

Waskom ISD Board of Trustees

Superintendent Evaluation

2014-2015

"I move to approve the Annual Superintendent Evaluation Ratings on Jimmy E. Cox-Waskom ISD Superintendent for the 2014-2015 school year which reflect the following ratings on the Board Approved Superintendent Performance Goals:

Goal:

Rating:

- \*Goal # 1-Improvement of the Positive Student Behavior Program
- \*Goal # 2-Improvement of the Positive Parental Involvement Program
- \*Goal # 3-Improvement of the District Attendance Percentage
- \*Goal # 4-Improvement of the District Physical Facilities
- \*Goal # 5-Improvement of the District Financial Condition
- \*Goal # 6-Improvement of the District Academic Instruction Program
- \*Goal # 7-Improvement of the District Extra-Curricular Programs

"I move to extend the 12 month term contract of Jimmy E. Cox-Waskom ISD Superintendent for one year which will make the term contract extend through June 30, 2018."

"I move to increase the annual gross salary of Jimmy E. Cox-Waskom ISD Superintendent by \_\_\_\_\_ which will make his annual gross salary for the 2015-2016 school year become \_\_\_\_\_."

Waskom ISD Board of Trustees

Priority Performance Goal

2014-2015

Rating Scale:

E-Exceptional	Progress exceeds the expectations and criteria noted in the instrument
P-Proficient	Progress meets the expectations and criteria noted in the instrument
N-Needs Improvement	Progress does not meet the expectations and criteria noted in the instrument
U-Unsatisfactory	Progress is unsatisfactory for meeting the expectations and criteria noted in the instrument

\*District Priority Goal-Improvement of the District Attendance Percentage

Six Week and Daily Attendance Reports will be used to determine if the District Attendance Percentage has improved.

\*Superintendent Priority Goal-The District will maintain a 96.5% Attendance Percentage for the school year.

\*Rating-

\*Comments-

Waskom ISD Board of Trustees

Priority Performance Goal

2014-2015

\*District Priority Goal-Improvement of the District Attendance Percentage

Waskom ISD District Attendance Percentage for the past six year period is as follows:

2007-2008	95.36%
2008-2009	96.01%
2009-2010	95.64%
2010-2011	96.10%
2011-2012	96.50%
2012-2013	95.9%
2013-2014	95.7%

The District Attendance Percentage has been very good for the past seven years. The current district goal is 96.5%. The campus principals work very hard to provide incentives for the students to attend school regularly. Our percentage is directly correlated with how bad the flu bug hits our student population. We have come very close to the district goal even on years when the flu bug has been very high on our student population. We will continue to develop incentives for our students to attend school regularly and keep our district attendance percentage at or above the district goal. Waskom ISD has purchased hand sanitizer and Clorox disinfectant wipes to stop the spreading of cold and flu germs. Each campus has developed a Student Attendance Incentive Program. Each campus has a budget line item of \$2,000.00 to implement their Student Attendance Incentive Program.

Waskom ISD Board of Trustees

Priority Performance Goal

2014-2015

Rating Scale:

E-Exceptional	Progress exceeds the expectations and criteria noted in the instrument
P-Proficient	Progress meets the expectations and criteria noted in the instrument
N-Needs Improvement	Progress does not meet the expectations and criteria noted in the instrument
U-Unsatisfactory	Progress is unsatisfactory for meeting the expectations and criteria noted in the instrument

\*District Priority Goal-Improvement of the District Financial Condition

FIRST-(Financial Integrity Rating System of Texas), Board Approved Budget and Annual District Financial Audit Report will be used to determine if the District Financial Condition has improved.

\*Superintendent Priority Goal-The District will have a "Superior" rating on the FIRST (Financial Integrity Rating System), a 2.2 million dollar general fund balance and a balanced district maintenance and operation budget.

\*Rating-

\*Comments-

Waskom ISD Board of Trustees

Priority Performance Goal

2014-2015

\*District Priority Goal-Improvement of the District Financial Condition

Waskom ISD has developed and implemented a balanced maintenance and operation budget for the past 14 years.

The Financial Integrity Rating System of Texas (FIRST) ranked Waskom ISD with a "Superior" rating for the 2012-2013 school year. Waskom ISD scored 70 points out of a possible 70 points possible on the rating system.

