



SAVOY INDEPENDENT SCHOOL DISTRICT
DISTRICT IMPROVEMENT PLAN
2024-2025

Vision Statement: All students are confident, life-long learners, thriving as they navigate the challenges of the future.

Mission Statement: Together with families, students, and community, Savoy ISD will engage in a culture of learning designed to inspire and challenge each student to achieve academic and social success.

District goal #1: Improve district facilities, maintenance and grounds

| Performance objectives | Strategies to meet objectives | Resources needed | Timeline | Person Responsible | Expected Results | Date of Review | Evaluation |
|---|--|--|-----------|--|---|-------------------------------------|--|
| Review/ Revise prioritized facilities plan | Review the prioritized facilities plan aligned with district calendar Revise as needed | Local Budget TRE funds | 2024-2025 | Superintendent Board Maintenance director | Continued improvement of district facilities | Nov Mar | Board Review Checklist completion review |
| Expand/Refine yearly maintenance calendar plan and timeline | Revisit calendar-based plan that includes future activities Involve staff in plan development | Annual Budget Fund Balance TRE funds Grants when possible | 2024-2025 | Superintendent Principals Lead Teachers/Coaches Maintenance Director | Improved facilities and more efficient use of resources | Initial in Nov Final in June | Campus Improvement Process Board Review |
| Plan and execute major projects budgeted with fund-balance and budget | Take bids, schedule, and oversee projects | Annual Budget Fund Balance | 2024-2025 | Superintendent Board Athletic Director Elm. Principal HS Principal | Project completion within set budget parameters | Jan Jun | Board Review Superintendent Eval |

District goal #2: Maintain high state and national standards of academic excellence

| Performance objectives | Strategies to meet objectives | Resources needed | Timeline | Person Responsible | Expected Results | Date of Review | Evaluation |
|--|---|--|-----------|--|---|---|--|
| Maintain STAAR scores that are well above state averages | Maintain vertical alignment of curriculum – all levels Each campus CIP plan Reading Recovery and math Intervention at Elm. when needed Provide training for new staff | Local budget Title I Funds New software to help remediate and prepare students | 2024-2025 | Campus Principals with the assistance of classroom teachers, campus improvement teams, and other district personnel | High percentage of mastery and meets Scores at both campuses will remain high Need areas will be quickly identified and addressed | June | STAAR Scores MAP Results 2024 and 2025 Graduation rates Reading Recovery Progress records |
| Assess and meet the needs of special populations and new students who arrive with instructional gaps | Implement ARD developed IEP's and modification for special students Maintain up to date review and testing policies that ensure students have appropriate and timely placements Prepare special needs students for state and federal mandated assessments | Local Budget Special Ed. Funds Fan Co sped. Co-Op. | 2024-2025 | Administrators Special Ed. Teachers Special Ed. Co-Op personnel Counselor Diagnostician Teachers ARD committee members | Students will show mastery of objectives to the level set down by ARD accepted IEP's and will be prepared for state tests Parents will be included as part of the team for student success | Early diagnostic tests Nine weeks report cards At ARD | Nine Weeks reports Annual ARD's |
| Benchmark testing data | Benchmark tests will be given in core areas and will be analyzed by staff to identify areas of weakness | Annual Budget Region 10 Title funding | 2024-2025 | Principals Instructional Staff | STAAR test scores stay at above state average levels SAT/ACT and Pre-SAT scores will remain high | May | STAAR scores SAT/ACT scores |
| Provide for accelerated/ innovative programs | Each campus will develop a Campus Improvement Plan that adheres to state mandated accelerated programs | GT Funds Title I Annual budget Grant funding | 2024-2025 | Administration Principals Campus Improvement teams | All students will reach grade level and/or IEP progress goals and meet promotion and graduation requirements | June | Retention records Graduation rates College entrances STAAR results Senior Tracking |

District goal #3: Technology will be used in communication and instruction as a life-long tool for students.

| Performance objectives | Strategies to meet objectives | Resources needed | Timeline | Person Responsible | Expected Results | Date of Review | Evaluation |
|--|---|---|-----------------|--|--|-----------------------|--|
| Support teachers and other district stakeholders in their efforts to extend the use of technology and digital content in the classroom | <p>Encourage classroom teachers and other staff to attend workshops that feature the use of technology in the classroom</p> <p>Campuses will develop mentoring circles within the faculty to support technology use by the faculty members</p> <p>Promote technology use by students</p> <p>Promote student participation in technology activities and competitions</p> | <p>Funds for workshops and substitutes</p> <p>Region 10 Support Services</p> <p>Instructional and technology funds</p> <p>REAP Grant funds</p> <p>UIL competition resources</p> <p>Annual budget</p> <p>TRE funds</p> | 2024-2025 | <p>Classroom teachers with direction of principals and Technology Director</p> <p>Support Staff</p> <p>Admin Staff</p> | <p>Increased classroom use of existing technology</p> <p>Teachers will implement new and current technology</p> <p>Students will have increased hands-on use of technology equipment and tools</p> <p>Increased student participation and success in technology competitions</p> | May | <p>Teacher evaluations</p> <p>Growth of district's technology equipment inventories</p> <p>Competition participation rates and results</p> |

