

# WHARTON ISD

## District Improvement Plan 2022/2023

*Preparing Today for a Competitive Tomorrow*



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Date Reviewed:

DMAC Solutions ®

Page 1 of 37

Date Approved:

3/3/2023

# WHARTON ISD

## **Mission**

*Wharton I.S.D. will provide exceptional instruction to every student, every day, with a spirit of warmth, friendliness, and personal pride.*

### Nondiscrimination Notice

WHARTON ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

# WHARTON ISD

## **Vision**

*Preparing Today for a Competitive Tomorrow*

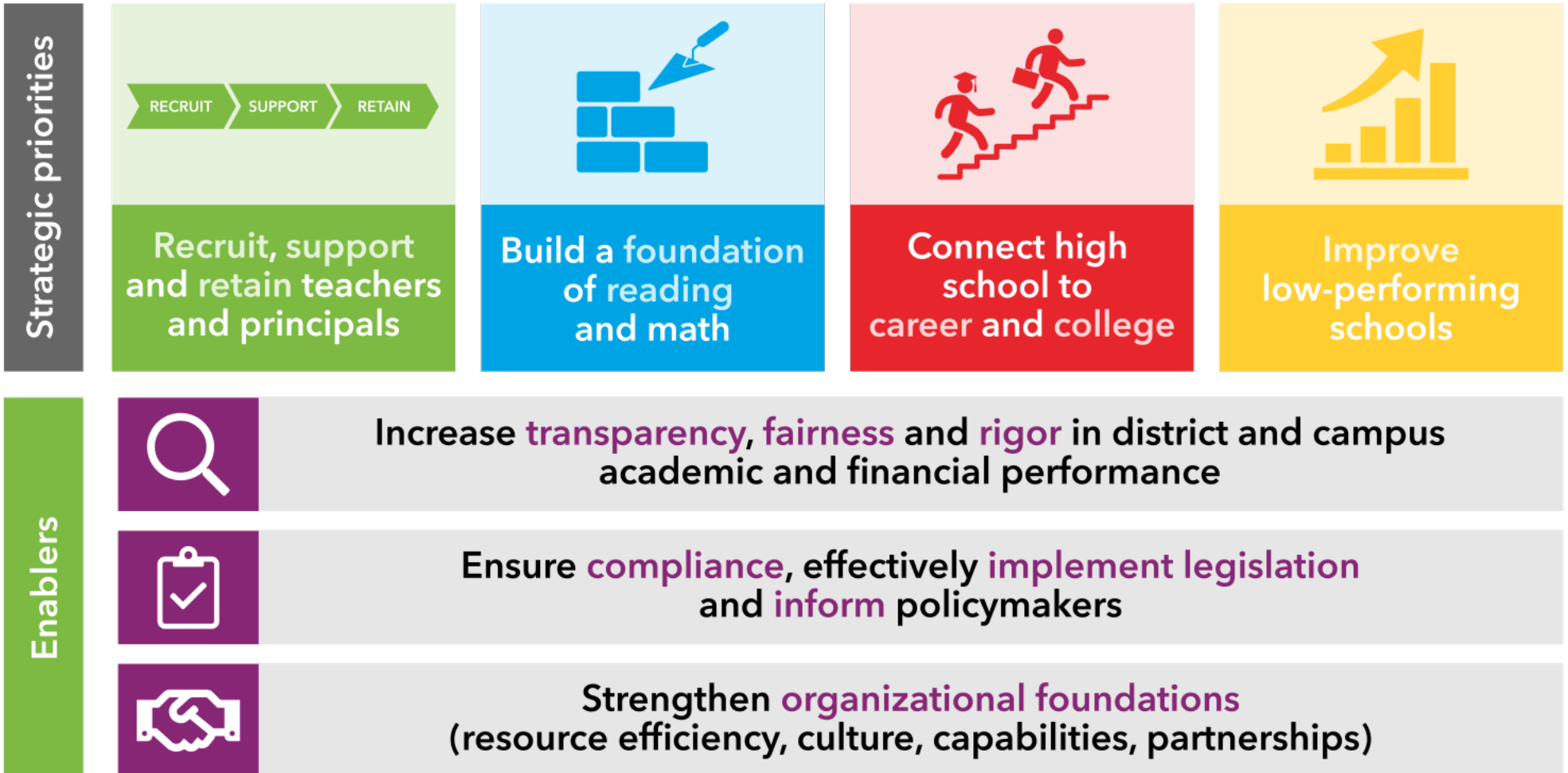
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# WHARTON ISD Site Base

Name	Position
Matthews, Desurae	Community Member
Kalina, Diane	Teacher
Marroquin, Dalia	Teacher
Rath, Monica	Principal
Montgomery, Joann	Teacher
Steingas, Julie	Teacher
Gaona, Kristina	Teacher
Chandler, Richard	Principal
McCoy, Marissa	Parent
Barbee, Sheena	Parent
Gilley, Kay	Parent

# Every child, prepared for success in college, a career or the military.



*\*adapted from TEA Strategic Plan - <https://tea.texas.gov>*

# WHARTON ISD

**Goal 1.** Focus on strengthening all areas of the instructional program.

**Objective 1.** Wharton ISD will increase achievement in the four core areas (Reading Language Arts, Mathematics, Science and Social Studies).

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will maintain a professional development plan that aligns with district initiatives to support innovative instructional practices. (Target Group: All) (Strategic Priorities: 1,4) (ESF2019: 1.2) (ESF2021: 5.1)	Assistant Superintendent of C & I, Director of Special Education, Director of Student Services, Director of Technology, District Testing Coordinator, ELA Instructional Specialist, Mentor Teachers, Principal, Response to Intervention Teachers	August 2022 - May 2023	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (F)Title III Bilingual / ESL, (S)Local Funds	Criteria: The school district will have a professional development calendar aligned with district initiatives.
2. Teachers and administrators will use a variety of curriculum and data tools to plan collectively to design lessons and assessments that meet the needs of their students. (Target Group: All) (Strategic Priorities: 2,4) (ESF2019: 1,1.1,1.2,2.2,2.3,3.3,4.4,1.5,5.1,5.3) (ESF2021: 1,1.1,4.4,1.5,5.1,5.2,5.3,5.4)	Assistant Superintendent of C & I, Director of Special Education, Director of Student Services, ELA Instructional Specialist, Instructional Facilitator, Mentor Teachers, Principal, Principal(s), Special Ed Teachers, Teacher(s)	August 2022 - June 2023	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (S)Local Funds	Criteria: Log in data for TEKS Resource System, DMAC and On Data Suite will be reviewed for usage. 100% of core content teachers will receive a minimum of 25 CPE hours from recognized courses. PLCs will be held weekly on campuses for each grade level/tested department.
3. The District leadership team will conduct monthly reviews of the Effective Schools Framework based on campus data to assess needs and provide additional resources and support. (Target Group: All) (Strategic Priorities: 4) (ESF2019: 5.3) (ESF2021: 4,4.1,5,5.1)	Assistant Superintendent of C & I, Director of Special Education, Director of Student Services, Director of Technology, Principal, Superintendent	August 2022- June 2023	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (S)Local Funds	Criteria: Sign-in sheets will reflect 100% participation of all responsible persons. The campus rated "F" will submit a Targeted Improvement Plan to be approved by the Wharton ISD Board of Trustees and TEA.
4. The district will provide tutorials for learners on campuses based on individual performance on state assessments. (Target Group: AtRisk) (Strategic Priorities: 4) (ESF: 5,5.3,5.4)	Instructional Facilitator, Response to Intervention Teachers, Teacher(s)	August 2022- June 2023	(F)Title I, (S)State Compensatory	Criteria: STAAR performance will reflect that students will show a year or more of growth on state assessments.
5. A consistent universal screener will be used across the district for grades K - 10 in the	Assistant Principal(s), Assistant Superintendent of C & I, Director	Sept., Dec. & April	(S)Local Funds	Criteria: Data will be reviewed in PLC, DAT and Rtl meetings to

