

Eagle Mountain-Saginaw Independent School District

District Improvement Plan

2019-2020



Mission Statement

The mission of Eagle Mountain-Saginaw Independent School District is to foster a **culture of excellence** that instills a **passion** for a **lifetime of continuous achievement** in every student.

Vision

Strategy #1

We will design and implement a system in which personal education plans are created that promote high expectations and meet the academic, social, emotional, and extracurricular needs of each student.

Strategy #2

We will create an interconnected community where technology is integrated into the fabric of all we do. The district will provide the resources, training, and skill development to drive our students' future success.

Strategy #3

We will provide each teacher with the resources and opportunities to collaboratively plan the innovative implementation and delivery of the instructional program.

Strategy #4

We will create a culture that promotes each student's inner drive, providing the opportunity to reach full potential.

Strategy #5

We will systematically evaluate and assess learning, processes, and programs against internal and external benchmark standards to hold staff and students accountable for our culture of excellence.

Strategy #6

We will employ and retain high-performing, dynamic educators with character and conviction to improve themselves and their students through effective strategies by innovative, targeted continuing education, freedom and flexibility to teach beyond established assessments, all with District support.

Core Beliefs

1. Every student is a unique individual with unique potential.
2. Effective communication is key to success.
3. Engaged and interested students learn more effectively.
4. Respect is a key to success.
5. Education is a team effort.
6. High-quality educational facilities optimize student and staff success.
7. Accountability is essential to success.
8. A physically and emotionally safe environment promotes student learning.
9. A high-quality education is barrier free.

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Goal 2: COLLABORATIVE COMMUNITY: We will provide resources and opportunities enabling staff, students, parents, and community to work together to achieve desired results (ASPIRE 3, 4, 6) 6

Goal 3: SAFE AND NURTURING ENVIRONMENT: We will promote safe, nurturing relationships and environment which positively impact the emotional and physical health of the learning community (ASPIRE 2, 3, 5). 7

Goal 1: STUDENT ACHIEVEMENT: We will provide quality Tier I instruction and systematic intervention to ensure high levels of learning for all students (ASPIRE 1, 2, 4, 5).

Performance Objective 1: There will be a minimum of a 2% growth or more on the District STAAR/EOC tested subject areas and K-2 Reading and Math.

Performance Objective 2: Increase in growth in participation and performance in Advanced Placement and ACT/SAT/PSAT.

Performance Objective 3: Student passing rate on industry recognized certification/ licensures will increase by 3%

Performance Objective 4: 100% of Tier 1, 2 and 3 instructional strategies will directly align to identified district best practices.

Performance Objective 5: 100% of campuses will implement EMS ISD MTSS process.

Performance Objective 6: 100% of EMS ISD students will set an academic and behavior/career goals.

Performance Objective 7: In grades 7-12, we will increase the yearly band and choir student participation in TMEA auditions by 10% annually

Increase the annual percentage of student retention by 10% in secondary Dance programs.

Performance Objective 8: Monitor each targeted school to improve percentage of MEETS and reach the required target percentage in Academic Achievement, Academic Growth, Student Success, and Graduation Rate/CCMR.

Targeted or ESF High Priority

Goal 2: COLLABORATIVE COMMUNITY: We will provide resources and opportunities enabling staff, students, parents, and community to work together to achieve desired results (ASPIRE 3, 4, 6)

Performance Objective 1: EMS ISD will increase community partnerships and involvement to enhance the learning environment.

Performance Objective 2: 100% of district training for district and campus administrators will focus on building capacity to improve the learning environment.

Goal 3: SAFE AND NURTURING ENVIRONMENT: We will promote safe, nurturing relationships and environment which positively impact the emotional and physical health of the learning community (ASPIRE 2, 3, 5).

Performance Objective 1: 100% of the campuses will follow the District protocols/plan to ensure a safe and secure environment.

Performance Objective 2: 100% of campuses will implement an evidence-based tiered system of behavioral support to meet the behavioral needs of students.

Performance Objective 3: Increase the number technology devices on campuses toward the achievement of the 4:1 student: device ratio and adjust the infrastructure to support the increased usage.