

West Orange-Cove Consolidated Independent School District

District Improvement Plan



2013-2014

Vision Statement

West Orange-Cove CISD believes in high academic achievement for all, grounded in a tradition of excellence. Our staff ensures that students learn, graduate, and become productive citizens. This is our commitment to our community.

District Goals

Student Goals: West Orange-Cove CISD believes that student success is measured in many ways. Student learning will be measured and reported in a variety of ways, including traditional state required tests and student participation in multiple disciplines, such as A.P. and dual credit courses, fine arts and athletics. Student produced products, including career and tech projects will be encouraged and evaluated. Academic planning will be based on all relevant data, and instruction and course rigor will be adjusted accordingly.

WOCCISD will afford every student the opportunity to graduate college and/or career ready, through programs that prepare them for higher education, career/technical school, military service, or direct entry into the workforce upon graduation. We believe that a well-rounded education encourages the development of problem solving skills, a positive attitude, self-confidence, adaptability, team building and strong work ethic.

Operations Goal – Fiscal Goal: WOCCISD will be good stewards of the taxpayer's funds. The District will adopt a balanced budget that includes the completion of bond related projects. All projects will be completed on time and on budget. Any remaining issues regarding the district's buildings and grounds will be defined and funding will be examined to identify ways to complete.

District facilities will be maintained in a manner that extends the functional life of all buildings and equipment. Maintenance schedules will be developed and followed. Staff will be trained all areas of care and upkeep. The grounds and buildings will be clean and safe.

Board/Staff/Community Relations: WOCCISD believes in positive, accurate, and open communications throughout the district. Communications between the school and community are a priority. Local media, District Websites, parent portal, and other appropriate avenues are utilized. Broader coverage of all aspects of school business is also encouraged. Every effort will be made to ensure that information disseminated by the district will be consistent, accurate, and timely at the campus and the district level.

Leadership Goal: WOCCISD believes in improvement that is intentional, systemic, and enduring. Recruitment of a highly qualified, driven staff that puts the needs of students first is our priority. Academic achievement is stressed above all else. Teamwork is encouraged at the district and campus levels. Effective professional development is implemented with teacher input and evaluated for effectiveness by staff, administration, and student success.

District Motto

Transforming Lives for the Benefit of Society

Professional Staff Members

Name	Group	Campus	Years of Service
Sarah Landry	Education Manager	NELC	2012-2013 – 2013-2014
Ola Conner	Teacher	NELC	2012-2013 – 2013-2014
Janis Woodard	Teacher	NELC	2012-2013 – 2013-2014
Shelley Trump	Professional Non-Teaching	NELC	2012-2013 – 2013-2014
Vickie Price	Academic Coordinator	WO-SE	2013-2014 – 2014-2015
Ashley Sanders	Teacher	WO-SE	2013-2014 – 2014-2015
Lori Broussard	Teacher	WO-SE	2012-2013 – 2013-2014
Patricia Lee	Professional Non-Teaching	WO-SE	2012-2013 – 2013-2014
Shalynnndrea Sterling	Academic Coordinator	WO-SM	2013-2014 – 2014-2015
Steve Singer	Teacher	WO-SM	2013-2014 – 2014-2015
Laura Lemmond	Teacher	WO-SM	2013-2014 – 2014-2015
Linda Smith	Professional Non-Teaching	WO-SM	2012-2013 – 2013-2014
Ronald Wright	Academic Coordinator	WO-SH	2013-2014 – 2014-2015
Betty Curtis	Teacher	WO-SH	2012-2013 – 2013-2014
Sandra Hoffecker	Teacher	WO-SH	2013-2014 – 2014-2015
Julie Guidry	Professional Non-Teaching	WO-SH	2013-2014 – 2014-2015
Annie Rutledge	CTE	WO-SH	2013-2014 – 2014-2015

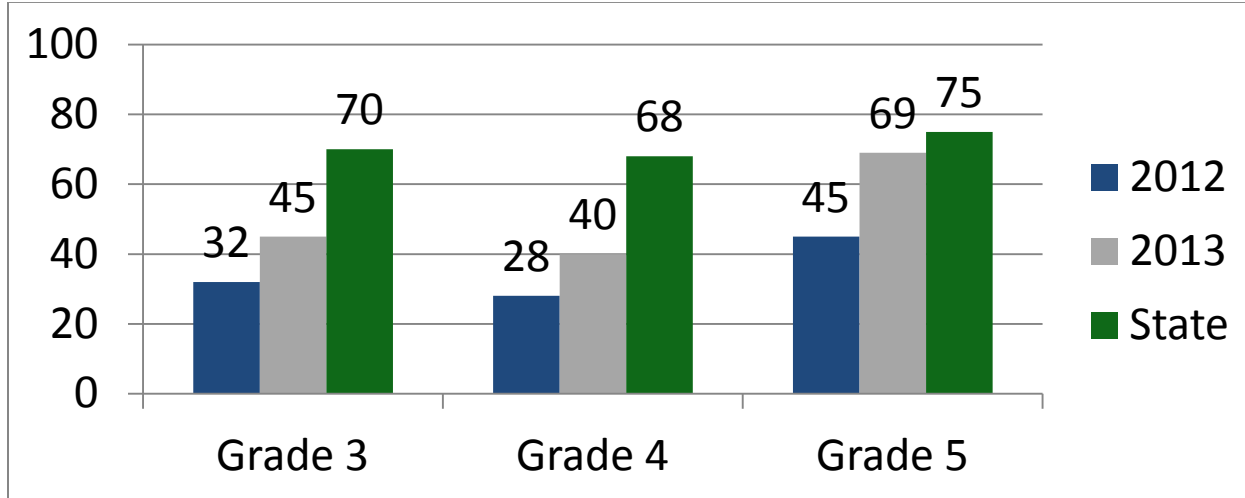
Ad Hoc Members

Name	Group	Department	Contact Number
Silvia E. Martinez, Ed.D.	Assistant Superintendent for Curriculum and Instruction	Administration Bldg.	882-5555
Anitrea Goodwin	Executive Director Human Resources	Administration Bldg.	882-5610
Melinda James	Director of Business Operations	Administration Bldg.	882-5444
Brant Graham, Ed.D.	Director of Special Education	Special Education	882-5407
Wayne Guidry, Ed.D.	Director of Federal Programs, Testing and Accountability	Administration Bldg.	882-5462
Rushing, Elvis	Technology Director	PRC/Technology Dept	882-5421

