



Tennessee Investment in Student Achievement

2024-25 Accountability Report Template

The Tennessee Investment in Student Achievement (TISA) public school funding formula marks a significant change in how Tennessee invests in public education. The TISA funding formula updates the way Tennessee funds public education for the first time in over 30 years to empower each student to read proficiently by third grade, prepare each high school graduate for postsecondary success, and provide resources needed for all students to ensure they succeed.

As part of TISA, [T.C.A. § 49-3-112](#) requires each school district, starting in the 2023-24 school year, to submit an annual accountability report to the Tennessee Department of Education (department). This report must include:

- Goals for student achievement
 - One of the goals must include the district's plan to pursue the goal of seventy percent (70%) or more of the district's third grade students to score "met expectations" or "exceeded expectations" on the English Language Arts (ELA) portion of the TCAP tests. This goal must also detail the district's goal to increase 3rd grade ELA proficiency rates by 15% of the gap over the next three years (starting with the 2022-23 TCAP results) to achieve the district's stated goal of at least 70% of 3rd grade students proficient in ELA.¹
- Explanation how the district's stated goals can be met within the district's budget.
- For reports submitted **starting in the 2024-25** school year, a description of how the district's budget and expenditures from the prior school year enabled the district to make progress toward the stated student achievement goals.

Each district's TISA accountability report is required to be presented to the public for review and comment before the report is submitted to the department. The report must be submitted annually to the department by November 1st.

Furthermore, each district's TISA accountability report is required to be reviewed annually by the TISA Progress Review Board pursuant to [T.C.A. § 49-3-114](#) to determine whether the school district is taking the proper steps to achieve their stated goal.

This template is intended to assist districts in submitting their accountability reports to the department.

¹ T.C.A. § 49-3-114 requires the TISA Progress Review Board to review district TISA accountability reports and set a district's minimum goal to increase the district's 3rd grade proficiency by 15% of the gap to 70% in 3 years, starting with the 2022-23 TCAP results. This does not apply to districts who have 70% or more of 3rd grade students proficient in ELA.

For questions, please review the TISA Accountability Report Guidance document or contact tnedu.funding@tn.gov
Completed reports should be submitted in ePlan by **November 1, 2024**.

DISTRICT INFORMATION

District Name		Polk County
Director of Schools Name		Dr. James Jones
District Point of Contact for TISA Accountability Report	Name	Zach Swafford
	Phone Number	423-299-0471
	Email Address	zswafford@polkcountyschools.com
Percent of 3 rd grade students who scored proficient (“met expectations” or “exceeded expectations”) on the English Language Arts (ELA) portion of the most recent spring TCAP		41%

DISTRICT GOAL STATEMENT(S)

Goal Statement 1: 3 rd Grade ELA Proficiency ²	70 % of students will score proficient on the 3 rd grade ELA TCAP by 2028 year
Goal Statement 2:	50% or more students will meet or exceed expectations on 3-8 ELA and Math TCAP and high school EOC tests for all students.
Goal Statement 3:	70% of the graduating students will meet the Ready Graduate indicator by 2028.
Goal Statement 4:	
Goal Statement 5:	

² **Note:** This is a required goal pursuant to T.C.A. § 49-3-112 and must include 70% or more of 3rd grade students proficient on the ELA TCAP. If your district already has 70% or more of 3rd grade students proficient in ELA, please state a goal that either maintains or increases that proficiency rate.

Goal Statement 1 (3rd grade ELA proficiency):

Year	Annual Outcome Target(s)	Associated Metrics/Data
Year 1: 2023-2024 school year (Use actuals)	41%	ELA TCAP Grade 3
Year 2: 2024-2025 school year	50.1%	
Year 3: 2025-2026 school year	56.7%	
Year 4: 2026-2027 school year	63.3%	
Year 5: 2027-2028 school year	70%	
<p>Reflection: Did your district meet its Year 1 outcomes target(s)? How will this impact your action plan for the coming years?</p>	<p>Our district did not meet our year 1 outcomes target of 43.5%, however we made progress with increasing our student performance in 3rd grade ELA from the 2022-2023 school year (36.8%) to the 2023-2024 school year (41%). We will continue to use our tools to address third grade but will also evaluate our K-2 instruction (RTI, scheduling, tutoring, and instructional tools and resources). We are providing more support with learning walkthroughs using the IPG's in all classrooms throughout the district.</p>	
<p>Prior Year Report: What were the 2-3 major TISA investments you made in the prior year toward this goal? For each, please note the amount expended (rough estimate) and reflections on whether or not the investment contributed to progressing toward the goal or not, and how so.</p>	<p>High-quality instructional Materials. These materials were purchased in 2020 on a 6-year cycle totaling around 130,000. We do feel that the HQIM is helping with proficiency.</p> <p>Benchmarking-IXL (K-12) A standards-based program to help teachers see where students were on mastering standards throughout the year. (\$20,000) IXL's detailed analytics and reports give teachers instant visibility into student progress and performance, helping them make data-driven instructional decisions.</p> <p>Instructional Coaches-3 for the district. They will continue to work alongside teachers to enhance instructional practice and drive student achievement through collaborative, data-driven, and evidence-based approaches.</p> <p>Salaries of all high quality educators</p>	

Goal Statement 1 (3rd grade ELA proficiency):

Action Plan: List detailed action steps or strategies for the 2024-2025 school year to meet your annual target.