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
areas of Reading (9th & 10th Grade English I & English II) and Math. (Target Group: All) (Strategic Priorities: 2) (ESF: 5.3,5.4)	of Student Services, Director of Teaching and Learning, ELA Instructional Specialist, Instructional Facilitator, Principal, Superintendent			make instructional decisions for students. 100% of the students in grades K - 10 (English I and English II) will participate in the Universal Screener for BOY, MOY, and EOY assessments.
6. The district will initiate district-wide research-based programs and strategies that promote leadership and develop critical thinking skills. (Target Group: ESL,EB,SPED,AtRisk,Dys) (Strategic Priorities: 1) (ESF: 2.2,3.2,3.3)	Assistant Principal(s), Assistant Superintendent of C & I, Counselor(s), Director of Special Education, Director of Student Services, Director of Teaching and Learning, Dyslexia specialist, ELA Instructional Specialist, Instructional Facilitator, Principal	August 2022-June 2023	(F)Title I, (S)Local Funds, (S)State Compensatory	Criteria: 100% of teachers were trained in the Fundamental five framework, curriculum resources based on their grade level/department Evaluation Tool: Instructional rounds feedback data, T-TESS evaluations will be utilized to determine progress within instructional practices. 100 % of teachers were trained in Benchmark Screeners including mClass Reading, mClass Math, Reading and Math (including Algebra I) on the Measuring Achievement Progress Growth Assessment (MAP Growth Assessment) 100% of teachers were trained on how to effectively implement intervention resources such as Reading Plus, Book Nook, Zearn, Amplify Reading and Dream Box Math interventions. Progress monitoring of students growth in intervention tools through usage reports and campus overall growth reports will be used to determine progress.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation



# WHARTON ISD

**Goal 1.** Focus on strengthening all areas of the instructional program.

**Objective 2.** Wharton ISD will increase course offerings and student participation in Career and Technology Education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Administrators will research State-wide CTE course offerings and will develop a coherent and innovative sequence of courses that are based on student interest and the 16 different career clusters. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3) (ESF: 2,2.1,3,3.3,4.1,5,5.2)	Assistant Principal(s), Assistant Superintendent of C & I, Assistant Superintendent(s), Counselor(s), Director of Student Services, Principal	Fall 2022- June 2023	(F)CTE Funds - Carl Perkins, (S)Local Funds	Criteria: New course offerings and CTE course pathways will be revised in the course catalog.
2. The district will implement the new Pathways in Technology Early College High Schools (PTECH). (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3) (ESF: 3.3,4.1)	Assistant Principal(s), Assistant Superintendent of C & I, Director of Student Services, District Testing Coordinator, Principal, Teacher(s)	August 2022- June 2023	(F)CTE Funds - Carl Perkins, (S)Local Funds	Criteria: A new P-TECH plan will be reviewed by stakeholders for consideration in the 2022-2023 school year.
3. Teachers will receive professional development over the new CTE Career Pathways and will utilize instructional practices that promote real-world applications. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 1) (ESF: 2.1,2.2)	Assistant Superintendent of C & I, Counselor(s), Director of Student Services, Principal, Teacher(s)	April 2023	(F)CTE Funds - Carl Perkins, (S)Local Funds	Criteria: CTE teachers will participate in local-based training and demonstrate improved knowledge on selected industry-based certification.
4. The district will collaborate with WCJC and other institutions to offer CTE courses that will increase participation in the program and will provide students a seamless transition to programs of study at their institutions. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3) (ESF2019: 1.2,3.3,4.1) (ESF2021: 1,1.2)	Assistant Principal(s), Assistant Superintendent of C & I, Director of Student Services, Director of Teaching and Learning	August 2022- June 2023	(F)CTE Funds - Carl Perkins, (S)Local Funds	Criteria: Student enrollment will increase by 3% by Fall 2023 semester

# WHARTON ISD

**Goal 1.** Focus on strengthening all areas of the instructional program.

**Objective 3.** Wharton ISD will provide a fully aligned system for instructional delivery in the district.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will utilize all components of a curriculum management system to improve horizontal and vertical alignment of coursework. (Target Group: All) (Strategic Priorities: 2) (ESF: 4.1,5,5.1,5.2,5.3)	Assistant Superintendent of C & I, Director of Student Services, Director of Teaching and Learning, ELA Instructional Specialist, Principal(s), Teacher(s)	August 2022-June 2023	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (S)Local Funds	Criteria: 100% of core teachers will log-in to TEKS Resource system a minimum of 12 times a year. 100% of CTE teachers will log-in to ICEV system on a regular basis as determined by course outline.
2. The district will provide a variety of resources for professional development that focus on research-based strategies for instruction. (Target Group: All) (Strategic Priorities: 1) (ESF2019: 1.1,1.2) (ESF2021: 4,4.1)	Assistant Superintendent of C & I, Director of Student Services, Director of Teaching and Learning, ELA Instructional Specialist, Instructional Facilitator, Principal	August 2022-July 2023	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (S)Local Funds	Criteria: 100% of the teachers will have the opportunity to select relevant professional development through a variety of agencies that support Bilingual, ESL, Migrant, CTE and STEM Academies; Lead4Ward. Development of curriculum during monthly instructional facilitator meetings will be implemented and monitored through walk-throughs.
3. Campuses will provide opportunities for vertical alignment meetings across content areas to allow teachers to use the TEKS Vertical Alignment Documents to discuss the alignment of the TEKS and mastery of pre-requisite skills. ? (Target Group: All) (Strategic Priorities: 2,4) (ESF: 2.1,4.1,5.2)	Assistant Principal(s), Assistant Superintendent of C & I, Director of Teaching and Learning, ELA Instructional Specialist	December 2022 & May 2023	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (S)Local Funds	Criteria: All teachers will use a lesson plan template that will reflect content, context and vertical alignment.