Waskom ISD has been rated "Superior" for the past 13 years by the Financial Integrity Rating System of Texas (FIRST).

I personally believe that our school district is very financially healthy.

The undesignated fund balance has been above the 2.2 million dollar goal for the past five years.

The undesignated fund balance for the past four years is as follows:

August 31, 2010	\$2,449,125.00
August 31, 2011	\$3,188,700.00
August 31, 2012	\$4,329,671.00
August 31, 2013	\$2,858,814.00
August 31, 2014	\$2,304,473.00

\*The undesignated fund balance decreased by \$1,470,857.00 from 2012 to 2013 because of the following capital facility projects:

Front Parking Lot at Elem./M.S. Campuses	\$33,796.00
T-Building Restrooms at High School	\$57,957.00
Football Stadium Bleacher Project	\$538,581.00
Softball Concession Stand/Press Box	\$18,500.00
Installing Artificial Turf and Track Replacement	\$1,227,787.00
Commercial Washer and Dryer (M.S. Gym)	\$20,121.03

Holding Tanks and Booster Pump (FB Practice Field)	\$18,221.05
Sod Removal from Game Field to Practice Field	\$18,625.00
Maroon Netting around FB Field	\$6,367.00
Aluminum Benches for FB Field	\$3,194.00
Tarps to protect track surface	\$3,380.00
Total-	\$1,946,529.08

The total cost of the capital physical facility projects are \$1,946,529.08

Since the decrease in fund balance is less than the total cost of the capital facility projects our district actually under spent the original maintenance and operation budget by \$475,672.08.

\*The undesignated fund balance decreased by \$554,341.00 from 2013 to 2014 because of the following capital facility projects:

Metal Roof Project/(Elem./MS)	\$645,000.00
Softball Field Restrooms	\$15,000.00
Baseball Field Concession Stand/Restrooms	\$25,000.00
Visitor's Side Football Pressbox	\$8,000.00
Foundation Repair at Central Office	\$13,000.00
Conversion of Old Baseball Concession Stand to a Locker Room/Fieldhouse	\$15,000.00
Total-	\$721,000.00

Since the decrease in fund balance is less than the total cost of the capital facility projects our district actually under spent the original maintenance and operation budget by 166,659.00.

The optimum undesignated fund balance for our school district is six months of average operating expenses. That amount would be approximately 3,000,000.00. Our current undesignated fund balance is \$2,304,473.00.

I believe that our school district is in a very sound financial condition.

Waskom ISD Board of Trustees

Priority Performance Goal

2014-2015

Rating Scale:

E-Exceptional	Progress exceeds expectations and criteria noted in the instrument
P-Proficient	Progress meets the expectations and criteria noted in the instrument
N-Needs Improvement	Progress does not meet the expectations and criteria noted in the instrument
U-Unsatisfactory	Progress is unsatisfactory in meeting the expectations and criteria noted in the instrument

\*District Priority Goal-Improvement of the Positive Student Behavior in the District

The faculty and staff will document the results of the student success on the "Positive Student Behavior Plan".

\*Superintendent Priority Goal-Improvement of the Positive Student Behavior in the District

Each campus principal will develop and implement a "Campus Positive Student Behavior Plan".

These plans will contain creative and motivational strategies to increase the positive student behaviors on each campus. These plans will be presented to the Waskom ISD Board of Trustees at a Regular September School Board Meeting.

\*Rating-

\*Comments-

Waskom ISD Board of Trustees

Priority Performance Goal

2014-2015

\*District Priority Goal-Improvement of the Positive Student Behavior Program

Our school district is attempting to improve the positive student behavior of all students in the district.

The entire staff at Waskom ISD is committed to a common goal of teaching our students what appropriate behavior is for a particular situation or place. The campus principals are using their entire staffs to implement the following three programs which reflect positive student behavior.

The Elementary School is currently implementing a "Caught Being Good" Program. Elementary staff members are allowed to put a student's name in a drawing box whenever they see a student doing something kind or thoughtful for someone else. Drawings are held weekly to award prizes to the selected students. The Elementary Staff is continually attempting to improve this program each school year. These improvements to the program might include expanding the program to include more students and more prizes. Each staff member has many opportunities each day to take the time to point out positive and negative behaviors of their students.