District goal #4: Employ and retain high quality staff

| Performance objectives | Strategies to meet objectives | Resources needed | Timeline | Person Responsible | Expected Results | Date of Review | Evaluation |
|---|---|--|----------|---|---|----------------|--|
| Create a positive work environment | <p>Maintain a competitive and innovative salary/benefit /bonus structure</p> <p>Provide positive recognition of staff's efforts/accomplishments</p> <p>Use personal and innovative ways to solicit and listen to staff's input</p> <p>Continue to use site-based committees in hiring</p> <p>Improve athletic and other facilities</p> <p>Seek staff input when planning renovation projects</p> <p>Plan activities where both campuses interact</p> <p>Pay the cost of current teacher's certification tests to add to their teaching fields</p> <p>Retention incentives</p> | <p>Regular Budget</p> <p>Funds for teacher recognition & incentives</p> <p>Region 10 services</p> <p>Annual budget</p> <p>TRE</p> <p>Possible Bond funds</p> <p>District fund balance (if necessary)</p> <p>State school funding</p> <p>Title 2 Part A</p> | Ongoing | <p>All Staff</p> <p>District Leadership</p> <p>School Board</p> | <p>Improved work environment to boost morale and aid in hiring and retaining teachers</p> <p>Higher retention rates</p> <p>More applicants for openings</p> | Aug | <p>Teacher Evaluations</p> <p>Employee Retention rates</p> |
| Mentor new young staff members so that they may be successful | <p>Pair each new staff member with a veteran "mentor"</p> <p>Send new and inexperienced staff to observe master teachers on or off site</p> <p>Assist new teachers with prep for certifications</p> <p>Pay for teacher's certification tests if in area of use to the district</p> | <p>Substitute Budget</p> <p>Local funds</p> | Ongoing | <p>Principals</p> <p>Lead Teachers</p> | <p>Higher job performance from young and new instructional staff members</p> <p>More teachers with multiple certifications</p> <p>Retention of new teachers</p> | Aug | <p>Teacher Evaluations</p> <p>Employee Retention rates</p> |

District goal #5: Promote positive public relations

| Performance objectives | Strategies to meet objectives | Resources needed | Timeline | Person Responsible | Expected Results | Date of Review | Evaluation |
|-------------------------------|--|--|-----------------|--|---|-----------------------|--|
| Expand ways to communicate | <p>Improve website (schedules posted)</p> <p>Update website regularly</p> <p>Submit scores and results to Fannin County News papers follow up on printing</p> <p>Positive news in social media</p> | <p>Annual Budget</p> <p>Staff Time</p> | Ongoing | <p>Building Principals</p> <p>Athletic Director</p> <p>Coaches</p> | <p>Website hits will increase</p> <p>More articles in papers</p> <p>Videos and posts</p> <p>Facebook hits</p> | June | <p>Superintendent Review</p> <p>Board Review</p> |

District goal #6: Improve extra-curricular/CTE programs

| Performance objectives | Strategies to meet objectives | Resources needed | Timeline | Person Responsible | Expected Results | Date of Review | Evaluation |
|---|---|-------------------------|-----------------|--|--|-----------------------|---|
| Increase participation | Continue to improve facilities and equipment Celebrate student successes Recruit high quality teachers and coaches | Annual Budget | Ongoing | Superintendent Principals Student Services Director | Increase in student participation in extra-curriculars (athletic and academic) and CTE programs Improved CTE program and offerings | July | Superintendent Review Board Review |
| Continued academic extra-curricular and CTE success | Celebrate student successes Recruit high quality teachers and coaches Provide competitive salaries and stipends | Annual Budget | Ongoing | Superintendent Principals School Board Student Services Director | Maintain record of high academic placement and post-district competition Improved CTE program and offerings | July Ongoing | |
| Improved athletic and CTE success | Provide dynamic and knowledgeable coaching/sponsor staff Celebrate and publicize successes Continue to improve athletic/CTE facilities Provide competitive coaching/CTE salaries | Annual Budget | Ongoing | Superintendent Athletic Director Principals School Board Student Services Director | General Improvement of team/individual competitiveness and records More post-district appearances Improved CTE program and offerings | July Ongoing | Superintendent Board Review |