# WHARTON ISD

**Goal 1.** Focus on strengthening all areas of the instructional program.

**Objective 4.** Wharton ISD will provide services and resources that targeted all student populations to meet students needs and close the academic gap.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Wharton ISD will ensure that GT/Advanced courses are offered to students on all campuses. (Target Group: GT) (Strategic Priorities: 2) (ESF2019: 2,2.1,3,3.3,4,4.1,5,5.3) (ESF2021: 2,2.1,4,4.1,5,5.2)	Assistant Superintendent of C & I, Counselor(s), Gifted & Talented Teachers, Principal, Principal(s), Teacher(s)	August 2022 - June 2023	(F)CTE Funds - Carl Perkins, (S)Local Funds	Criteria: Master schedules will list course offerings. Student schedules will reflect their assignment in courses.
2. Wharton ISD will provide counselors and programs that support college and career readiness. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3) (ESF: 3.3,5.1)	Assistant Principal(s), Counselor(s), CTE Teachers, Director of Student Services, Principal	August 2022 - June 2023	(F)CTE Funds - Carl Perkins, (S)Local Funds	Criteria: The district will continue to maintain a minimum of 5.5 counselors. The district will review the participation and performance data from ACT/SAT and TSI assessments.
3. The district will promote college and career readiness by supporting a variety of initiatives in conjunction with various partners. (Target Group: 8th,9th,10th,11th,12th) (Strategic Priorities: 3) (ESF: 4.1,5.3)	Assistant Principal(s), Assistant Superintendent of C & I, CTE Teachers, Director of Student Services, PEIMS Personnel, Principal, Superintendent	August 2022 - June 2023	(L)WCJC Tuition Assistance Program, (S)Local Funds	Criteria: The number of students enrolled in dual credit classes through WCJC will increase by 10%. The ROAR program will retain 95% of the students participating in the program. Elementary campuses will promote awareness on a weekly basis through a variety of programs that develop students awareness of college and careers.
4. Administrators will use data tools that show English as a Second Language and Bilingual programs are offered in compliance with all state guidelines to meet the needs of the English Learners of the district. (Target Group: All) (Strategic Priorities: 2) (ESF: 4.1,5,5.1,5.2,5.3,5.4)	Assistant Superintendent of C & I, Director of Student Services, ELA Instructional Specialist, Instructional Facilitator, Principal(s)	August 2022 - July 2023	(F)Title III Bilingual / ESL, (S)Local Funds	Criteria: 100% of Emergent Bilingual students will receive intervention support and teachers will receive training on Sheltered instruction practices and launch the implementation of one strategy starting January 2023.

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**Goal 1.** Focus on strengthening all areas of the instructional program.

**Objective 4.** Wharton ISD will provide services and resources that targeted all student populations to meet students needs and close the academic gap.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. The district will plan and deliver a comprehensive summer school program to support At-Risk, Bilingual, Special Education and LEP students. (Target Group: EB,SPED,AtRisk) (Strategic Priorities: 2,4) (ESF: 5.3,5.4)	Principal(s)	Summer 2023	(S)Local Funds, (S)State Compensatory	Criteria: There will be a comprehensive summer school program.
6. The district will refine the MTSS program by utilizing a consistent data management system. (Target Group: All) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.3,5.4)	Assistant Principal(s), Counselor(s), Director of Special Education, Director of Student Services, Principal(s), Special Ed Teachers, Teacher(s)	October 2022	(F)Title I, (S)Local Funds	Criteria: All campuses will enter 100% of Rtl data in DMAC.

# WHARTON ISD

**Goal 1.** Focus on strengthening all areas of the instructional program.

**Objective 5.** Wharton ISD will ensure that the district is supporting the use of instructional technology.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The technology department will evaluate the network and hardware capabilities of the district. (Target Group: All) (Strategic Priorities: 2) (ESF: 1.2,5,5.1)	Director of Technology, Superintendent	June 2023	(S)Local Funds	Criteria: Review of services will be completed by April 2023 that will evaluate 100% of the network and hardware capabilities of the district.
2. The technology department will continue to implement a replacement cycle for all technology hardware in the district. (Target Group: All) (Strategic Priorities: 2)	Director of Technology, Superintendent	January 2022	(S)Local Funds	Criteria: The district will create and maintain a technology replacement cycle that will be updated annually.
3. Staff will submit electronic work orders regarding their technology support needs to the technology department. (Target Group: All) (Strategic Priorities: 2)	Director of Technology, Principal(s), Superintendent, Teacher(s)	August 2022 - June 2023	(S)Local Funds	Criteria: 100% of work orders will be addressed.
4. The technology department will continue to use a "Tech Tip" e-mail that will highlight a new way to incorporate technology in the classroom. (Target Group: All) (Strategic Priorities: 2) (ESF: 3.3)	Assistant Superintendent(s), Director of Technology, District Technology Integration Specialist	August 2022 - June 2023	(S)Local Funds	Criteria: The technology department will review the log of e-mails sent and teacher requests for assistance for effectiveness in Spring 2023. 100% of staff will receive "Tech Tip" and other technology tips through the Technology Integration Coordinator.

# WHARTON ISD

**Goal 1.** Focus on strengthening all areas of the instructional program.

**Objective 6.** Wharton ISD will provide professional development activities to support the use of instructional technology.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Technology training will be offered to faculty and staff during campus PLC as needed by the campus. Training will be provided during district and campus professional days as needed to meet the district and campus initiatives. (Target Group: All) (Strategic Priorities: 1) (ESF: 2,2.1)	Assistant Superintendent of C & I, Director of Technology	August 2022 - June 2023	(S)Local Funds	Criteria: Sign-in sheets and agenda. 100% of teachers will participate in the technology training during the in-service days.
2. Wharton ISD will provide on-going support to campuses by modeling technology integration. (Target Group: All) (Strategic Priorities: 1) (ESF: 5.2)	Director of Technology, District Technology Integration Specialist	August 2022 - June 2023	(S)Local Funds	Criteria: The instructional technology coordinator will model lessons that incorporate technology with all teachers who request assistance who are recommended by campus principals or the director of professional development and teacher improvement.
3. Teachers will attend professional development in online software including Clever, online learning software, Schoology and developing formative assessments online using STAAR 2.0 question stems. (LMS) (Target Group: All) (ESF2019: 2,2.1,2.2,3.2,4,4.1) (ESF2021: 4,4.1)	Assistant Superintendent of C & I, Director of Technology, District Technology Integration Specialist	September 2022- June 2023	(O)Local Districts	Criteria: Sign-in-sheets and agenda. 100% of teachers will participate in the technology training during the in-service days or PLC meetings.