The Middle School is currently implementing a program called "Principal's 200 Club". The goal of the program is to promote positive student behavior. When a student is "caught" being good, a teacher stops the student, describes the positive behavior they observed, and gives the student a ticket. During lunch, the student brings the ticket to the office, signs the Celebrity Book, and draws a number to play in a really big Bingo-type game. The student's parents are then called and congratulate for their child's appropriate behavior. Every 3 weeks, ten students win the Bingo game and earn the Mystery Motivator.

The High School is currently implementing several programs that promote positive student behavior. Each six weeks students are recognized for Honor Roll and Perfect Attendance. These students are recognized over the intercom at school and given certificates and awards. The high school staff recognizes a male and female "Student of the Month". These students are recognized over the intercom at school and given certificates and awards. The high school also has a program where staff members can report good behavior by students to the principal. The principal calls the student to the office to congratulate the student, call his parents, and recognize the student over the intercom at school.



The following organizations or departments at the high school recognize positive behavior by students through their particular programs or activities:

Athletics, Band, Drama, Cheerleader, Dance Line, Ag./FFA, FCCLA. All of these programs spend many hours each year promoting positive student behavior. We are very blessed to have several high quality leaders of our extra-curricular programs at the Middle School and High School.

The Positive Student Behavior of our students on each campus is something that the principals spend time discussing at our monthly district administrator meetings.

I am very proud of the fact that I get many compliments during the course of a normal school year from people in our community and people in other school districts that we compete with about the appropriate and positive behavior of our students. I believe that our school district takes the responsibility of training our students to exhibit positive student behavior very seriously.

Waskom ISD Board of Trustees

Priority Performance Goal

2014-2015

Rating Scale:

E-Exceptional	Progress exceeds the expectations and criteria noted in the instrument
P-Proficient	Progress meets the expectations and criteria noted in the instrument
N-Needs Improvement	Progress does not meet the expectations and criteria noted in the instrument
U-Unsatisfactory	Progress is unsatisfactory for meeting the expectations and criteria noted in the instrument

\*District Priority Goal-Improvement of the District Extra-Curricular Programs (Participation and Performance)

The number of students participating and the success of these programs will be used to determine if the extra-curricular programs are improving.

\*Superintendent Priority Goal-The district will increase the number of students that are participating in these extra-curricular programs. The district will increase the competitive performance level of these extra-curricular programs.

\*Rating-

\*Comments-

Waskom ISD Board of Trustees

Priority Performance Goal

2014-2015

\*District Priority Goal-Improvement of the District Extra-Curricular Programs (Participation and Performance)

The number of students participating in extra-curricular programs is currently increasing each year.

The performance level of extra-curricular programs is becoming more competitive each year.

The following facts are provided to show the performance and participation of the district extra-curricular programs.

High School Band	42 students	2 <sup>nd</sup> Division at the Regional Marching Contest-2014
Intermediate Band	45 students	Students competing in Solo and Ensemble Contests
Beginner Band	62 students	Students competing in Solo and Ensemble Contests
5 <sup>th</sup> grade Music/Band	59 students	Students will have experience on instrument in spring
High School Drill Team	20 students	Students perform at football games and basketball games
Middle School Cheerleaders	10 students	Students perform at Middle School Football Games
JV Cheerleaders	10 students	Students perform at JV football games
Varsity Cheerleaders	15 students	Students perform at Varsity Football and Varsity Basketball Games
Agriculture/FFA	260 students	4 judging teams and 6 leadership teams advanced above the 1 <sup>st</sup> level of competition; many livestock show champions at various shows
High School Drama	20 students	Students will compete in UIL competition this spring
Middle School Drama	20 students	Students competed at UIL competition this fall
Athletics-Fall 2013		
M.S. Volleyball	50 students	Competed in UIL District
H. S. Volleyball	40 students	District record (0-10)
M.S. Football	50 students	7 <sup>th</sup> (8-0) Dist. Champions 8 <sup>th</sup> (7-0-1) Co-Dist. Champions
H.S. Football	60 students	Varsity (15-1) State Champions JV (6-3) 2 <sup>nd</sup> place