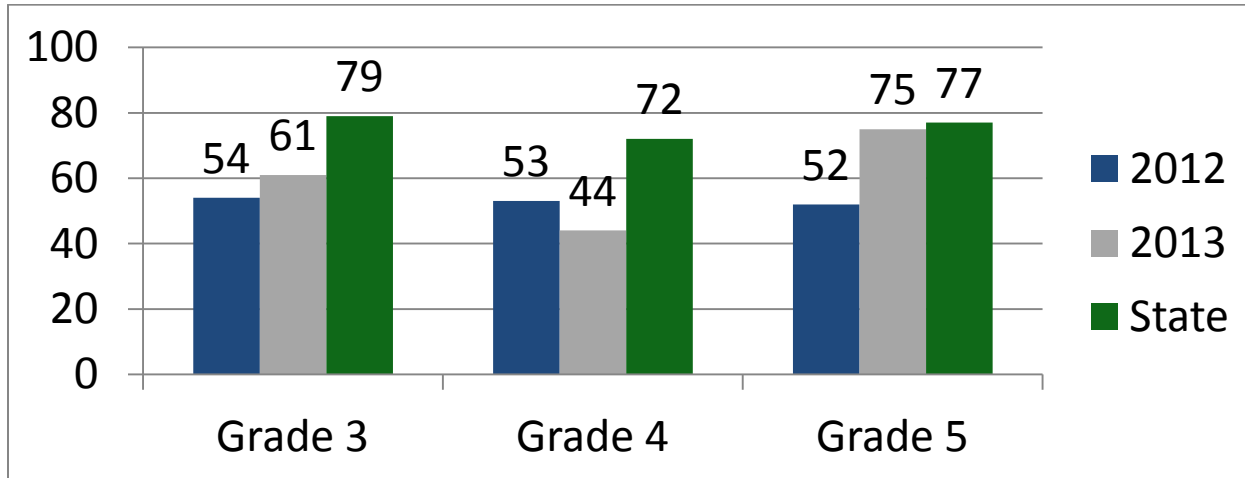
Parents, Business, & Community Members

Name	Group	Address	Contact Number
Debra Simon	Parent		779-8230
Selection in Progress – final by 9/30	Parent	2915 King Street	670-3774
Rev. Crockett	Community Member	2701 Fairway Drive	886-2508
Selection in Progress – final by 9/30	Community Member		
Selection in Progress – final by 9/30	Business Representative		

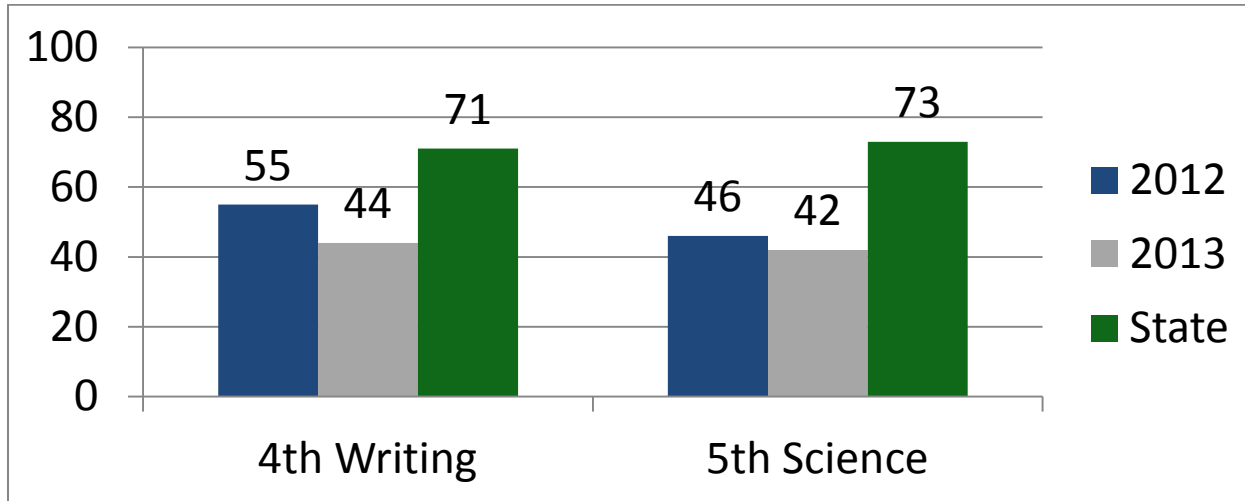
**West Orange-Stark Elementary
Math
Met Standard**



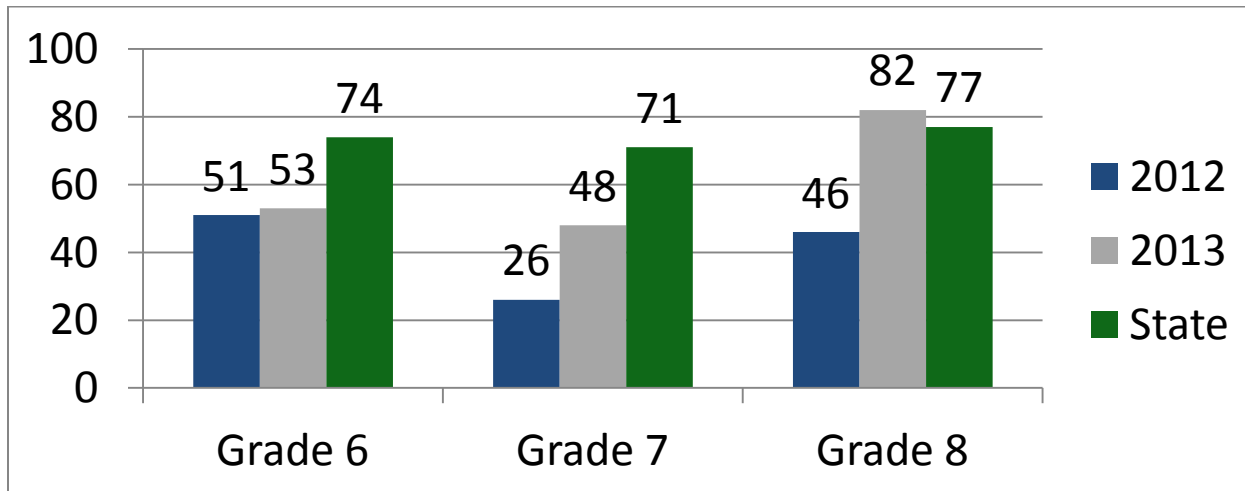
**West Orange-Stark Elementary
Reading
Met Standard**



