



**New Diana Independent School District
District Improvement Plan 2023-2024**

October 9, 2023



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		
	Shane Wright, High School Principal		
	Cindy Gabehart, Interim Middle School Principal		
	Ashley Zucosky, RFH Elementary School Principal		
Committee Members	Business Representative:	TJ Shafer	
	Parent Member:	Amanda Player	
	Community Member:	Janelle Martinez	
	Campus Non-Teaching Professional:	Trisha Sampson	
	District Non-Teaching Professional:	Dana Yount	
	High School 9-12:	Kay Bartley	Shelby Clayton
	Middle School 6-8:	Patti Nichols	Amanda Tackett
	Elem/ Inter School PK-5:	Halle Meshell	Taylor Driscoll
	Student(s):	Sadie Starr	Olivia Carder
	Paraprofessionals	Tai Boykins	Kylie Allen

Comprehensive Needs Assessment 2023-2024

Data Sources Reviewed:

STAAR 3-8, STAAR EOC, Texas Academic Performance Report (TAPR), Strategic Plan, SAT/ACT/AP/TSIA2 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 stable. Our current enrollment is very close to last year. Enrollment could change due to the 4-day instructional week.	Without a dedicated ESL teacher, exiting students will be more difficult. Communication will be a challenge without this position. Continue to meet the needs of new ESL students who are NES.	There is a language barrier with new ELL students. There is an increase in special education students overall and one that is medically fragile that will attend all day. The district will work to assist a new diagnostician and special education teachers. Continue coordinating with CIS to meet the needs of our Eco. Dis.student population.
Student Achievement	Accountability has not been officially released at this point. It was delayed due to the accountability reset and the change to STAAR 2.0. Although we only have preliminary data we can still identify strengths. High School's overall academic growth improved. Elementary's Academic Achievement remained high even with moving to STAAR 2.0 which was 100% online.	There is a need to assist our ELL students in meeting the criteria to exit ESL services. This year we are having an influx of non-English speaking students. The district has also seen an increase in special education students and meeting student's academic needs has created more challenges. Our STAAR data shows there are weak areas within the district that need to be addressed. Our CCMR scores are still an area that needs attention.	Target student needs through TEKS focused instruction. Create district systems for monitoring HB4545 student growth. Provide content specific professional development. Implement data walks district-wide to monitor and help improve classroom instruction. Contract with a former ESL teacher to communicate with NES families. Continue to collect data at the campus levels to track student performance and growth.

<p>School Culture and Climate</p>	<p>NDISD faculty and staff are dedicated to building positive relationships that support student growth. School Pride is critical and strides are being made to improve in this area. The School Board voted to implement a 4-day instructional week in hopes to attract personnel and families to the district.</p>	<p>Teacher retention is still an issue. Finding new teachers has been a challenge. Student attendance is still problematic which has added more stress on all involved. Communication continues to come up as an area that needs improvement.</p>	<p>Continue to identify ways to improve communication within the district and with all stakeholders using one platform- SportsYou. Continue to 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. Maintain lower class sizes.</p>
<p>Staff Quality/ Professional Development</p>	<p>PD surveys were sent to assist the district in meeting teachers' needs. New staff orientation is held to welcome newcomers to the district. The district utilizes our regional service center.</p>	<p>There are still areas that need to be addressed with further PD opportunities. The curriculum team will not be able to provide the same level of assistance/training due to being short staffed. More ESL certified staff are needed. Incentives need to be added to assist in recruiting staff. Mentoring for new teachers would assist them in becoming more effective. Increase staff who are certified.</p>	<p>Provide meaningful and applicable professional development for all educators. The NDISD curriculum team will seek outside assistance to ensure staff needs are met. Additional district professional development days added to the 23-24 academic calendar. Staff needs are being addressed at the campus level during inservice.</p>
<p>Curriculum, Instruction, and Assessment</p>	<p>TEKS Resource System is used to ensure that the TEKS are being covered to the rigor and depth necessary for student growth. NDISD Curriculum Dept. provided more focused assistance to campus teachers and administrators.</p>	<p>Student engagement is a struggle across the district. We need to increase the number of students who are College, and Career Ready. Due to funding shortages, budgets have been cut resulting in the inability to purchase curriculum resources. Continue to adjust to STAAR 2.0.</p>	<p>District will give Reading and Math Benchmark assessments grades 3-11 and Social Studies and Science grades 4-11. NWEA MAPS testing grades K-8 in reading and math. Continue with advanced math courses in grades 6-12. District will focus on weak areas identified in our state testing results and accountability rating.</p>
<p>Family and Community Involvement</p>	<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.</p>	<p>NDISD needs to work on increasing family engagement activities this school year. Community Outreach needs to be increased. Promote parental involvement /interest in academics including CCMR, FAFSA, 4-year plans, graduation etc. Increase communication through newsletters,</p>	<p>NDISD will increase Family Engagement Activities across all campuses. Proper representation will be included on all site-based committees. The district will streamline communication for all campuses. Focus on intentional and purposeful parental involvement.</p>