# WHARTON ISD

**Goal 2.** Recruit, develop, and retain a diverse, highly motivated staff to optimize student engagement and learning.

**Objective 1.** Wharton ISD will provide administrators with support to ensure all schools are staffed with capable teachers, support staff and administrators who demonstrate genuine concern for students and parents.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Administrators will conduct a book study of school improvement and transformation. (Target Group: All) (Strategic Priorities: 1) (ESF: 1.1)	Assistant Superintendent of C & I	September 2022-2023	(S)Local Funds	Criteria: 100% of the instructional leadership team will read and discuss the book during the Instructional Leadership Team Meetings.
2. The administrative team will utilize an on-line application to capture classroom walk-through data. (Target Group: All) (Strategic Priorities: 1) (ESF: 1.1,1.2,2.1,2.2)	Assistant Superintendent of C & I, Principal(s), Superintendent	August 2022 - June 2023	(S)Local Funds	Criteria: Administrators will conduct a minimum of twenty-five instructional round walk-throughs a week to offer our teachers instructional support. Administrators are required to complete two walkthroughs in DMAC and analyze data for trends and patterns in instruction.
3. Teachers will utilize research-based instructional practices that promote authentic student engagement in their classroom. (Target Group: All) (Strategic Priorities: 4) (ESF: 5.2)	Assistant Superintendent of C & I, Associate Principal, Principal(s), Superintendent	September 2022- June 2023	(S)Local Funds	Criteria: Indicator of the T-TESS walk-throughs will identify the research-based instructional practices that are being fully implemented by classroom teachers.
4. Administrators will participate in high-quality training that deepens their understanding of curriculum, assessment and accountability. (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Assistant Superintendent of C & I, Superintendent	July 2022- June 2023	(F)Title IIA Principal and Teacher Improvement	Criteria: 100% of the Instructional Leadership Team will have access to Region 3 ESC contracted services and Lead4Ward's Accountability Connect contracted service.
5. The district will provide Gifted and Talented foundational training for all new G/T teachers	Assistant Principal(s), Assistant Superintendent of C & I,	August 2022- June 2023	(F)Title IIA Principal and Teacher Improvement	Criteria: Certificates of Attendance. 100% of teachers

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**Objective 1.** Wharton ISD will provide administrators with support to ensure all schools are staffed with capable teachers, support staff and administrators who demonstrate genuine concern for students and parents.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
as required by state law - 30 hour training and the required 6 hour update to appropriate G/T teachers annually. (Target Group: GT) (Strategic Priorities: 2) (ESF: 1,1.1,4,4.1,5,5.1,5.3)	Counselor(s), Gifted & Talented Teachers, Principal, Teacher(s)			assigned to teach gifted and talented identified courses will complete their required 30 hours of training or 6 hour update by the end of the first semester.
6. Wharton ISD will provide all new teachers a mentor teacher as support through their first year of teaching. (Target Group: All) (Strategic Priorities: 1) (ESF: 1,1.1,2,2.1,2.2,4,4.1,5,5.1,5.2)	Assistant Superintendent of C & I, Mentor Teachers, Principal	August 2022 - June 2023	(F)Title IIA Principal and Teacher Improvement	Criteria: 100% of new teachers will participate in the Mentoring Program, remain in the profession and will reduce the teacher turnover rate by 10%.
7. Wharton ISD will attend a minimum of six job fairs at various universities and will maintain a list of job fairs and applicants received as a result of attendance at the job fairs during the 2022-23 school year. (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Personnel Director	November 2022- April 2023	(F)Title IIA Principal and Teacher Improvement	Criteria: Wharton ISD will develop promotional information that enhances recruitment of highly qualified personnel and will increase the number of applicants who sign during job fairs by 5%.
8. The district will partner with the business community for help in acclimating new hires from outside of the area. (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Assistant Superintendent of C & I, Personnel Director, Superintendent	August 2022 - July 2023	(S)Local Funds	Criteria: Two new partners will be added.
9. District and campus administrators will engage in leadership development sessions with a John Maxwell consultant monthly. (Target Group: All) (Strategic Priorities: 1) (ESF: 3,3.1,3.2)	Assistant Superintendent of C & I, Superintendent	July 2022- June 2023	(L)Business Partnerships	Criteria: End of year Climate and culture survey and administration feedback survey.
10. Principals will engage in monthly coaching sessions with the leadership development coach to support leadership skills and enhancing a positive climate and culture. (Target Group: All) (Strategic Priorities: 1)	Assistant Superintendent of C & I, Principal, Superintendent	September 2022- May 2023		Criteria: End of year climate and culture survey and principals feedback survey.



# WHARTON ISD

**Goal 2.** Recruit, develop, and retain a diverse, highly motivated staff to optimize student engagement and learning.

**Objective 1.** Wharton ISD will provide administrators with support to ensure all schools are staffed with capable teachers, support staff and administrators who demonstrate genuine concern for students and parents.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(ESF: 1,2,2.1,3,3.1)				

# WHARTON ISD

**Goal 2.** Recruit, develop, and retain a diverse, highly motivated staff to optimize student engagement and learning.

**Objective 2.** Wharton ISD will ensure that 100% of staff will be certified for the position they hold.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will analyze personnel records of all teachers and staff to ensure that all meet the criteria for effective teachers according to ESSA guidelines. (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1,2.2)	Deputy Superintendent, Personnel Director	October 2022	(S)Local Funds	Criteria: Human resource files will reflect 100% of WISD staff meeting effective teacher status.
2. The district will provide information to staff about educational opportunities to advance their education. (Target Group: All) (Strategic Priorities: 1) (ESF: 1.1,2.1)	Assistant Superintendent of C & I, Principal(s)	August 2022- June 2023	(S)Local Funds	Criteria: Number of colleges and universities that participate during in-service days and workdays during the school year to share information regarding their programs will increase by 2.
3. The district will provide training and preparation to teachers who are working on additional certification goals in high needs areas that will benefit the district in providing services to students. (Target Group: ESL,11th,12th) (Strategic Priorities: 1) (ESF: 1.1,2.1)	Assistant Superintendent of C & I, Principal(s)	August 2022 - June 2023	(F)Title IIA Principal and Teacher Improvement, (F)Title III Bilingual / ESL	Criteria: The district will increase the number of personnel required in the district to meet the needs of the ESL/Bilingual students by 15% and also increase dual credit offerings by 15%.
4. The district will actively recruit teachers to fill critical shortage areas required by federal and state guidelines. (Target Group: ESL,EB,PRE K,K,1st,2nd,3rd,4th,5th) (Strategic Priorities: 1) (ESF: 2.1)	Assistant Superintendent of C & I, Personnel Director, Superintendent	August 2022 - June 2023	(F)Title IIA Principal and Teacher Improvement	Criteria: The district will increase the number of staff hired for critical shortage areas by 5%.
5. The district will utilize a web-based application to manage the human resources process. (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Personnel Director, Principal(s), Superintendent	August 2022 - July 2023	(F)Title IIA Principal and Teacher Improvement	Criteria: Number of on-line applications of applicants received will increase by 10.