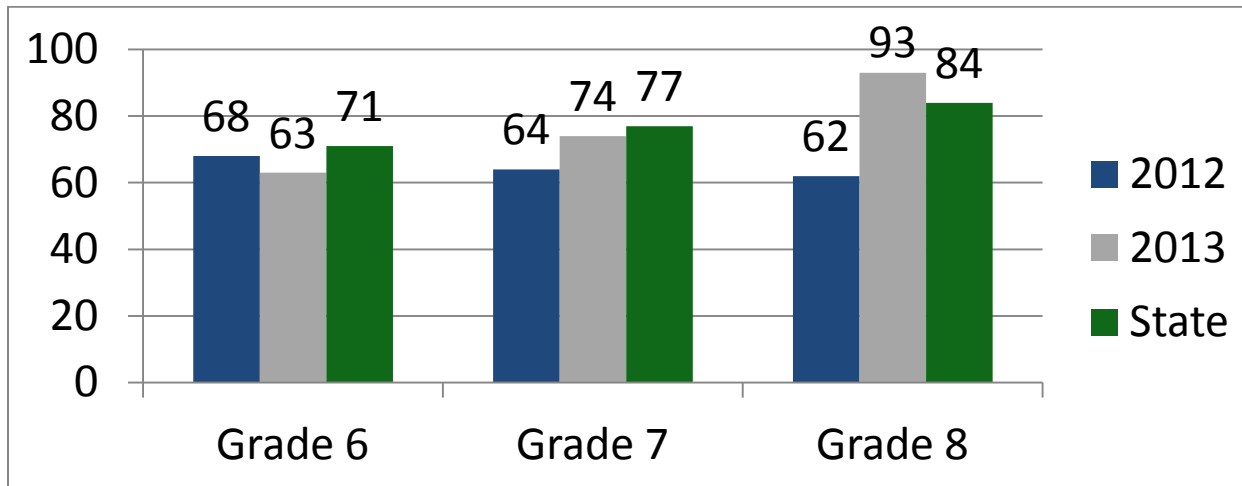
**West Orange-Stark Elementary
Writing & Science
Met Standard**



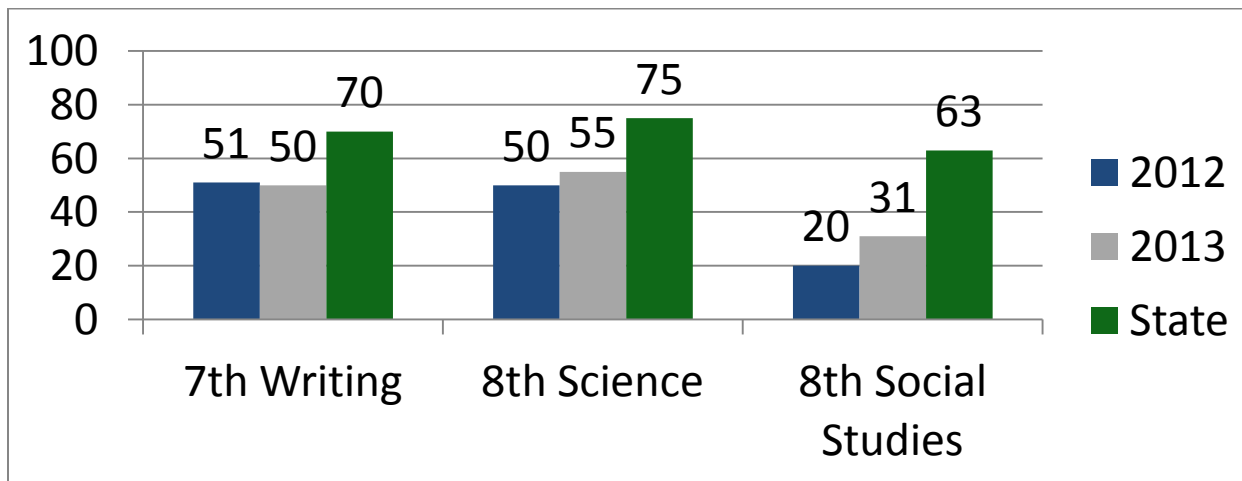
**West Orange-Stark Middle School
Math
Met Standard**



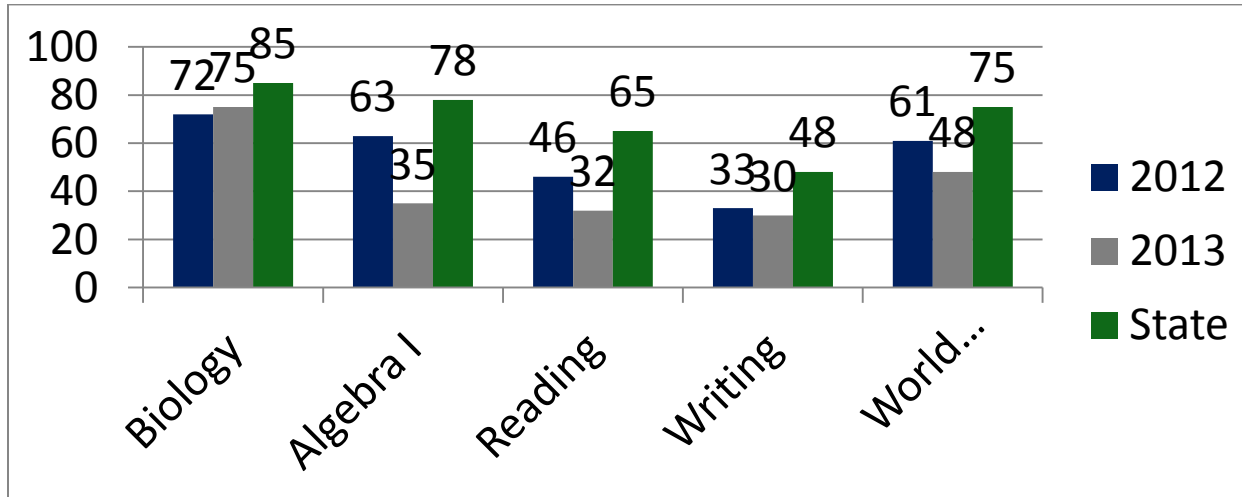
**West Orange-Stark Middle School
Reading
Met Standard**