M.S. Girls Basketall	40 students	Competed in UIL District
M.S. Boys Basketball	30 students	Competed in UIL District
H.S. Girls Basketball	26 students	Dist. (1-13)
H.S. Boys Basketball	25 students	Dist. Runner-up (12-2)
H.S. Girls Track	20 students	Competed in Dist.
H.S. Boys Track	30 students	4-Regional Qualifier
H.S. Softball	20 students	4 <sup>th</sup> place in district
H.S. Baseball	25 students	5 <sup>th</sup> place in district
H.S. Golf	1 student	1-Regional Qualifier
H.S. Powerlifting	11 students	4-Regional Qualifier
M.S. Girls Track	40 students	4 <sup>th</sup> place
M.S. Boys Track	40 students	2 <sup>nd</sup> place

I believe the performance and participation level of all Waskom ISD Extra-Curricular Programs is improving and heading in the right direction.

All Extra-curricular programs have shown growth in numbers (participation) and are becoming very competitive (performance).

The band program in particular is growing very rapidly. Our High School Band will be approximately 80 students for the 2015-2016 school year. We have two very aggressive band directors that are recruiting and promoting our band program.

My focus during the 2015-2016 school year will be the Girl's Athletic Program. We have added an extra coach (Alex Prather) to attempt make the Girl's Athletic Program more competitive. The numbers in the Girl's Athletic Program are about normal. We are attempting to implement a rigorous weight training and conditioning program for the Girl's Division that is similar to the Boy's Program.

Waskom ISD Board of Trustees

Priority Performance Goal

2014-2015

Rating Scale:

E-Exceptional	Progress exceeds the expectations and criteria noted in the instrument
P-Proficient	Progress meets the expectations and criteria noted in the instrument
N-Needs Improvement	Progress does not meet the expectations and criteria noted in the instrument
U-Unsatisfactory	Progress is unsatisfactory for meeting the expectations and criteria noted in the instrument

\*District Priority Goal-Improvement of the District Physical Facilities

\*Superintendent Priority Goal-An annual District Physical Facilities Improvement Plan will be prepared, presented and approved at the Regular August School Board Meeting. The Superintendent will have the responsibility of preparing and presenting the District Physical Facilities Improvement Plan to the School Board. The Superintendent will work collaboratively with the School Board Building and Grounds Standing Committee in preparing the District Physical Facilities Improvement Plan. Successful implementation of the District Physical Facilities Improvement Plan will be the responsibility of the Superintendent.

\*Rating-

\*Comments-

Waskom ISD Board of Trustees

Priority Performance Goal

2104-2015

\*District Priority Goal-Improvement of the District Physical Facilities

\*Superintendent will give monthly reports on the progress of school facility improvement projects.

\*Long Range Plan for Waskom ISD Physical Facilities

I have implemented a proactive plan for the regular maintenance of the District Physical Facilities. The Plan will involve maintaining a crew of seven maintenance employees throughout the school year. I will have two maintenance employees work one Saturday per month to accomplish tasks and repairs that can't be accomplished while school is in session. These tasks and repairs include power washing, painting, and general maintenance. The maintenance employees who work on Saturday will be given a comp. day during the regular week that they are required to work on Saturday.

I will meet with the School Board Building and Grounds Standing Committee on an as needed basis to discuss and plan future major physical facility projects that the district will pursue in the future.

\*The following major physical facility projects have been completed since my last evaluation:

\*Complete renovation of two restrooms in the T-Bldg. at the high school.

\*Asphalt paving and sealing of the front parking lot at the Elementary/Middle School.

\*Construction of a 16'x16' metal building to be used as a Press Box/Concession Stand at the High School Softball Field.

\*Renovation and addition of bleachers at the High School Football Stadium.

\*Installing Artificial Turf at the High School Football Stadium.

\*Re-surfacing the track at the High School Football Stadium.

\*Installing a commercial washer and dryer at the Middle School gym.

\*Installing holding tanks and a booster pump at the High School Practice Football Field.

\*Moving sod turf from the football game field to the practice field at the high school.

The following major physical facility projects are currently in progress:

\*Construction of Restroom Facility at the High School Softball Field.