# WHARTON ISD

**Goal 2.** Recruit, develop, and retain a diverse, highly motivated staff to optimize student engagement and learning.

**Objective 3.** Wharton ISD will offer competitive compensation packages to staff in relation to school districts of similar size and location.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will review stipends annually to ensure they are competitive with area schools. (Target Group: ESL,EB,9th,10th,11th,12th) (Strategic Priorities: 1) (ESF: 2.1)	Chief Financial Officer, Executive Director of Human Resources, Superintendent	January 2022 - July 2023	(S)Local Funds	Criteria: The evaluation of stipends will be used to recommend salaries for the shortage areas for 2022-2023.

# WHARTON ISD

**Goal 2.** Recruit, develop, and retain a diverse, highly motivated staff to optimize student engagement and learning.

**Objective 4.** Wharton ISD will provide additional incentives to promote a positive attitude among staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. School Board commendations will be provided for "above and beyond" accomplishments by the staff and community members. (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1,3.4)	Principal(s), Superintendent	August 2022 - May 2023	(S)Local Funds	Criteria: Appropriate staff and community members are commended at a minimum of three school board meetings.
2. Teachers and staff are recognized throughout the school year with motivational events. (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1,3.4)	Principal(s), Superintendent	August 2022 - June 2023	(S)Local Funds	Criteria: 100% of staff will attend convocation and participate in campus events for staff. Foundation grant winners will be acknowledged once a year.
3. Employees will be recognized for their contributions to the district with services awards and an annual ceremony at retirement. (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Superintendent	May 2023	(S)Local Funds	Criteria: Employees are recognized at the ceremony and end of year celebrations.

# WHARTON ISD

**Goal 3.** Provide facilities that enhance a positive learning environment and foster student community pride.

**Objective 1.** Wharton ISD will ensure that facilities are safe, secure and efficient.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will ensure safe and secure facilities by evaluating and making appropriate modifications to ensure added protection for human capital and all stakeholders. (Target Group: All) (ESF: 3.1)	Deputy Superintendent, Director of Operations, Superintendent	August 2022 - June 2023	(S)Local Funds	Criteria: Preventative maintenance schedules and campus scheduled renovations will be created and maintained throughout the district.
2. The district will provide clean, efficient and effective instructional environments through proactive maintenance and modifications. (Target Group: All) (ESF: 3.1)	Deputy Superintendent, Director of Operations	August 2022 - June 2023	(S)Local Funds	Criteria: Preventative maintenance schedule will be created and maintained throughout the district.

# WHARTON ISD

**Goal 3.** Provide facilities that enhance a positive learning environment and foster student community pride.

**Objective 2.** Wharton ISD will have 50% of secondary students actively engaged in school-sponsored events.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Coaches at WJHS and WHS will monitor student athlete grades and ensure athletes attend study hall and tutorial sessions and support in class instruction at the secondary levels. (Target Group: 7th ,8th,9th,10th,11th,12th) (Strategic Priorities: 2,4) (ESF: 3.3,5.4)	Assistant Principal(s), Assistant Superintendent of C & I, Athletic Coaches, Athletic Director, Principal(s)	August 2022 - May 2023	(S)Local Funds	Criteria: After tutorial sessions and study hall sessions are held, there will be a 5% increase in student athlete grades and in the number of athletes participating in school sports throughout the season.
2. WJHS and WHS will increase the number of students participating and achieving high honors in school sponsored activities and competitions. (Example: FFA, Rodeo Art, Band, Theater, Choir, UIL Academic Contest, Speech and Debate, JROTC) (Target Group: 7th ,8th,9th,10th,11th,12th) (ESF: 3.3,3.4)	Principal(s), Teacher(s)	August 2022 - May 2023	(S)Local Funds	Criteria: Students will receive recognition at regular school board meetings and be featured in the local newspaper. There will be a 10% increase in students participating and achieving high honors.
3. The staff at Wharton ISD will support students as they participate in extracurricular activities and encourage them to excel at high levels of competition. (Target Group: All) (ESF: 3.3,3.4)	Principal(s)	August 2022 - June 2023	(S)Local Funds	Criteria: There will be a 3% increase in attendance at student events and competitions.

# WHARTON ISD

**Goal 3.** Provide facilities that enhance a positive learning environment and foster student community pride.

**Objective 3.** Wharton ISD will ensure that classrooms and facilities are bright and attractive and facilities exist that are free of drugs and weapons.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will determine the future utilization of the Hopper building. At this moment, the 500 Abell St property is under contract for sell. (Target Group: PRE K) (ESF: 3.1)	Director of Operations, Superintendent	2022- 2023	(S)Local Funds	Criteria: Effective use of the Hopper building to best serve the needs of the district.
2. The district will monitor and schedule campus repairs as appropriate and needed. (Target Group: All) (ESF: 3.1)	Director of Operations	August 2022 - June 2023	(S)Local Funds	Criteria: Maintenance requests will be tracked in an on-line system throughout the school year. 100% of campus repairs will be made in a timely manner creating an improved image of the school.
3. The district will monitor campus lawns and all areas around building for needed attention on a regular basis. (Target Group: All) (ESF: 3.1)	Director of Operations	August 2022 - July 2023	(S)Local Funds	Criteria: A routine maintenance schedule will be utilized for all ground keeping responsibilities. Regular inspection of the grounds by the Director of Operations will occur weekly. Improvement in the appearance of all campus and district grounds.
4. The district will conduct on-going evaluations of ABM performance. (Target Group: All) (ESF: 3.1)	Director of Operations	August 2022 - June 2023	(S)Local Funds	Criteria: Analysis of monthly performance reports to determine the effectiveness of the services provided by ABM.
5. The district will explore custodial service options for the district. (Target Group: All) (ESF: 3.1)	Director of Operations, Superintendent	August 2022- June 2023	(S)Local Funds	Criteria: Review of findings of service options by the Superintendent and Director of Operations to be made by May 2023.