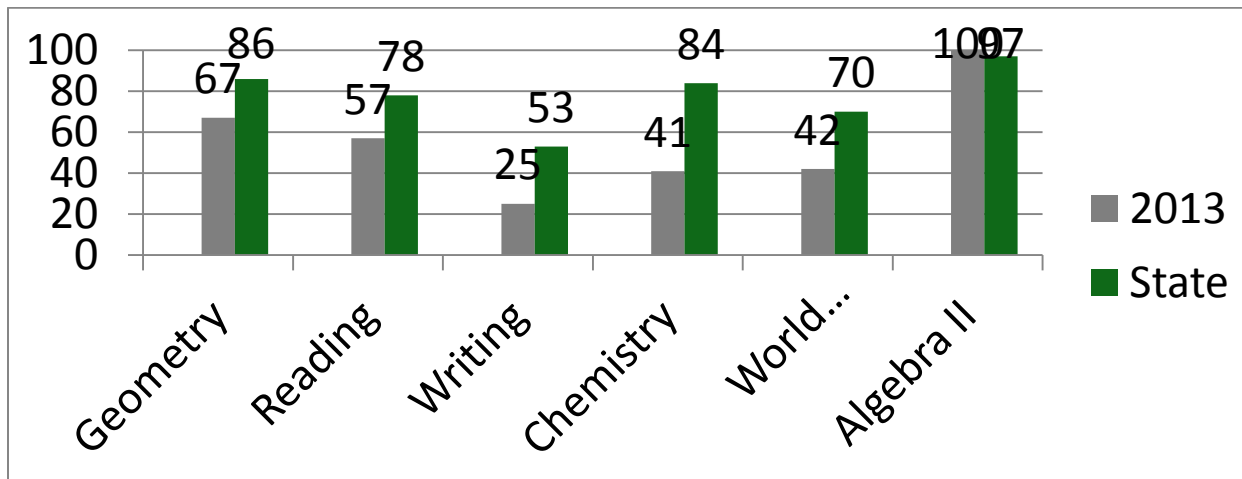
**West Orange-Stark Middle School
Writing – Science – Social Studies
Met Standard**



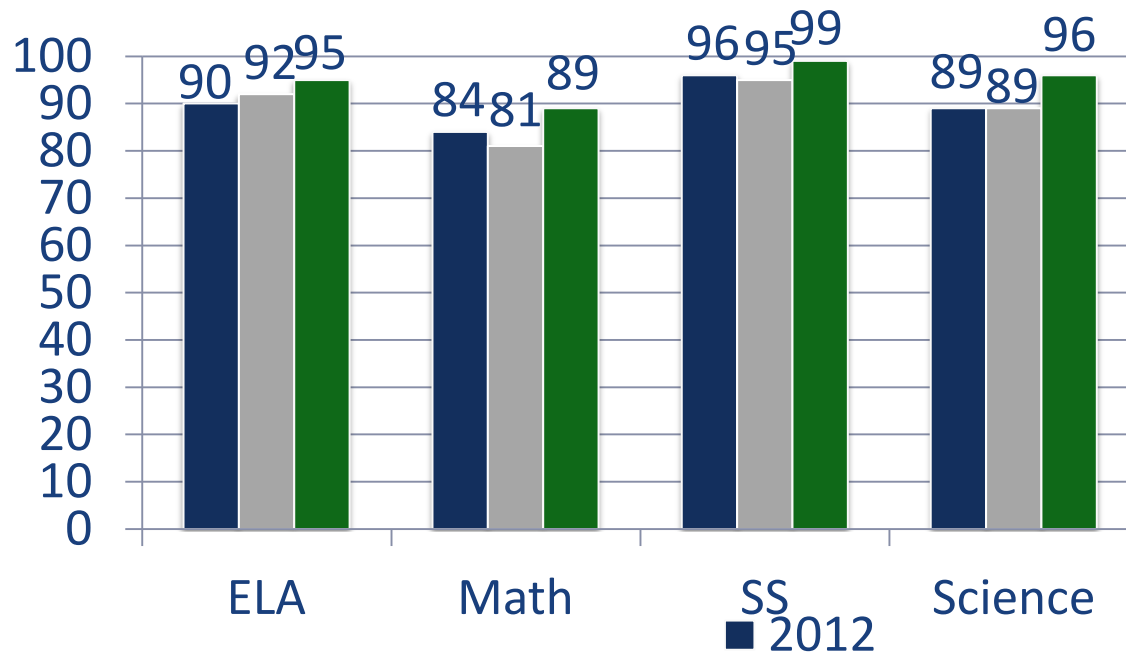
Ninth Grade EOC Met Standard



10th Grade EOC Met Standard



11th Grade TAKS Scores Met Standard



Section 1

Instruction and Learning for Student Achievement

Philosophy of Improvement Planning:

West Orange-Cove CISD believes in the use of action planning for the purpose of identifying individual campus needs and strategies that will support the improvement of student achievement within specifically identified areas. Each campus has a site-based decision-making committee and Campus Instructional Leadership Team (CILT) that helps to develop, review, and revise the campus improvement plan (CIP) throughout the school year. While the CILT leads the work, input from the entire staff is critical for creating and implementing a plan that focuses on improving student performance for all student populations, including students in all special needs populations. In addition to our CIP, the middle school and high school will refine a School Improvement Plan (SIP) that stems from the foundational CIP. What follows, is a district plan which guides our work for the improvement of student performance at WOCCISD. This plan has emerged from the contributions of our District Education Improvement Committee (DEIC). Within this plan, we identify the CIP and DIP as the bedrock our planning. We acknowledge and envelope the development and implementation of the SIP as a strategy and process for strengthening our action steps within the CIP and DIP to provide precision and strength in creating even more specific strategies for improvement.