Continue Benchmarking and Progress Monitoring Effectively

Using Response to Intervention (RTI) framework to provide daily, targeted interventions for students.

High Dosage/Low Ratio Tutoring for Retained/At-Risk 3rd grade students in ELA

Implement High-Quality Instructional Materials (HQIM) in ELA

Implement HQIM in English Language Arts to keep improving the quality of core instruction.

Conduct Weekly Grade-Level Professional Learning Communities (PLCs)

Ensure weekly collaborative planning time with grade-level colleagues to analyze data, share best practices, and plan effective instruction.

Conduct Monthly District Walkthroughs Schedule monthly IPG walkthroughs by district leadership to provide feedback and support continuous improvement efforts.

Instructional Coaches-Continue working alongside teachers, building trusting relationships and providing personalized support to help them continuously improve their instructional practices and positively impact student learning.

Budget Narrative: Describe how your district intends to use their budget to execute the action steps and meet the stated goal.

Our most impactful TISA investment is personnel(85%)

Goal Statement 2: 50% or more students will meet or exceed expectations on 3-8 ELA and Math TCAP and high school EOC tests for all students.

Year	Annual Outcome Target(s)	Associated Metrics/Data
Year 1: 2023-2024 school year (Use actuals)	33.6%	3-8 ELA and Math TCAP data EOC Test Data
Year 2: 2024-2025 school year	41.2%	
Year 3: 2025-2026 school year	44.1%	
Year 4: 2026-2027 school year	47.1%	
Year 5: 2027-2028 school year	50%	
<p>Reflection: Did your district meet its Year 1 outcomes target(s)? How will this impact your action plan for the coming years?</p>	<p>No. We feel our math scores went down due to implementing new HQIM last school year. Entering year 2, we are confident those will come back up and help us meet our goal. We will continue developing our new teachers, establishing strong PLC cultures, and enhancing Tier 1 instruction. We are providing more support with learning walkthroughs using the IPG's in all classrooms throughout the district.</p>	
<p>Prior Year Report: What were the 2-3 major TISA investments you made in the prior year toward this goal? For each, please note the amount expended (rough estimate) and reflections on whether or not the investment contributed to progressing toward the goal or not, and how so.</p>	<p>High-quality instructional Materials. These materials were purchased in 2023 on a 6-year cycle(110,000).</p> <p>Benchmarking-IXL (K-12) A standards-based program to help teachers see where students were on mastering standards throughout the year. (\$20,000) IXL's detailed analytics and reports give teachers instant visibility into student progress and performance, helping them make data-driven instructional decisions.</p> <p>Instructional Coaches-3 for the district. They will continue to work alongside teachers to enhance instructional practice and drive student achievement through collaborative, data-driven, and evidence-based approaches.</p> <p>Salaries of all high quality ELA and Math educators in grades 3-8 and EOC</p>	

Goal Statement 2: 50% or more students will meet or exceed expectations on 3-8 ELA and Math TCAP and high school EOC tests for all students.

<p>Action Plan: List detailed action steps or strategies for the 2024-2025 school year to meet your annual target.</p>	<p>Continue Benchmarking and Progress Monitoring Effectively Using Response to Intervention (RTI) framework to provide daily, targeted interventions for students.</p> <p>High Dosage/Low Ratio Tutoring for 4/5th grade students at risk/pathway</p> <p>Implement High-Quality Instructional Materials (HQIM) in ELA Implement HQIM in English Language Arts to keep improving the quality of core instruction.</p> <p>Conduct Weekly Grade-Level Professional Learning Communities (PLCs) Ensure weekly collaborative planning time with grade-level colleagues to analyze data, share best practices, and plan effective instruction.</p> <p>Conduct Monthly District Walkthroughs Schedule monthly IPG walkthroughs by district leadership to provide feedback and support continuous improvement efforts.</p> <p>Instructional Coaches-Continue working alongside teachers, building trusting relationships and providing personalized support to help them continuously improve their instructional practices and positively impact student learning.</p>
<p>Budget Narrative: Describe how your district intends to use their budget to execute the action steps and meet the stated goal.</p>	<p>Our largest TISA investment is personnel(85%)</p>

Goal Statement 3: 70% of the graduating students will meet the Ready Graduate by 2028.