	Board meetings are streamed live to assist in keeping all stakeholders informed.	phone calls, emails, and parent conferences.	
School Context and Organization	Administrators and educators have multiple sources of data with which to drive the decision-making process. The district uses a strategic planning model and the superintendent seeks input from various district/community committees. Educators provide feedback on district professional development. Surveys provide vital feedback from staff, parents and students.	Communication is always an area where we can work to improve. Several teachers have asked for more vertical alignment throughout the district. Investigate strategies to recruit and retain staff during a critical teacher shortage. After our district security audit, NDISD does not meet minimum compliance with new safety standards. Various items/structures will be added or replaced throughout the district.	Focus on district/campus needs assessments. Continue to collect survey information from all stakeholders and prioritize greatest needs. Continue to utilize the strategic planning process. Implement a 4-day instructional week. Receive grant funds to address security needs. District will adopt a single communication tool between home and school.
Technology	In NDISD all professionals have laptop devices. Elementary students utilize iPads. Grades 3.-5 have class sets of Chromebooks. Class sets of Chromebooks are available to teachers at MS and HS by department.	New SIS, Skyward, was purchased. Integration and implementation is ongoing. Need for updated wifi hotspot with updated security capabilities. Server update needed to meet the electronic instructional needs.	Update the laptop lease agreement for RFHE staff. Create names for district wifi hotspots to identify locations in emergency situations.

New Diana ISD 2023-2024 District Goals

Board of Trustees

President-Jeff Hamilton, Vice President-Donald Willeford, Secretary- Becky Smith, Jerry Cobb, Jodie Stark, Cari Roberts, 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
Increase the percentage of students who are college ready by focusing on TSIA2 performance, dual credit completion and ACT/SAT Scores.	HB3 Board Goals TAPR DEIC Survey	All High School	Local Funds	High School Principal Teachers Curriculum Dept.	2023-2024	Enrollment reports CCMR reports CCMR outcomes bonus list
Utilize Curriculum Department to assist campuses in tracking and improving student growth.	Assessment Data	All	Local Funds	Principals, Curriculum Dept.	2023-2024	Local Assessment Data STAAR Reports TAPR
Utilize NWEA MAP, IXL and/or district benchmarks to track student growth and target student gaps to increase student achievement outcomes.	District & Campus CNAs STAAR Reports	All	Local Funds	Principal Teachers Curriculum Dept.	2023-2024	STAAR Reports MAP Reports DMAC 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.	2023-2024	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	2023-2024	PEIMS Assessment Reports TELPAS STAAR Reports