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
Activity 1.1.1 Close the gap between our current literacy scores (reading and writing) and the state average	Shift the focus in Literacy from Reading only to also incorporate Writing Increase the integration of writing within literacy while continuing best practices in Reading	Integration of best practices and strategies embedded within development of District-based curriculum with increased emphasis on writing and student publications Increase effective journaling across all subjects to promote literacy. Provide occasional feedback to assess writing strengths and weaknesses.	Increased opportunities for teacher to teach lessons in small groups, provide intervention in small groups, as well as provide one-on-one conferencing and assessment with students Increased quality of student publications	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Anya Miller, & Shannon Larson Academic Coordinators: Ronald Wright, Shalynnndrea Sterling, Vickie Price, Sarah Landry Literacy Coaches Teachers	Principal and Teacher Professional Development Title I Budget Assessment and data-dissagregation. District Budget Revised Curriculum

		Embed tutorials to better assist small groups, centers, one-on-one student conferencing, intervention, feedback.			
Activity 1.1.2 Monitor student comprehension and fluency for consistent increase in student performance	<p>Monitor Assessment and Student Progress</p> <p>Beginning of Year, Middle of Year, End of Year (BOY, MOY, EOY)</p> <p>iStation, Pearson Essay Scorer, Success Maker, GradPoint</p>	<p>Pearson Writing Coach</p> <p>Accelerated Reader</p> <p>Implementation of a teacher-created intervention plan that serves as an action plan to support student learning when not meeting standards</p>	<p>Increased opportunities for student participation in formative assessment as well as formalized assessment that measures student growth and mastery of specific objectives; opportunities for teachers to identify areas not mastered to re-teach and/or provide intervention</p> <p>Student journaling</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Anya Miller, & Shannon Larson; Academic Coordinators: Ronald Wright, Shalynndrea Sterling, Vickie Price, Sarah Landry; Literacy Coaches Teachers</p>	<p>STAAR Mode & "6 week" Cycle Assessments (STAAR ONE)</p> <p>Instructional Materials Allotment</p> <p>Title I Budget,</p> <p>District & Campus Budget</p>
Activity 1.2.1 Close the gap between our current math scores and the state average	<p>Increase implementation of research-based strategies including high level performance tasks, project based learning, small groups, use of math manipulatives, one-on-one student conferencing, intervention, and feedback</p>	<p>Continue researching best practices in content PLCs</p> <p>Implementation of a teacher-created individual student intervention plans that serve as an action plan to support students not meeting standards</p> <p>District-based curriculum development</p> <p>Student intervention through pullouts</p> <p>Seeking best</p>	<p>Implementation of best practices and innovative teaching strategies – evidence of increased student performance</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Anya Miller, & Shannon Larson Academic Coordinators: Ronald Wright, Shalynndrea Sterling, Vickie Price, Sarah Landry Math Coaches CILT and Teachers</p>	<p>Title I Budget</p> <p>District Budget</p> <p>Participation in Regional Conference of the National Council of Teachers of Mathematics</p> <p>STAAR Mode & "6 week" Cycle Assessments (STAAR ONE)</p>

		practices at national level professional development District-level expansion of "Power Standards" grades 2-8			
Activity 1.2.2 Strategically utilize math coaches	<p>Increase relevancy of math instruction by making it more meaningful and more global throughout the entire campus</p> <p>Support math teachers in assessment and student progress monitoring</p> <p>Create STAAR/EOC preparation and remediation plans</p> <p>Model lessons using best practices</p> <p>Vertically and horizontally align common teaching strategies</p>	<p>Intervention pull-outs</p> <p>Classroom observations with feedback</p> <p>Model best practices</p> <p>Encourage mathematics integration and relevance across all content areas</p> <p>Introduce inquiry based mathematics instruction</p>	<p>Increased opportunities for student problem-solving and project-based learning.</p> <p>Increased opportunities for students to participate in formative assessment as well as formalized assessment that measures student growth and mastery of specific objectives; opportunities for teachers to identify areas not mastered to re-teach and/or provide intervention</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Anya Miller, & Shannon Larson Academic Coordinators: Ronald Wright, Shalynnndrea Sterling, Vickie Price, Sarah Landry Math Coaches CILT and Teachers</p>	<p>STAAR Mode & "6 week" Cycle Assessments (STAAR ONE)</p> <p>Title I Budget</p> <p>District Budget Instructional Materials Allotment</p>

<p>Activity 1.3.1 Close the gap between our current science scores and the state average</p>	<p>Increase implementation of research-based strategies including 5E lesson model, hands-on lab investigations, cooperative reading strategies, use of science journaling, problem-solving activities; and the use of inquiry based scientific procedures</p>	<p>Utilization of Region 4 Gateways in Science grades 5-8</p> <p>District-based curriculum development</p> <p>Use of interactive technology</p>	<p>Change in the manner by which teachers provide instruction to students – evidence of increased student performance</p> <p>Science Expos/Science Fairs and Field Trips</p> <p>Robotics</p> <p>STEM Academy</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Anya Miller, & Shannon Larson Academic Coordinators: Ronald Wright, Shalynndrea Sterling, Vickie Price, Sarah Landry Science CILT Teachers</p>	<p>STAAR Mode & “6 week” Cycle Assessments (STAAR ONE)</p> <p>Gateways to Science Region 4 Materials</p> <p>High School Allotment</p> <p>District Budget</p>
<p>Activity 1.4 Increase rigor of instruction as well as provide specific support for transitions of assessment from formative to summative yielding balanced assessment.</p>	<p>Assessment and Student Progress Monitoring</p> <p>Increase teacher capacity for implementing rigorous instruction.</p>	<p>Exploration and utilization of best practices for implementing rigorous classroom instruction.</p> <p>District and campus level professional development in rigor</p> <p>Content-based, district-wide vertical collaboration</p>	<p>Teachers will make instruction more rigorous and relevant while providing students with opportunities for higher level application of learning</p> <p>Instruction aligned with current standards and expectations for STAAR assessment program</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Anya Miller, & Shannon Larson Academic Coordinators: Ronald Wright, Shalynndrea Sterling, Vickie Price, Sarah Landry, Numeracy & Literacy Coaches CILT and Teachers</p>	<p>Teacher/Principal Training Grant</p> <p>Instructional Materials</p> <p>District Budget</p> <p>PD360</p> <p>District-based curriculum ELAR/Math K-12</p> <p>District curriculum in Social Studies and Science</p>

