 5: Create a purposeful communication to expand partnerships by engaging stakeholders to increase district leverage and be a collaborative community.

Goal 1	Develop a supportive learning environment to ensure all students are achieving their highest potential.					
Objective 1	Provide high quality curriculum, research- based instructional practices and resources to increase student achievement outcomes.					
Strategies/ Action Plan	Needs Assessment	Sp. Pop	Resources / Budget	Persons Responsible	Timeline	Formative Evaluation
Continue with Dual Credit and begin to utilize OnRamps at the high school to meet CCMR and increase preparedness for college.	HB3 Board Goals TAPR DEIC Survey	All High School	ESSER Local Funds	High School Principal Teachers Curriculum Dept.	2021-2022	Enrollment reports CCMR reports CCMR outcomes bonus list
Utilize Curriculum Coordinators to assist campuses in tracking and improving student growth.	Assessment Data	All	Local Funds	Superintendent, Curriculum Dept.	2021-2022	Local Assessment Data STAAR Reports TAPR
Increase phonemic awareness through implementing explicit phonic instruction using Foundations and Frog Street.	Elem. CNA DEIC Survey Assessment Data	All PK-2	ESSER	Elementary Principal Teacher Curriculum Dept.	2021-2022	Assessment Reports
Utilize NWEA MAPs, Ed. Galaxy and Renaissance to track student growth and target student gaps to increase student achievement outcomes.	District & Campus CNAs STAAR Reports	All Middle School	ESSER	Middle School Principal Teachers Curriculum Dept.	2021-2022	STAAR Reports MAPS Reports Ed. Galaxy Reports
Continue to use TEKS Resource System as a tool for vertically aligning curriculum and increasing rigor across all subject areas.	STAAR Reports	All	Title Funds	Principals Teachers Curriculum Dept.	2021-2022	Local Assessment Reports STAAR Reports

Continue using Mentoring Minds as a resource to increase rigor and provide students aligned STAAR materials for math and reading.	STAAR Reports Local Assessment Reports	All	ESSER/Local Funds	Principals Teachers Curriculum Dept.	2021-2022	Local Assessment Reports STAAR Reports
Utilize differentiated instruction to reach students with dyslexia, 504 accommodations, ESL and/or special services.	PEIMS Assessment Reports TELPAS STAAR Reports	All	SCE/Local Funds	Curriculum Dept. Teachers Principals	2021-2022	PEIMS Assessment Reports TELPAS STAAR Reports
Provide additional instruction through the RTI process with fully certified staff and paraprofessionals in the areas of math and reading.	STAAR Failure Reports STAR360 Math 1-to-1 Screeners F&P Running Records	All	SCE/Local Funds	Curriculum Dept. Teachers Principals	2021-2022	STAAR Reports TAPR RDA
Objective 2	Provide support to accelerate instruction for students who did not perform satisfactory on STAAR Assessments and EOCs.					
Strategies/ Action Plan	Needs Assessment	Sp. Pop	Resources / Budget	Persons Responsible	Timeline	Formative Evaluation
Target student needs through intentional TEKs focused instruction during enrichment periods.	STAAR Reports TAPR	All	SCE/Local Funds	Curriculum Dept. Teachers Principals	2021-2022	STAAR Reports RDA TAPR
Provide target differentiated instruction during summer school for students who do not perform satisfactory.	STAAR Reports TAPR	All	SCE/Local Funds	Curriculum Dept. Teachers Principals	2021-2022	STAAR Reports RDA TAPR

Objective 3	Cultivate a positive climate where all staff and students will feel safe in an environment that is emotionally supportive.					
Strategies/ Action Plan	Needs Assessment	Sp. Pop	Resources / Budget	Persons Responsible	Timeline	Formative Evaluation
Support students' socio-emotional needs through increasing opportunities and resources to participate in fine arts.	DEIC District & Campus CNAs	All	ESSER/Local Funds	Curriculum Dept. Teachers Principals	2021-2022	Enrollment Reports Attendance Reports
Provide services to Economically Disadvantaged students through the Communities in Schools (CIS) Program.	District & Campus CNAs PEIMS	Eco. Dis.	ESSER/SCE	Principals CIS Director	2021-2022	CIS Report of Services Provided
Ensure that NDISD is a safe place for students and teachers to learn through district-wide positive behavior procedures, appropriate disciplinary placements, and standard response protocols.	District & Campus CNAs DEIC PEIMS	All	SCE/Local Funds	Principals Asst. Supt. Oper. Teachers Counselors	2021-2022	PEIMS Training Logs Drills
Dating violence will not be tolerated and procedures on reporting will need to be clearly communicated to students, parents and staff.	SB 9 FFH (Local)	All	State/Local Funds	Principals, Asst Principals, Teachers, Counselors	2021-2022	Discipline Reports Parent Notifications