Provide additional instruction through the MTSS process with fully certified staff and paraprofessionals in the areas of math and reading.	STAAR Failure Reports NWEA MAPS Reports Math 1-to-1 Screeners F&P Running Records	All	SCE/Local Funds	Curriculum Dept. Teachers Principals	2023-2024	STAAR Reports TAPR
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 double blocked periods.	STAAR Reports TAPR	All	SCE/Local Funds	Curriculum Dept. Teachers Principals	2023-2024	STAAR Reports TAPR
Provide target differentiated instruction during summer school for students who do not perform satisfactorily.	STAAR Reports TAPR	All	SCE/Local Funds	Curriculum Dept. Teachers Principals	2023-2024	STAAR Reports 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
District approved to move to a four-day instructional week.	DEIC, Parent, Staff, and Student Surveys	All	Local Funds	Curriculum Dept. Teachers Principals and Supt	2023-2024	Enrollment Reports Attendance Reports Survey(s)
Provide services to Economically Disadvantaged students through the Communities in Schools (CIS) Program.	District & Campus CNAs PEIMS	Eco. Dis.	SCE	Elementary Principal CIS Director	2023-2024	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	2023-2024	PEIMS Training Logs Drills
Continue to enhance district safety and security by reprogramming badges, utilizing NAV360 and restructuring remote and gate access.	District & Campus CNAs	All	Local Funds	Asst. Supt. Oper., Director of Tech.	2023-2024 ongoing	Security Cameras Completion Logs
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	2023-2024	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
Continue to 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	Principals Business Office	2023-2024 ongoing	Attendance Logs from Career Fairs # of Applicants
Continue to provide a 403B/457 plan with district matching funds for all employees.	Strategic Plan	All	Local	Business Office Supt.	2023-2024	Business Office Data

Continue to ensure adequate numbers of certified and non-certified staff to reduce classroom sizes therefore increasing safe learning environments.	District & Campus CNAs	All	Local	Principals Supt.	2023-2024	TAPR Attendance Records Staffing Review
Implementation of a four-day instructional week.	District and Campus CNAs	All	Local	Administration Board of Trustees DEIC Committee	2023-2024	Personnel Reports, Attendance Records. Survey results, etc.
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	2023-2024	Certificates of Completion District Created Surveys
Professional Development days built into the school calendar to provide teachers a variety of opportunities to meet student needs.	DEIC	All	Local Funds, Title II	Curriculum Dept. Principals Teachers Supt	2023-2024	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	2023-2024	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 as we transition to the new platform, SKYWARD.	PEIMS Strategic Plan	All	Local	Curriculum Dir. PEIMS Counselors Dir. of Tech	2023-2024	Student Reports in PEIMS OnData Suite
Continue to seek out resources to assist the district in seeking additional revenue.	Strategic Plan	All	Local	Curriculum Dir. Asst. Supt. of Finance	2023-2024	Finance Reports
Increase attendance to an average daily attendance rate of 96% by creating student incentives.	PEIMS Strategic Plan	All	Local	Supt. Principals Teachers Asst Principals	2023-2024	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
Utilize the master facility plan and prioritize current needs and future growth.	Strategic Plan	All	Local Funds	Supt., Asst Supt of Operations	2023-2024	Board Meeting Minutes
Continued participation in Robotics/STEAM at the elem level.	Strategic Plan	All	Title I and Local Funds	Supt, Dir of Tech. Principals Teachers Athletic Director	2023-2024	Admin Mtg. Reports, Technology
Open enrollment for transfer students to increase revenue.	Strategic Plan	All	Local Funds	Supt.	2023-2024	Enrollment Reports
Continue to utilize a separate 6th grade center to increase classroom space at the HS/MS campus.	Strategic Plan	All	Local Funds	Supt Principals	2023-2024	Survey, Parent Input, STAAR Assessments, Discipline 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 a streamlined platform using SportsYou.	Strategic Plan, Texas Ed. Code	All	Local Funds	Supt., Tech. Dir., Principals, Athletic Director	2023-2024	Satisfaction survey
Provide students with college and career counseling.	TAPR Strategic Plan High School CNA Strategic Plan	All	Local Funds	Curr. Dir., Principals, Counselors	2023-2024	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	2023-2024	Sign-in sheets Surveys
Increase intentional and purposeful parent involvement activities across the entire district by implementing various events throughout the year.	Strategic Plan	All	Local Funds	Curriculum Dept. Principals Teachers	2023-2024	Sign-in sheets Surveys