<p>Activity 1.4.2 Monitor student performance for mastery of specific objectives</p>	<p>Monitor assessment and student progress</p> <p>Remediation based upon STAAR/EOC performance</p>	<p>Creation of individual student intervention plans as well as action plans to support student learning when not meeting standards.</p> <p>Content-based, district-wide vertical collaboration</p>	<p>Increased opportunities for students to participate in formative assessment as well as formalized assessment that measures student growth and mastery of specific objectives; opportunities for teachers to identify areas not mastered through analysis of student work. to re-teach and/or provide intervention</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Anya Miller, & Shannon Larson Academic Coordinators: Ronald Wright, Shalynndrea Sterling, Vickie Price, Sarah Landry Math Coaches CILT and Teachers</p>	<p>Benchmark & Diagnostic Assessment – Region 4 Curriculum Based Assessments (CBAs) and Measuring Up Insight District Budget Instructional Materials Allotment</p>
<p>Activity 1.4.3 Analyze and evaluate current scope and sequence/curriculum and data to address instructional weaknesses</p>	<p>Monitor and assess current curriculum</p>	<p>Evaluation of current instructional practices to replace ineffective lessons/strategies with more rigorous and relevant activities</p>	<p>Increase in student mastery in identified weak areas</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Anya Miller, & Shannon Larson Academic Coordinators: Ronald Wright, Shalynndrea Sterling, Vickie Price, Sarah Landry Math Coaches CILT and Teachers</p>	<p>Title I Budget District budget Eduphoria</p>
<p>Activity 1.5.1 Expand knowledge and depth of Professional Learning Community (PLC) implementation</p>	<p>Expand PLC beyond teacher based to incorporate job like and student needs based PLC</p>	<p>RTI Team</p> <p>Continued study and learning of PLC tenets, components, and dynamics</p> <p>CILT Virtual PLC Academy</p> <p>Teams attending Solution Tree PLC Institute</p>	<p>Increase campus-based staff development offerings for staff to expand knowledge and learning of a PLC</p> <p>Increase collaboration among campus staff within PLCs</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Anya Miller, & Shannon Larson; Academic Coordinators: Ronald Wright, Shalynndrea Sterling, Vickie Price, Sarah Landry; Math Coaches CILT and Teachers</p>	<p>Title I Budget Region V Support District Budget PD360</p>

<p>Activity 1.5.2 Increase vertical/horizontal collaboration and alignment as well as district and campus level collaboration and alignment through Professional Leadership Communities</p>	<p>Staff Development Build Professional Learning Communities and Data Teams</p>	<p>Quality Alignment Walks and Fresh Eye Walks Academic Coordinator Monthly Meetings Campus-based PLCs</p>	<p>Increased collaboration within professional learning communities that impacts instruction Evidence of increased rigor in student work, writing samples, and classroom outcomes</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Anya Miller, & Shannon Larson Academic Coordinators: Ronald Wright, Shalynndrea Sterling, Vickie Price, Sarah Landry Numeracy & Literacy Coaches CILT and Teachers</p>	<p>Teacher and Principal Training Grant Title I Budget District Budget</p>
<p>1.5.3 District based Staff Development for teachers of math and science</p>	<p>Improve teacher practice through best practices and professional development Increase learning, growth, and collaboration among math and science teachers</p>	<p>Relevant district-based professional development tied to teacher and student needs Direct support from academic coaches and academic coordinators Faculty Participation in State Conference of the Science Teachers Association of Texas</p>	<p>Increased sharing of ideas among teachers yielding collaborative planning and implementation of best practices Increased implementation and sustainability of rigorous instruction</p>	<p>Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham, Director of Special Education Academic Coordinators: Ronald Wright, Shalynndrea Sterling, Vickie Price, Sarah Landry Academic Coordinators Numeracy Coaches Math CILT Members Science CILT Members</p>	<p>Title I Budget District Budget PD360</p>
<p>Activity 1.5.4 Instructional support to teachers through coaching, modeling, and professional development</p>	<p>Improve teacher practice through modeling and job-embedded professional development</p>	<p>Direct support from literacy coach and academic coordinator; Observations with feedback; Support from campus-based CILT ELA/R representative Model lessons; Lesson Planning</p>	<p>Increased sharing of ideas among teachers yielding collaborative planning and implementation of best practices Increased implementation of rigorous instruction</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals; Academic Coordinators; Literacy Coaches; CILT and Teachers</p>	<p>Principal and Teacher Staff Development Title I Budget District Budget</p>

1.5.5 New Teacher Programs	Ensure success and induction of new teachers through New Teacher Programs that provide support and professional development	Mentors/Buddies Campus-based professional development District-based professional development	New teacher success in classrooms Implementation of quality instruction and evidence of student learning New teacher retention	Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Campus Principals: Hutch Hill, Anthony Moten, Anya Miller, & Shannon Larson; Academic Coordinators: Ronald Wright, Shalynndrea Sterling, Vickie Price, Sarah Landry	Title I Budget District Budget PD360
1.5.6 District Leadership Development	Strengthen site-based collaborative decision making through the effective use of Campus Instructional Leadership Team (CILT)	CILT Retreat CIP Round Tables CILT input to Fresh Eyes Walk process, and Feedback to CILT Team Training to ELT/LT Cultural Relevance Skyward Training to Academic Coordinators & Academic Coaches	Evidence of Increased campus collaborative decision making Horizontal and Vertical curriculum alignment Teaching best practices utilized across all content areas	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Anya Miller, & Shannon Larson	Title I Budget Region V Support District Budget PD360

Section 2

Student Attendance, College Readiness and Graduation/Dropout Rate

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
Activity 2.1.1 Increase student attendance	District and community-wide effort to increase student attendance including collaboration amongst district, campus, and community (local precincts)	Creation and utilization of District PEIMS Coordinator Utilization of Community In Schools staff	Identification and recovery of students needing support and follow-up to return to and attend school	Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Rachel Stephens, PEIMS Coordinator Community in Schools staff Campus Principals	Parental Involvement Community in Schools Community Support District Budget
Activity 2.1.2 Active participation of attendance committee on each campus to ensure analysis of student attendance data and action plan for increased student attendance	Organization and Management of Student Attendance	Attendance committee will research best practices to be included in a campus-based action plan	Increased student attendance.	Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Rachel Stephens, PEIMS Coordinator Paul Thomas, III Community Liaison Campus Principals	Parental Involvement Community in Schools Committee Groups meeting regularly Title I Budget District Budget
Activity 2.1.3	Train campus attendance clerks concerning the Attendance Accounting Handbook and the use of Skyward	Attendance Accounting Handbook and Skyward training	Increased response to student absenteeism with attendance letters and referrals	Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Rachel Stephens, PEIMS Coordinator Paul Thomas, III Community Liaison Campus Principals	Parental Involvement Committee Community in Schools Groups meeting regularly Title I Budget District Budget