# WHARTON ISD

**Goal 3.** Provide facilities that enhance a positive learning environment and foster student community pride.

**Objective 4.** Wharton ISD will have a majority of students that are compliant with school regulations and conduct expectations.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will provide refresher training on the use of Positive Behavior Intervention (PAX) Supports as Sivells, Wharton Elementary School, and Wharton Junior High. The campuses will emphasize the components of this behavior support system on the campuses with all students. (Target Group: PRE K,K,1st,2nd,3rd,4th,5th,6th) (ESF: 3.1,3.2,3.3)	Assistant Principal(s), Director of Special Education, Director of Student Services, Principal(s), Special Ed Teachers	August 2022 - June 2023	(O)Local Districts, (S)Local Funds	Criteria: Decrease the number of discipline referrals and increase time in class for instruction by 10%.
2. All students in the district will be provided preventative instruction on cyber-bullying. (Target Group: All) (ESF: 3.2,3.3)	Associate Principal, Director of Technology, Principal(s), Teacher(s)	August 2022 - June 2023	(O)Local Districts	Criteria: Documented instruction completed on each campus while students are in computer labs in Pre-K - 8th grade. Students at WHS will complete this training during class assemblies. Instruction completed and a decrease documented in number of incidents involving cyber-bullying.
3. A district-wide Student handbook and Student code of conduct will consistently apply all expectations and consequences for all students in the district. (Target Group: All) (ESF: 3.1,3.2,3.3,3.4)	Assistant Superintendent(s), Director of Student Services, Superintendent	August 2023	(S)Local Funds	Criteria: The student handbook and student code of conduct will be reviewed and approved by the WISD Board of Trustees.
4. An on-line bullying student reporting system will be utilized district-wide on the district website. The website will be monitored by an administrator on a regular basis. (Target Group: All) (ESF: 3.1)	Director of Student Services, Principal(s)	August 2022 - July 2023	(S)Local Funds	Criteria: A log will be kept of all bullying reports and the actions taken as a result of the reporting.
5. The administrative leadership team will participate in quality staff development on the legal aspects of student discipline. (Target Group: AtRisk) (Strategic Priorities: 1,4) (ESF: 1.1,1.2,2.1,2.2,3.2,3.3)	Assistant Principal(s), Assistant Superintendent of C & I, Associate Principal, Director of Student Services, Principal(s)	July 2022	(S)Local Funds	Criteria: Certificates of attendance from the training will be kept on file at the central office. The leadership team will debrief after the training and formalize a plan



# WHARTON ISD

**Goal 3.** Provide facilities that enhance a positive learning environment and foster student community pride.

**Objective 4.** Wharton ISD will have a majority of students that are compliant with school regulations and conduct expectations.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
				of action for any strategies to be implemented.
6. Student enrollment will be monitored closely at the campus levels to look for factors that are impacting changes in enrollment. (ESF: 3.3,3.4)	PEIMS Personnel, Principal(s), Superintendent	August 2022 - June 2023	(S)Local Funds	Criteria: Analyze data provided by the principals for patterns regarding student growth and also any factors that are resulting in student withdrawals.

# WHARTON ISD

**Goal 3.** Provide facilities that enhance a positive learning environment and foster student community pride.

**Objective 5.** Wharton ISD will ensure that additional measures are taken to promote safety on all campuses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will ensure security on all campuses. (locks, alarm systems, security cameras) As part of the 2018 Bond referendum, security is the top priority in all campuses construction and renovations. (I.E. Access Control, Cameras (CCTV) (ESF: 3.1)	Assistant Superintendent(s), Chief of Police, Principal(s), Teacher(s)	January 2023	(S)Local Funds	Criteria: The WISD Operations and Construction Teams will evaluate and update all security systems to ensure that state of the art safety measures are current and active.
2. The district will monitor the drop off and pickup process at all campuses. (Target Group: All) (ESF: 3.2,3.3)	Chief of Police, Deputy Superintendent, Principal(s), Teacher(s)	August 2022- June 2023	(S)Local Funds	Criteria: Inspect process at all campuses on a regular basis and evaluate for effectiveness and improvement. Improved safety and traffic flow on all WISD campuses.
3. The district will maintain an employee identification process on all campuses and student identification process at Wharton Junior High School and Wharton High School. (Target Group: All) (ESF: 3.2)	Chief of Police, Deputy Superintendent, Principal(s), Teacher(s)	August 2022- June 2023	(S)Local Funds	Criteria: Badges will be made and distributed to all staff members, WJHS and WHS students. Badges will be displayed by 100% of staff and faculty. All employees can easily be identified at each campus and WJHS and WHS students are easily identified at each respective campus.
4. All school buses and district vehicles will be maintained in good working order. (Target Group: All) (ESF: 3.1)	Deputy Superintendent, Director of Operations	August 2022 - July 2023	(S)Local Funds	Criteria: Maintenance is completed and repairs done on all buses in a timely fashion. Adequate number of buses available to safely transport students throughout the district and during out of town trips.

# WHARTON ISD

**Goal 3.** Provide facilities that enhance a positive learning environment and foster student community pride.

**Objective 5.** Wharton ISD will ensure that additional measures are taken to promote safety on all campuses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. The district will actively recruit qualified bus drivers by using a variety of recruitment tools. (Target Group: All) (ESF: 2.1)	Deputy Superintendent, Director of Operations, Personnel Director	July 2022- July 2023	(S)Local Funds	Criteria: Attendance at various trade job fairs in Wharton and the surrounding counties. Communication with the various work force departments in Wharton County. Advertising and promotion through the community.
6. The district will provide compliance trainings through Public School Works for faculty, staff and substitutes. (Target Group: All) (Strategic Priorities: 1) (ESF: 3.2)	Deputy Superintendent, Personnel Director	July 2022- July 2023	(S)Local Funds	Criteria: 100% of faculty and staff will complete all required trainings in a timely manner. Transcripts of completed training sessions.
7. The district will maintain a School Health Advisory Committee. (Target Group: All) (ESF: 3.1,3.4)	School Nurse, SHAC Committee	August 2022 - June 2023	(S)Local Funds	Criteria: Four meetings will be held during the school year. Annual report will be presented to the Wharton ISD Board of Trustees at a regular school board meeting.