\*Construction of a Concession Stand/Restroom facility at the High School Baseball Field.

The following major physical facility projects are under consideration and future planning with the School Board Buildings and Grounds Standing Committee:

\*Painting/replacement of metal roof panels at the Elementary/Middle School that are currently in need of repair/replacement.

\*Asphalt paving and sealing of the back parking lot at the Elementary/Middle School.

I am attempting to be very proactive in the maintenance of our district school facilities.

\*The following capital facility projects have been completed since my last evaluation:

\*Metal Roof Project-(Elem./MS) \$645,000.00

\*Visitor's Side Football Pressbox \$8,000.00

\*Foundation Repair at Central Office \$13,000.00

\*Conversion of Old Baseball Concession

Stand to a Locker Room/Fieldhouse \$15,000.00

\*Softball Restroom Project \$15,000.00

\*Baseball Concession Stand/Restroom Project \$25,000.00

I believe that our school district facilities are in the best condition that they have ever been. We have continually upgraded our facilities over the past five years. We have no major facility projects scheduled for the 2015-2016 school year. We will focus on making the needed repairs and replacement of things that fall into the regular maintenance program. We will probably have to replace and repair several AC/Heat units, doors and ceiling tiles during the next school year. I am attempting to be very pro-active in the improvement and maintenance of our school district facilities.

Waskom ISD Board of Trustees

Priority Performance Goal

2014-2015

Rating Scale:

E-Exceptional	Progress exceeds expectations and criteria noted in the instrument
P-Proficient	Progress meets the expectations and criteria noted in the instrument
N-Needs Improvement	Progress does not meet the expectations and criteria noted in the instrument
U-Unsatisfactory	Progress is unsatisfactory in meeting the expectations and criteria noted in the instrument

\*District Priority Goal-Improvement of the Parental Involvement in the District

Documentation of parents attending activities, meetings, athletic contests and events hosted or sponsored by the school district.

\*Superintendent Priority Goal-Improvement of the Parental Involvement in the District

Each campus principal will develop and implement a "Campus Parental Involvement Plan".

These plans will contain creative and motivational strategies to increase the parental involvement on each campus. These plans will be presented to the Waskom ISD Board of Trustees at the Regular September School Board Meeting.

\*Rating-

\*Comments-



Waskom ISD Board of Trustees

Priority Performance Goal

2014-2015

\*District Priority Goal-Improvement of the Positive Parental Involvement Program

Waskom ISD Education Foundation has been created to award individual teacher grants to the teachers on all three campuses. The individual teacher grants will be monetary amounts of funding to encourage teacher creativity in planning and implementing classroom lessons. Teachers have submitted grant applications for these creative classroom projects. The Education Foundation received four grant applications from teachers in the district. The grants will be awarded in late January or early February of 2014. Parents and Grandparents are serving on the Board of Directors for the Education Foundation. The grant applications included laptop computers, kindles, culinary art equipment and a field trip to NASA. The Education Foundation has currently raised \$15,000.00 through donations and fundraisers. The Education Foundation raffled a 4-wheel All-Terrain Vehicle as one of the fundraisers. I believe that this Education Foundation gives all our parents, grandparents and community stakeholders an opportunity to be involved in our education system. I personally oversee the activities and functions of the Education Foundation.

The Waskom ISD Education Foundation has currently raised about \$9,000.00 during the 2014-2015 school year. The Education Foundation has an ongoing Bed Sheet Set Sale that is generating funds for the foundation. The Education Foundation has an Auction and Meal Fundraiser planned for March 19, 2015. The Education Foundation received 18 classroom teacher grant applications this school year. The total of the 18 grant applications is \$67,890.00. The Education Foundation hopes to have \$20,000.00 available to fund a partial of all the grants. The Education Foundation is continually growing. We currently have 18 Directors working in the organization. All the funds are raised by donations or fundraisers.

Waskom ISD Alumni Association has been created for seven years and is an excellent opportunity for our alumni (parents, grandparents and community stakeholders) to be involved in many school functions and activities. The Alumni Association has a reception each year after the homecoming football game. The school district secures local sponsors to be able to have pizzas, soft drinks and water for the Alumni Reception. Approximately 200-300 people attend each year. The Alumni Association sponsors a \$500.00 scholarship each year for an outstanding senior student from our high school. The Alumni Association has been growing each year. The date for the 2015 Homecoming has been set for October 2, 2015 which is the second district game against Frankston. I personally oversee the activities and functions of the Alumni Association.