<p>Activity 2.2.1 Increase student College Readiness</p>	<p>Student Achievement</p> <p>Increase use of best practices for delivery and instruction of rigorous curriculum yielding commended performance in student assessment</p>	<p>Begin planning for use of NAF(National Academy Foundation), STEM101 school-wide curriculum</p> <p>Counselor Training Sessions - Basics of Post-Secondary and Career Advising; College Admissions and Applications; Financial Aid & Scholarships; Building a Successful Guidance Program</p>	<p>Increased student commended performance on STAAR assessment</p> <p>Problem-based learning, hands-on and relevant learning experiences in the areas of math and science</p> <p>Increased student participation in science, math and engineering paths of study, elevating the level of rigor in our curriculum, improve the problem-based learning approach for all students</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Anya Miller, & Shannon Larson Academic Coordinators: Ronald Wright, Shalynndrea Sterling, Vickie Price, Sarah Landry Numeracy & Literacy Coaches CILT and Teachers</p>	<p>High School Allotment</p> <p>Title I Budget</p> <p>NAF professional development and on-site training. 3 – 5 year intervention plan</p> <p>Carl Perkins Grant</p> <p>District Budget</p>
<p>Activity 2.2.2 Increase individual student SAT scores as well as overall district average on student performance of SAT</p>	<p>Student Achievement</p>	<p>Implementation of Career Cruising semester long SAT Prep course to provide students with the cutting edge needed to increase their SAT score and have a greater opportunity for post-secondary success</p>	<p>Increased student performance on SAT as well as higher number of students admitted to and successful in 4-year universities</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten Academic Coordinators: Ronald Wright, Shalynndrea Sterling; Numeracy & Literacy Coaches CILT and Teachers</p>	<p>High School Allotment</p> <p>District Budget</p>
<p>Activity 2.2.3 Partnering with Lamar-State College Orange, increase student participation and success in Dual Credit program</p>	<p>Student Achievement</p>	<p>Opportunities for students to participate in Dual-Credit course offerings at both the high school campus and college campus.</p>	<p>Increased number of students attaining dual-credit and entering college with basic credits and/or certificates</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principal: Hutch Hill Academic Coordinator Ronald Wright Counselors</p>	<p>High School Allotment</p> <p>District Budget</p>

<p>Activity 2.2.4 Increase commended performance on STAAR assessments by providing rigorous instruction to students</p>	<p>Increased implementation of rigorous instruction</p> <p>Staff Development</p> <p>Walk-Throughs, Teacher Coaching, and Feedback</p>	<p>Increase use of best practices for delivery and instruction of rigorous curriculum yielding commended performance in student assessment</p> <p>Lead4ward Field Guides</p> <p>Kilgo Training</p>	<p>Increased student commended performance on STAAR assessment</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten Academic Coordinators: Ronald Wright, Shalynndrea Sterling Numeracy & Literacy Coaches CILT and Teachers</p>	<p>Teacher and Principal Training Grant</p> <p>High School Allotment</p> <p>Instructional Materials Allotment</p> <p>District Budget</p>
<p>Activity 2.3.1 Increase graduation rate by increasing accuracy when tracking status of each cohort. Intervene as early as possible. Provide opportunities for credit recovery</p>	<p>Establishment of Graduation Task Force</p>	<p>Maintain Personal Graduation Plans for students</p> <p>Monitor student success and pacing for completion of graduation plan</p> <p>Utilize Pearson – Novanet for credit recovery</p>	<p>Increase graduation rate</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Rachel Stephens, PEIMS Coordinator Paul Thomas, III Community Liaison Campus Principals Counselors</p>	<p>High School Allotment</p> <p>District Budget</p>

Section 3

Safe, Secure, and Orderly Environment

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
Activity 3.1 Maintain policies, campus plans, and strategies to address a positive, productive, learning environment on all campuses	Student Discipline and Behavior Management	Safe and Civil Schools – CHAMPS strategies to develop behavior management strategies, learn effective classroom management strategies, implement school-wide positive behavior support and response to intervention	Opportunities for students to learn in a safe and orderly environment	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Anitrea Goodwin, Executive Director of Human Resources Melinda James, Executive Director of Finance Campus Principals	Title I Budget District Budget
Activity 3.2 Create a district-wide Discipline Management Plan.	Creation of a district wide discipline management committee to study discipline issues within the district and create a management plan	Best practices pertaining to student discipline and classroom management. Student code of conduct. Harry Wong,	Decreased number of in and out of school placements due to student misbehavior	Dr. Wayne Guidry, Director of Federal Programs Campus Principals Campus Assistant Principals	District Budget
Activity 3.2 Maintain the District Crisis Plan with yearly training for campus administrators	Safety & Training	Updated crisis plans available and reviewed for implementation.	Preparedness in the case of an emergency	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Anitrea Goodwin, Executive Director of Human Resources Melinda James, Executive Director of Finance Greg Willis, Director of Maintenance Campus Principals	Title I Budget District Budget

Activity 3.3 Provide periodic practice of emergency procedures at the campuses	Safety & Training	Monthly fire drills, lock down drills and severe weather drills once per semester	Opportunities for drill and practice; preparedness in the case of an emergency	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Anitrea Goodwin, Executive Director of Human Resources Melinda James, Director of Finance Greg Willis, Director of Maintenance Campus Principals	Title I Budget District Budget
---	-------------------	---	--	--	---------------------------------------

Section 4

Parent and Community Involvement

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
Activity 4.1.1 Increase parental involvement	Parental Involvement	Guide campus administration in identifying and utilizing best practices for increasing parental involvement.	Increased information to parents for leading, guiding, supporting students in greater levels of student success and achievement. Timely input of student grades into Skyward.	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Community in Schools Staff Campus Principals	Title I Budget District Budget
4.1.2 Conduct parent forums to support involvement; focus on critical issues youth face and strategies for addressing these issues	Communication with Parents	Guide campus administration in identifying and utilizing best practices for identifying topics of interest and support to parents and students.	Increased information to parents for supporting students in greater levels of student success and achievement. Support students and parents in overcoming obstacles and barriers to success.	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Community in Schools staff Campus Principals	Title I Budget District Budget
4.1.3 Parent Advisory Council and Parent Workshops	Parental Involvement & Communication with Parents	Meet with parents to provide a forum for expressing input within the educational process.	Increased collaboration and participation on behalf of the parents and district, campus groups/representatives.	Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Community in Schools Staff Campus Principal	Title I Budget District Budget