# WHARTON ISD

**Goal 3.** Provide facilities that enhance a positive learning environment and foster student community pride.

**Objective 6.** Wharton ISD will ensure that parent support groups are maintained and actively operating on all campuses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will establish and maintain Parent/Teacher organizations and/or Booster clubs on most campuses. (Target Group: All) (ESF: 3.4)	Parent Volunteers, Principal(s), Teacher(s)	August 2022 - June 2023	(S)Local Funds	Criteria: Documentation that a group exists on each campus.
2. The district will maintain campus websites. (Target Group: All) (Strategic Priorities: 1) (ESF: 3.4)	Campus Webmasters, Director of Technology, Principal(s)	August 2022 - June 2023	(S)Local Funds	Criteria: All campuses will keep their campus websites updated with current information.
3. Parents will be provided parental access to their student's grades and attendance. (Target Group: All) (Strategic Priorities: 2,4) (ESF: 3.3,3.4)	Assistant Superintendent of C & I, Director of Student Services	August 2022 - June 2023	(S)Local Funds	Criteria: Number of parents who utilize the platform will increase by 5%.
4. The district will utilize a mass communication system that is available through voice messages, text messages and e-mail. (Target Group: All) (ESF: 3.3,3.4)	Assistant Principal(s), Associate Principal, Principal(s)	August 2022 - June 2023	(S)Local Funds	Criteria: Data reports from program with number of messages sent and calls answered will show a 3% increase.
5. Campuses will issue weekly campus wide newsletters and include campus wide newsletters with each report card that shares special events and news regarding the campus. (Target Group: All) (Strategic Priorities: 4) (ESF: 3.3,3.4)	Principal(s), Superintendent	September 2022- June 2023	(S)Local Funds	Criteria: Newsletters will be monitored by the Superintendent. Parents will have increased communication with the school throughout the school year.

# WHARTON ISD

**Goal 3.** Provide facilities that enhance a positive learning environment and foster student community pride.

**Objective 7.** Wharton ISD will involve community groups in the support of schools and students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will work to increase communications to all segments of the community. This will be accomplished through the use of the district website, Facebook, Twitter, newspaper articles, Let's Talk. (Target Group: All) (Strategic Priorities: 4) (ESF: 3.3,3.4)	Assistant Principal(s), Assistant Superintendent of C & I, Assistant Superintendent(s), Associate Principal, Campus Webmasters, Counselor(s), Director of Special Education, Director of Student Services, Director of Technology, Special Ed Teachers, Superintendent, Teacher(s)	August 2022 - July 2023	(S)Local Funds	Criteria: Number of visits to each platform will be monitored by the technology department.
2. The district will maintain a partnership with the Upbring - Head Start Program at Hopper Elementary School. (Target Group: ECD,AtRisk,PRE K) (Strategic Priorities: 2) (ESF: 3.3)	Director of Student Services, Superintendent	September 2022- June 2023	(S)Local Funds	Criteria: 100% of Head Start students will demonstrate readiness for PreK or Kindergarten program.
3. The district will hold meetings with future parents of Wharton ISD students. (Target Group: PRE K) (Strategic Priorities: 2) (ESF: 3.3,3.4)	Principal(s)	February 2023 - May 2023	(S)Local Funds	Criteria: Meetings scheduled and held with parents of community daycare centers. Number of students enrolled in Pre-K and Kindergarten from these daycare centers will be collected and evaluated for effectiveness.

# WHARTON ISD

**Goal 3.** Provide facilities that enhance a positive learning environment and foster student community pride.

**Objective 8.** Wharton ISD will increase community attendance at school related events.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will submit photographs and articles about school events to campus webmasters, Technology Director, Superintendent and Wharton Journal Spectator. (Target Group: All) (Strategic Priorities: 4) (ESF: 3.4)	Assistant Principal(s), Associate Principal, Campus Webmasters, Counselor(s), Director of Technology, Principal(s)	August 2022 - June 2023	(S)Local Funds	Criteria: Fifty photographs and articles submitted throughout the school year will increase community awareness of school related events.
2. Campuses will hold "Theme Days" for homecoming, spirit week, red ribbon week, etc. (Target Group: All) (ESF: 3.3,3.4)	Principal(s)	September 2022- January 23	(S)Local Funds	Criteria: A minimum of three events held at every campus will increase school spirit among students, staff and community members.
3. Teachers of Wharton ISD will receive a district pass that grants them free admission to all home athletic events with the exception of football games. (Target Group: 7th ,8th,9th,10th,11th,12th) (Strategic Priorities: 1) (ESF: 2.1,3.2)	Athletic Director	August 2022	(O)Local Districts	Criteria: Increase number of teachers attending athletic events by 5%.
4. The district will provide senior residents of Wharton ISD a district "Golden Tiger" pass that grants them free admission to all home athletic events. (Strategic Priorities: 4) (ESF: 3.4)	Athletic Director	August 2022 - June 2023	(O)Local Districts	Criteria: Increase number of senior community members attending athletic events by 5%.

# WHARTON ISD

**Goal 3.** Provide facilities that enhance a positive learning environment and foster student community pride.

**Objective 9.** Wharton ISD will support the social and emotional well-being and safety of all learners to remove barriers to academic and educational success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide professional learning to staff to support students' safety and emotional well-being. This includes early mental health concerns prevention and intervention; building skills related to managing emotions, establishing and maintaining positive relationships, and responsible decision making; grief and trauma-informed care practices; and positive classroom and behavior interventions and supports. (Target Group: All) (Strategic Priorities: 4) (ESF: 1,1.1,1.2,3,3.1,3.2,3.3,3.4,5,5.1,5.4)	Assistant Principal(s), Assistant Superintendent of C & I, Associate Principal, Director of Special Education, Director of Student Services, Principal(s)	August 2022-May 2023		Criteria: Strategy Expected Result/Impact- Discipline Referrals data, districtwide PAX implementation data, formal/informal feedback, PAX Implementation Training and updates with instructional staff, Trauma Informed training by the school counselors and PBIS coordinator, Conscious Discipline-Healing the Hurt training.

# WHARTON ISD

**Goal 3.** Provide facilities that enhance a positive learning environment and foster student community pride.

**Objective 10.** Wharton ISD will follow the policy of TEC 37.083 of the Board of Education FOC, and FOC relating to violence prevention and intervention.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district train stakeholders regarding the prevention of maltreatment (including sexual harassment and sexual abuse) of children and sex trafficking. (Target Group: All) (Strategic Priorities: 4) (ESF: 3,3.2,3.3)	Assistant Superintendent of C & I, Principal	February 2023-June 2023		Criteria: Staff resources and training to recognize, prevent and report child abuse, sexual harassment and sex trafficking.



# Comprehensive Needs Assessment

## Demographics

### Demographics Strengths

District Administration is committed to focus on understanding the needs of all sub-populations and providing necessary training to meet the challenges of a continually changing population.

RtI programs for academic and behavior needs, accelerated instruction, and summer remediation programs are in place to help at-risk students in demographic groups who continue to struggle academically and behaviorally.

### Demographics Weaknesses

### Demographics Needs

Wharton ISD will continue to provide training opportunities for staff to facilitate an understanding of the needs of all student groups and the differences between various cultures, ethnicities, and socio-economic backgrounds within our district.

The district will continue the development and expansion of the bilingual program at Sivells Elementary and Wharton Elementary School.