The campus principals continually discuss ways to increase the positive parental involvement in our school district. Waskom ISD sponsors three community events for our entire community to participate in each school year. Each campus is responsible for one of these three community events. The Elementary School is responsible for the Cinco De' Mayo program. Approximately 400 people attended

this event in May of 2014. The entire staff and student body are encouraged to participate in the planning and implementing of the program. The entire community is invited to attend the program. The Middle School is responsible for the Black History Month Program. Approximately 200 people attended this event in February of 2014. The entire staff and student body are encouraged to participate in the planning and implementing of the program. The entire community is invited to attend the program. The High School is responsible for the Veteran's Day Program. This event is held in the High School Gym. Approximately 700 people attended this event. The entire staff and student body are encouraged to participate in the planning and implementing of the program. The campus principals continually encourage and require staff members to make positive phone contacts with their parents. The Elementary School has a very active PTO organization. The PTO organization assists the principal in many activities and functions during the school year. The PTO organization recently held a cookie dough fundraiser to raise money for these activities and functions at the Elementary School. The Elementary School has an award program for the parents to attend each six weeks where students receive awards for perfect attendance, good behavior and outstanding academic achievement. The Middle School is involving their parents in the "Principal 200 Club". After a student receives a coupon for good behavior the teacher and principal make a personal phone contact with the parent about the good behavior coupon and why the student received the coupon. The Middle Principal continually encourages the staff to make personal phone calls to parents about outstanding academic and extra-curricular achievement. The High School has three active booster clubs that support the Athletic Department, Band Department and Ag. Department. I believe all three of these booster clubs have increased membership and participation in activities, events and fundraising this school year.

The Elementary School partnered with the PTO to host an Open House and Ice Cream Social. The idea was to give parents an opportunity to not only visit with the teachers, but to also get parents involved in a positive way through joining the organization and becoming actively involved.

The Middle School is involving their parents by using the "Principal 200 Club". After a student receives a coupon for good behavior, the teacher and principal make a personal phone call to the parent to congratulate the parent on the fact that their child was caught exhibiting a good appropriate behavior. These personal phone calls will help the parents have a good attitude about the school and bring praise to their child because of the phone call.

The High School will be holding informational meeting for parents to explain the new graduation requirements implemented by the Texas Education Agency. The topics in these meetings will include EOC testing and how it will be used for graduation. These informational meetings will serve as a bridge to the home of each student at Waskom High School. The High School sponsors a Baccalaureate Service and Award Night for our seniors.

All three campuses sponsor academic award programs for their campuses at the end of the school year.

The district sponsors an ice cream social for the entire community before the Homecoming Football Game. The district also sponsors graduation programs for Head Start, Pre-Kindergarten, Kindergarten, 8<sup>th</sup> grade and 12<sup>th</sup> grade.

Our district is attempting to increase the positive parental involvement by improving the current activities and programs in place and adding programs and activities on an as needed basis. Adding a program or activity each semester per campus does not allow us to focus on current activities or programs in place that are productive.

Waskom ISD Board of Trustees

Priority Performance Goal

2014-2015

Rating Scale:

E-Exceptional Progress exceeds expectations and criteria noted in the instrument

P-Proficient Progress meets the expectations and criteria noted in the instrument

N-Needs Improvement Progress does not meet the expectations and criteria noted in the instrument

U-Unsatisfactory Progress is unsatisfactory in meeting the expectations and criteria noted in the instrument

\*District Priority Goal-Improvement of the District Academic Instruction Program

The District TAPR (Texas Academic Performance Report), STAAR scores for all grade levels and subjects at or above the Region VII average, and Dropout/Completion Rate will be used to determine if the District Academic Instruction Program has improved.

\*Superintendent Priority Performance Goal-Improvement of the District Academic Instruction Program

The District and all three campuses will be rated as "Met Standard", STAAR scores for all grade levels and subjects at or above the Region VII average, a dropout rate of 5% or lower and a completion rate of 87% or higher.