Year	Annual Outcome Target(s)	Associated Metrics/Data
Year 1: 2023-2024 school year (Use actuals)	38.1%	2024 Ready Graduate District Level file provided by TDOE.
Year 2: 2024-2025 school year	43%	Ready Graduate status is defined in the TDOE Federal Accountability
Year 3: 2025-2026 school year	49%	Protocol as graduates earning a regular or AAD diploma and meeting one of the following criteria:
Year 4: 2026-2027 school year	60%	<ul style="list-style-type: none"> • a score of 21 or higher on the ACT composite • completion of 4 EPSOs • completion of 2 EPSOs and an industry certification
Year 5: 2027-2028 school year	70%	<ul style="list-style-type: none"> • completion of 2 EPSOs and a score of 31 or higher on the Armed Services Vocational Aptitude Battery (ASVAB) Armed Forces Qualifying Test (AFQT).
<p>Reflection: Did your district meet its Year 1 outcomes target(s)? How will this impact your action plan for the coming years?</p>		<p>Yes. Our district exceeded the goal by 1.1% and we will continue to strategically embed our action steps to ultimately to meet our future goals.</p>
<p>Prior Year Report: What were the 2-3 major TISA investments you made in the prior year toward this goal? For each, please note the amount expended (rough estimate) and reflections on whether or not the investment contributed to progressing toward the goal or not, and how so.</p>		<p>Career Coach-Middle School (18,000) Career Coach-High School (18,000) Facilitate career interest assessments and inventories to help students identify their strengths, values, and potential career paths. Help students develop individualized career and academic plans to set goals and map out their educational and professional journey</p> <p>School Counselors-High School-(150,000) supporting the academic, personal/social, and college/career development of students. Counselors also collaborate with teachers, administrators, and families to ensure students have access to the resources and support they need to succeed.</p> <p>Salaries-block of ACT Prep in addition to their area of certification (10,000)</p>

Goal Statement 3: 70% of the graduating students will meet the Ready Graduate by 2028.

<p>Action Plan: List detailed action steps or strategies for the 2024-2025 school year to meet your annual target.</p>	<p>Increase post-secondary opportunities</p> <p>Increase access to industry certifications</p> <p>Increase ACT scores</p>
<p>Budget Narrative: Describe how your district intends to use their budget to execute the action steps and meet the stated goal.</p>	<p>The budget for this goal will be allocated in the same way for the upcoming years as it was this past year to meet to our future goals.</p>

Goal Statement 4:

Year	Annual Outcome Target(s)	Associated Metrics/Data
Year 1: 2023-2024 school year (Use actuals)		
Year 2: 2024-2025 school year		
Year 3: 2025-2026 school year		
Year 4: 2026-2027 school year		
Year 5: 2027-2028 school year		
<p>Reflection: Did your district meet its Year 1 outcomes target(s)? How will this impact your action plan for the coming years?</p>		
<p>Prior Year Report: What were the 2-3 major TISA investments you made in the prior year toward this goal? For each, please note the amount expended (rough estimate) and reflections on whether or not the investment contributed to progressing toward the goal or not, and how so.</p>		

Goal Statement 4:

Action Plan: List detailed action steps or strategies for the 2024-2025 school year to meet your annual target.

Budget Narrative: Describe how your district intends to use their budget to execute the action steps and meet the stated goal.

Goal Statement 5:

Year	Annual Outcome Target(s)	Associated Metrics/Data
Year 1: 2023-2024 school year (Use actuals)		
Year 2: 2024-2025 school year		
Year 3: 2025-2026 school year		
Year 4: 2026-2027 school year		
Year 5: 2027-2028 school year		
Reflection: Did your district meet its Year 1 outcomes target(s)? How will this impact your action plan for the coming years?		
Prior Year Report: What were the 2-3 major TISA investments you made in the prior year toward this goal? For each, please note the amount expended (rough estimate) and reflections on whether or not the investment contributed to progressing toward the goal or not, and how so.		

Goal Statement 5:

Action Plan: List detailed action steps or strategies for the 2024-2025 school year to meet your annual target.

Budget Narrative: Describe how your district intends to use their budget to execute the action steps and meet the stated goal.

Public Comment

The TISA accountability report must be presented for public comment to parents, educators, and local community members prior to its submission to the department by November 1.

Date(s) of opportunity for local public comment.	
Description of public comment opportunities (e.g. collection of written comments, public hearing, local board meeting discussion, etc.)	
Summary of public comment received, if any.	
Description of how your district did or did not incorporate public comment received into the final accountability report submission.	