Wharton ISD will ensure post-secondary readiness through opportunities for exposure to advanced academics, industry certifications, and helping students make connections of core content to real world applications.

The district will continue to decrease the achievement gap between student groups using Career and Technical Education and College and Career Readiness efforts.

### Demographics Summary

According to the 2022-23 Fall PEIMS submission, Wharton ISD has a student population of 1,914 students. A grade level breakdown reveals that there are 6 students in early education, 94 students in pre-kindergarten, 132 students in kindergarten, 123 students in 1st grade, 132 students in 2nd grade, 137 students in 3rd grade, 107 students in 4th grade, 156 students in 5th grade, 124 students in 6th grade, 157 students in 7th grade, 163 students in 8th grade, 169 students in 9th grade, 150 students in 10th grade, 143 students in 11th grade, and 121 students in 12th grade. The student demographics indicate the population to be 61.65% Hispanic-Latino, 25.34% African-American, 9.77% White, 2.04% Two or More Races, and 1.1% Asian. Of these students, 51.93% are male and 48.07% are female. 5.12% of the students are Bilingual and 4.18% are English as a Second Language. Therefore, the Bilingual/ESL population is 9.3%, which is a decrease from last year. All students are able to participate in the Free Lunch Program with 76.75% Title I participation. The homeless status in Wharton ISD is currently at 1.2% with 0.21% sheltered, 0.94% doubled up, and 0.05% in a hotel/motel. In 2020-21, 42.58% of Wharton ISD students were At-Risk.

# Comprehensive Needs Assessment

## Student Achievement

### Student Achievement Needs

2021 STAAR Closing the Gaps data indicates the need for continued focus on the following:

In Academic Achievement Status, the following student populations are performing below the TEA identified performance levels for closing the gaps: African American, Hispanic, Economically Disadvantaged, EL, and White subgroups in reading and math. The SPED subgroup did not meet the level in reading. In Growth Status, the following student populations are performing below the TEA identified performance levels for closing the gaps: all student groups in ELA/Reading and Mathematics.

An increase in the rigor of classroom assessments to better align with STAAR.

The special education student population had the following passing rates -

#### STAAR 3-5

Mathematics%  
Reading%  
Science%  
Writing%

#### STAAR 6-8

Mathematics%  
Reading%  
Science%  
Writing%

#### STAAR EOC

Mathematics27%  
Science33%  
Social Studies40%  
ELA10%

### Student Achievement Summary

# Comprehensive Needs Assessment

## Student Achievement Summary (Continued)

An analysis of the STAAR Demographic Longitudinal-All Subjects revealed the following data following the first administrations of all tests:

3rd Grade Math 2017=59% 2018=56% 2019=55% 2020=COVID Waiver 2021=  
4th Grade Math 2017=62% 2018=57% 2019=41% 2020=COVID Waiver 2021=  
5th Grade Math 2017=66% 2018=70% 2019=69% 2020=COVID Waiver 2021=  
6th Grade Math 2017=73% 2018=56% 2019=77% 2020=COVID Waiver 2021=  
7th Grade Math 2017=65% 2018=61% 2019=67% 2020=COVID Waiver 2021=  
8th Grade Math 2017=46% 2018=67% 2019=76% 2020=COVID Waiver 2021=  
Algebra 1 2017=66% 2018=62% 2019=50% 2020=COVID Waiver 2021=  
3rd Grade Reading 2017=51% 2018=58% 2019=62% 2020=COVID Waiver 2021=  
4th Grade Reading 2017=37% 2018=45% 2019=43% 2020=COVID Waiver 2021=  
5th Grade Reading 2017=44% 2018=44% 2019=51% 2020=COVID Waiver 2021=  
6th Grade Reading 2017=60% 2018=47% 2019=55% 2020=COVID Waiver 2021=  
7th Grade Reading 2017=62% 2018=60% 2019=54% 2020=COVID Waiver 2021=  
8th Grade Reading 2017=51% 2018=68% 2019=71% 2020=COVID Waiver 2021=  
English I 2017=56% 2018=45% 2019=60% 2020=COVID Waiver 2021=  
English II 2017=59% 2018=57% 2019=58% 2020=COVID Waiver 2021=  
5th Grade Science 2017=55% 2018=58% 2019=52% 2020=COVID Waiver 2021=  
8th Grade Science 2017=41% 2018=57% 2019=61% 2020=COVID Waiver 2021=  
Biology 2017=72% 2018=78% 2019=82% 2020=COVID Waiver 2021=  
8th Social Studies 2017=27% 2018=48% 2019=57% 2020=COVID Waiver 2021=  
U.S. History 2017=95% 2018=89% 2019=89% 2020=COVID Waiver 2021=  
4th Grade Writing 2017=25% 2018=26% 2019=41% 2020=COVID Waiver 2021=  
7th Grade Writing 2017=56% 2018=57% 2019=51% 2020=COVID Waiver 2021=

## Staff Quality, Recruitment and Retention

### Staff Quality, Recruitment and Retention Summary

Based on historical data, Wharton ISD has struggled with teacher turnover rate. In 2022-2023, the estimated turnover rate based on records from human resources indicated that the turnover rate was approximately %. The comprehensive data review also indicated that the number of teachers new to the profession has increased.

Wharton ISD has a mentoring program for new teachers. This program focuses on teachers new to the profession.

Principals and/or central office administration will also attend job fairs at top universities in the state to recruit highly qualified teachers.

# Comprehensive Needs Assessment Data Sources

ACT/SAT Data  
Community Demographics  
Community Input  
Disaggregated STAAR Data  
Discipline Referrals  
District Policies  
Drop-out Rates  
Expulsion/Suspension Records  
Failure Lists  
Federal Program Guidelines  
Graduation Records  
Highly Qualified Staff  
Homeless Students  
Maintenance Records  
Mobility Rates  
Multi-Year Trends  
Parent Participation  
Parental Involvement Policy  
PEIMS Reports  
Progress Monitoring Tools  
Promotion/Retention Rates  
Report Card Grades  
Safe Schools Checklist  
SCE Policy  
Semester Exam Grades  
Special Student Populations  
Staff Development  
Staff/Parents/Community/ Business members involved w/SBDM  
Standardized Tests  
Survey and Interviews of Students/Staff/Parents  
Teacher Turnover Rates  
TPRI Data  
Universal Screener Data

# Resources

Resource	Source
CTE Funds - Carl Perkins	Federal
IDEA Special Education	Federal
Title I	Federal
Title IIA Principal and Teacher Improvement	Federal
Title III Bilingual / ESL	Federal
Title VI, Part B Rural/Low Income	Federal
Grant	Local
WCJC Tuition Assistance Program	Local
Local Districts	Other
CTE Funds	State
Local Funds	State
Optional Extended Year Funding	State
State Compensatory	State