Goal 2	Seek and retain exceptional team members through a systematic hiring process.					
Objective 1	Develop a comprehensive recruiting plan to attract and retain highly qualified personnel.					
Strategies/ Action Plan	Needs Assessment	Sp. Pop	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Attract talented and highly qualified personnel to the district and community by increasing district presence at college/university career fairs for potential teaching applicants	Strategic Plan	All	Local Funds	Asst. Supt. HR Principals	2021-2022	Attendance Logs from Career Fairs # of Applicants
Establish a 403B/457 plan with district matching funds for all employees	Strategic Plan	All	ESSER/Local	Asst. Supt. HR	2021-2022	HR Reports
Add certified and non-certified positions to reduce classroom sizes therefore increasing safe learning environments.	District & Campus CNAs	All	ESSER/Local	Principals Supt. Asst. Supt. HR	2021-2022	TAPR Attendance Records Staffing Review
Created a newly hired employee mentor program to effectively onboard staff and provide them with support to increase retention.	Strategic Plan	All	ESSER/Local Funds	Principals Supt. Asst. Supt. HR Curr. Coordinators Lead Teachers	2021-2022	STAAR Reports TAPR Staffing Review Retention Reports
Support staff retention by providing year-end employee bonuses.	Strategic Plan	All	ESSER	Supt.	2021-2022	Business Reports

Objective 2	Provide support for all staff through professional development opportunities.					
Strategies/ Action Plan	Needs Assessment	Sp. Pop	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Provide professional development opportunities to staff that align with the district goals and address inclusion of differentiation strategies for all GT, ESL, Dyslexia and At-Risk Students.	DEIC	All	Local Funds, Title II	Curriculum Dept., Principals	2021-2022	Certificates of Completion
Conduct Data Walks by teachers and administrators to provide campus and district feedback that can be used to support teacher effectiveness thus increasing student achievement.	Strategic Plan	All	ESSER	Curriculum Dept. Principals Teachers Supt.	2021-2022	Data Walk Data Reports
Provide K-3 teachers Reading Academies stipends to support teacher professional development out of the regular school day.	TEA HB3	All	Grant/ESSER	Curriculum Dept. Elementary Principal Teachers	2021-2022	Reading Academies Certificate of Completion
Provide teachers additional professional development on collaborative learning strategies to increase student engagement.	DEIC	All	Local Funds	Curriculum Dept. Principals Teachers	2021-2022	Data Walk Data Reports STAAR Reports T-TESS Reports
Provide training to all district employees through an online platform for state required professional development.	TEA	All	Local	All employees	2021-2022	Vector Solutions Completion Reports

Goal 3	Capitalize our resources to meet the needs of all stakeholders.					
Objective 1	Increase the utilization of federal and state resources to maximize student academic support.					
Strategies/ Action Plan	Needs Assessment	Sp. Pop	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Ensure all learners are being identified and accurately coded in a timely manner through PEIMS	PEIMS Strategic Plan	All	Local	Curriculum Dir. PEIMS Counselors Dir. of Tech	2021-2022	Student Reports in PEIMS OnData Suite
Continue to seek out resources to assist the district in seeking additional revenue. (ESSER III, TCLAS, ESSER II, etc)	Strategic Plan	All	Local	Curriculum Dir. Asst. Supt. of Finance	2021-2022	Finance Reports
Increase attendance to an average daily attendance rate of 95% by creating student incentives.	PEIMS Strategic Plan	All	Local	Supt. Principals Teachers	2021-2022	Attendance Records

Goal 4	Monitor district growth, both in number of students and in programs, resulting in a master facility plan.					
Objective 1	Identify critical needs for space and capacity and predict future needs.					
Objective 2	Access current critical infrastructure needs.					
Strategies/ Action Plan	Needs Assessment	Sp. Pop	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Create the master facility plan and prioritize current needs and future growth.	Strategic Plan	All	Local Funds	Supt., Asst Supt of Operations	2021-2022	Board Meeting Minutes
Increase student programming in the areas of fine arts, athletics and STEAM.	Strategic Plan	All	ESSER/Local Funds	Supt, Dir of Technology Principals Teachers Athletic Coordinators	2021-2022	Admin Mtg. Reports, Technology
Limiting enrollment to students who live within the district school zone.	Strategic Plan	All	N/A	Supt.	2021-2022	Enrollment Reports

Goal 5	Create a purposeful communication to expand partnerships by engaging stakeholders to increase district leverage and be a collaborative community.					
Objective 1	Apply expanded communication to increase all possible district opportunities.					
Strategies/ Action Plan	Needs Assessment	Sp. Pop	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Maximize communication with all stakeholders through various platforms.	Strategic Plan, Texas Ed. Code	All	Local Funds	Supt., Tech. Dir., Principals	2021-2022	Campus website, Social media outlets such as: Facebook, Twitter, Instagram, and newsletter
Provide students with college and career counseling.	TAPR Strategic Plan High School CNA Strategic Plan	All	Local Funds	Curr. Dir., Principals, Counselors	2021-2022	Counselor Reports, ACT/SAT registration CTE Reports, TAPR
Utilize school events to strengthen school/family/community partnerships.	Campus CNAs Strategic Plan	All	Local Funds	Curriculum Dept. Principals Teachers	2021-2022	Sign-in sheets Surveys
Increase parent involvement activities across the entire district by implementing various events throughout the year.	Strategic Plan	All	Local Funds	Curriculum Dept. Principals Teachers	2021-2022	Sign-in sheets Surveys