<p>Activity 4.2.1 Increase communication to parents</p>	<p>Communication with Parents</p>	<p>Guide campus administration in identifying and utilizing best practices for increasing parental communication such as weekly updating of grades, continuous communication to parents in the form of notes and phone calls, newsletters, letters sent home in the mail, and Alert Now phone call out system.</p>	<p>Increase of communication to parents. Parents will be informed of student progress as it relates to behavior and academics.</p> <p>Increase of correct current parent contact information in the Skyward system for teacher easy access of information. Each campus will utilize the call out system to inform their parents of campus activities.</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Elvis Rushing Director of Instructional Technology Lorraine Shannon Director of Public Information Community in Schools staff</p>	<p>Title I Budget District Budget</p>
<p>Activity 4.2.2 Maintain updated and current information for parents regarding campus activities and weekly progress of students</p>	<p>Family Access District & Campus Websites</p>	<p>Maintain up-to-date information on district and campus websites.</p> <p>Maintain up-to-date information on Family Access portal</p> <p>Utilize parent compact for increasing information as well as positive relations with parents</p>	<p>Increase of communication to parents. Parents will be informed of student progress as it relates to behavior and academics.</p>	<p>Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Elvis Rushing Director of Instructional Technology Lorraine Shannon Director of Public Information Campus Principals Community in Schools staff</p>	<p>Title I Budget District Budget</p>
<p>Activity 4.3 Increase community partnerships</p>	<p>Community Involvement</p>	<p>Collaboration with community groups increase exposure to district programs and interest in partnering with district initiatives</p>	<p>Increased support from communities and businesses in the manner of visits, exposure, and mentoring of students at campuses as well as expansion of initiatives and projects</p>	<p>Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Community in Schools staff Campus Principals</p>	<p>Community Resources and Support West Orange-Cove CISD Education Foundation</p>

Section 5

West Orange-Cove CISD will provide appropriate instruction to all general education, English language, special education and gifted learners.

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
Activity 5.1 Increase the identification of individual student needs and create individual interventions and action plans for students through the RTI process	RTI	RTI Teaming at the campus level to include Executive and Intervention committees	Decreased SPED representation rate (< 8.5%) 2013 District Rate = 12.5%	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals	Committee Staffing Committee Training District Budget Title I Budget Special Education Budget
Activity 5.2.1 Increase the SPED STAAR passing rates for Math, Writing, Science and Social Studies	Instruction	Provide relevant and rigorous TEKS correlated instruction	Increased SPED student passing rates (Math > 70%, Writing > 70%, Science >65%, Social Studies > 70%)	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals	Teacher training District Budget Title I Budget Special Education Budget

Activity 5.2.2 Decrease the SPED participation rate for STAAR-M exams taken	Testing	Accurate identification of student eligibility facilitated by TEA decision making process	Decrease in participation rate (<20%) 2013 District Rate = 31.3%	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals	TEA - Testing Decision Making Guidance Document District Budget Title I Budget Special Education Budget
Activity 5.2.3 Increase the number of SPED students receiving services in Less Restrictive Environments.	Student Schedules	Services provided to SPED students should occur in the least restrictive environment appropriate to the student needs	Increased rate of students served in settings 40/41 (>16% ages 3-5, >40% ages 6-11, > 65% ages 12-21)	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals	ARD Committee training District Budget Title I Budget Special Education Budget
Activity 5.2.4 Decrease the ratio of discretionary Out of School Suspensions between SPED and GenEd students	Discipline	Audit historical disciplinary decision making to identify trends	Decreased rate of difference (<6%) between student populations	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals	Assistant Principal Training District Budget Title I Budget Special Education Budget

<p>Activity 5.2.5 Decrease the ratio of Discretionary Alternative Education Placements between SPED and GenEd students</p>	<p>Discipline</p>	<p>Audit historical disciplinary decision making to identify trends</p>	<p>Decreased rate of difference (<1%) between student populations</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals</p>	<p>Assistant Principal Training District Budget Title I Budget Special Education Budget</p>
<p>Activity 5.2.6 Decrease the ratio of discretionary In School Suspensions (ISS) Placements between SPED and GenEd students</p>	<p>Discipline</p>	<p>Audit historical disciplinary decision making to identify trends</p>	<p>Decreased rate of difference (<10%) between student populations</p>	<p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals</p>	<p>Assistant Principal Training District Budget Title I Budget Special Education Budget</p>

Activity 5.2.7 Decrease the SPED and GenEd students annual dropout rate	Retention/Completion	Identify and monitor at risk SPED students to provide support as necessary	Decreased the annual dropout rate (<2%) 2013 District Rate = 4.3%	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals	Assistant Principal Training District Budget Title I Budget Special Education Budget
Activity 5.3 LEP Monitor Emerging LEP Programs and Populations to ensure appropriate services	LPAC Committee	Continuation of appropriate identification, processing, placement, and monitoring of LEP student population	Continued compliance with 19 TAC Chapter 89	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals	ELPs Training District Budget Title I Budget
Activity 5.4.1 CTE Increase the completion rate for both male and female students enrolled in nontraditional courses	Instruction Counseling	Increased sharing of ideas among teachers yielding collaborative planning and implementation of best practices Increased implementation of gender relevant instruction	Increased rate of completion (>40% males >35% males) as noted by TEA in the 2012 PBMAS report.	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Teacher/Counselor Training Acct. Ronald Wright, Academic & /CTE Coordinators	Teacher/Counselor Training District Budget Title I Budget Carl Perkins

Activity 5.4.2 CTE Increase the RHSP/DAP diploma rate	RTI	Provide RTI systems that are relevant to this student population	Increased diploma rate (>70%)	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals	Committee Training Teacher/Counselor Training District Budget Title I Budget Carl Perkins
Activity 5.5.1 GT Increase Accuracy of Identification	Student Identification	To identify true G.T. students and high achieving students into classrooms with non identified students and monitor success throughout the school year looking at grades earned. Students will be reviewed and remain or be dismissed according district policy	Increased access to GT programming	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals	Assessments, Samples of work, progress reports, and report cards District Budget Title I Budget
Activity 5.5.2 GT Decrease the isolation of the G.T classroom	Scheduling	Increased heterogeneous grouping of students Project-Based Learning Staff Development Modules	Increased opportunities for peer interaction in the learning environment Increased opportunities for teachers to achieve GT Certification	James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Academic Coordinators: Ronald Wright, Shalynnndrea Sterling, Vickie Price, Sarah Landry Campus Principals	Classroom teachers, trained paraprofessionals, parent volunteers, and community members. District Budget Title I Budget