\*Rating-

\*Comments-

Waskom ISD Board of Trustees

Priority Performance Goal

2104-2015

\*District Priority Goal-Improvement of the District Academic Instruction Program

The AEIS (Academic Excellence Indicator System) and TAKS (Texas Assessment of Knowledge and Skills) have been changed and a new system is now in place. The TAPR (Texas Academic Performance Report) and STAAR (State of Texas Assessment of Academic Readiness) are currently being used to analyze all Texas Independent School Districts. I have modified my evaluation to accommodate these changes in the system.

\*The campus and district ratings are as follows:

District-Met Standard

High School-Met Standard      Academic Achievement in Social Studies

Middle School-Met Standard

Elementary School-Met Standard

\*The District Dropout Rate for grades (7-8) is 0.00%. The District Dropout Rate for grades (9-12) is 0.80%.

\*The District Completion Rate for grades (9-12) is 98.4%.

\*STAAR Scores for the District are as follows:

I am providing a chart to show a comparison of our District STAAR Scores with the Average STAAR Scores of all schools in Region VII (95 schools in our immediate area). ( ) is the 2013-2014 STAAR Score.

Grade Level and Subject	District Average	Region VII Average
3 <sup>rd</sup> Grade Reading	88% (74)	81% (76)
3 <sup>rd</sup> Grade Math	69% (71)	70% (69)
4 <sup>th</sup> Grade Reading	73% (85)	71% (72)
4 <sup>th</sup> Grade Math	43% (77)	67% (69)
4 <sup>th</sup> Grade Writing	75% (85)	68% (70)
5 <sup>th</sup> Grade Reading	78% (82)	75% (86)
5 <sup>th</sup> Grade Math	64% (78)	73% (87)

5 <sup>th</sup> Grade Science	79%	(78)	71%	(71)
6 <sup>th</sup> Grade Reading	62%	(72)	73%	(77)
6 <sup>th</sup> Grade Math	52%	(66)	75%	(79)
7 <sup>th</sup> Grade Reading	71%	(65)	78%	(76)
7 <sup>th</sup> Grade Math	64%	(44)	74%	(68)
7 <sup>th</sup> Grade Writing	61%	(61)	72%	(72)
8 <sup>th</sup> Grade Reading	79%	(92)	84%	(89)
8 <sup>th</sup> Grade Math	82%	(82)	80%	(88)
8 <sup>th</sup> Grade Science	62%	(77)	74%	(69)
8 <sup>th</sup> Grade Social Studies	51%	(64)	60%	(58)
ELA Reading I	77%	(67)	70%	(68)
ELA Reading II	79%	(71)	79%	(71)
Algebra I	86%	(78)	78%	(81)
Biology	81%	(100)	84%	(90)
U.S. History	(98)		75%	(89)
All Grades/All Subjects	73%	(73)	77%	(76)
All Grades/Reading	78%	(75)	80%	(76)
All Grades/Math	72%	(70)	79%	(77)
All Grades/Writing	60%	(68)	62%	(71)
All Grades/Science	80%	(80)	81%	(77)
All Grades/Social Studies	70%	(70)	74%	(74)

Waskom ISD is at or above the Region VII average on a large percentage of the different STAAR test scores.

\*The addition of Brittney Davis as the Curriculum/Instruction/Assessment Coordinator has been a great asset to the Academic Instruction Programs at Waskom ISD. I truly believe that our school district will develop a stronger academic instruction program in the coming years.

\*The benchmark testing process has been greatly improved at each campus. Brittney Davis is assisting our three campus principals in the process of improving the benchmark testing process. She is also assisting the campus principals on the process of how to use these scores to improve the curriculum, instruction and assessment on each campus.

\*The campus principals have been very focused on improving the rigor and higher level instruction in every classroom.

\*The campus principals are currently attempting to implement Flipped Classroom Instruction, Project Based Learning and Technology Based Instruction into every classroom.

\*The campus principals and the CIA Coordinator are making a very special effort to complete as many walk-through observations as possible in every classroom on their respective campuses.

\*I believe that we have developed a system that will greatly improve our Academic Instruction Program at Waskom ISD.