

# WASKOM ISD

## **District Improvement Plan**

2011/2012

Date Reviewed: 06/15/11

Date Approved:

# WASKOM ISD

## **Mission**

*The mission of Waskom ISD is to provide a safe and secure learning environment while educating every student to become a successful, productive member of an everchanging global society.*

## **Vision**

*With leadership from our superintendent, this plan has been collaboratively developed by the district site-based decision making committee which represents all district stakeholders. All performance goals identified in No Child Left Behind legislation have been adopted by the district and are reflected in this district plan of action.*

### Nondiscrimination Notice

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

# WASKOM ISD Site Base

Name	Position
Bailey, Scott	WMS Non- Teaching Professional/Principal
Bell, Margie	Non-Teaching District Professional
Carpenter, Paula	Non-Teaching Professional/Nurse
Crocker, Donna	WMS Teacher
Daily, Kelly	WMS Teacher
Hawkins, Rachel	WES Non-Teaching Professional/Assistant Principal
Hughes, Mary	Business Representative
Jimmerson, Lamia	WES Teacher
King, Happy	WHS Special Education Teacher
Mauldin, Becky	Parent Representative
Musick , Stuart	WHS Non-Teaching Professional/ Principal
Roeder, Emily	WES Teacher
Sharp, Carolyn	WMS Special Education Teacher
Springer, Trudy	Community Representative

# No Child Left Behind Performance Goals

*(These goals have not been updated by the U.S. Department of Education as of the 2011/2012 school year.)*

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

# Title I Components

1. Comprehensive needs assessment of entire school
2. Reform strategies
3. Instruction by highly qualified teachers
4. High-quality ongoing professional development
5. High-quality teachers to high-need schools
6. Parent involvement
7. Preschool transitioning
8. Measures to include teachers in assessment decisions
9. Effective and timely assistance
10. Coordination of programs

# CNA

WASKOM ISD  
2011-12  
Assessment of Current Situation

## **Comprehensive Needs Assessment**

To assess where our students are in relation to our Vision, Mission, and our board-approved goals, the SBDM team reviewed all available data to identify our strengths and to prioritize our areas of concerns.

Formal review includes data from the following:

- Results of most recent community and parent surveys; Accountability and AYP ratings
- Disaggregation of current-year AEIS data
- Multi-year trends from DMAC reports
- Professional development needs surveys
- Student retention rates
- Discipline data from PEIMS
- Results of staff and student performance on most recent technology assessment

Informal measures include the following:

- Needs identified through campus SBDM teams
- Review of previous year initiatives
  - o to determine over-all effectiveness and implementation level , and
  - o to consider continued development/modifications and necessary continued funding
- Staff emails to district-level personnel
- Review of the district's vision and discussion regarding current information/research-based strategies that will move the district closer to attainment of the vision

# Prioritized Needs

WASKOM ISD

2011-12

Prioritized Strengths and Areas of Concern

Our review of data led us to the following discoveries regarding our strengths and our areas of concern. Both of these discoveries became the primary focus of the 2011-2012 District Improvement Plan, either in the form of very specific objectives or of actions under the objectives.

## Identified Strengths

Caring, committed teaching staff

Tutorials during school hours

Teacher use of effective instructional practices and teacher commitment to learning

Curriculum alignment to TEKS

Highly qualified teachers (100% this year)

## Strengths Data Source

Parent and student interviews.  
Active participation on SBDM teams

Student performance records. Student retention records.

Staff development records.  
Principal reports of walk-throughs and teacher evaluations

Increased use of CScope. Improved student performance in math

HQ report

## Areas of Concern

Develop stronger community and parent partnerships/involvement

Increase learning opportunities for ELL students to perform successfully on all state-mandated assessments

Continued support of teachers through specialized training in TEKS and research-based strategies to improve student performance

Increase reading mastery and mastery in all content areas (especially science) for ALL students, in particular, for special populations and learning disabled students

Increase more intensive opportunities for identified at-risk students through tutorials

Continue upgrading and integration of technology for both administrative and instructional use  
LEA accountability rating AU and two campuses missed AYP

## Areas of Concern Data Source

Student performance records. Teacher and Principal feedback.  
Parent attendance at school meetings/events.

Longitudinal student performance data

AEIS data and DMAC reports

Longitudinal student performance data

Disaggregated student performance results

Technology assessment results for students and teachers  
Accountability and AYP reports

# Resource Funding Sources

Federal	State	Local	Other
CTE Funds	CATE Funds	Activity Funds	CScope
EduJobs	CCPT grant		DMAC data
IDEA Special Education	Connections Grant		ESC 7
Title I	D.A.T.E. Grant		Local District
Title IIA Principal and Teacher Improvement	Local Funds		Principal
Title III Bilingual / ESL	State Compensatory		Special Education Teachers
			Supplemental Materials
			Teacher Made Materials
			TEKScore data



# WASKOM ISD

**Goal 1.** Waskom ISD will continue to provide a quality education so that all students can achieve their maximum potential and exceed state standards for a recognized district.

**Objective 1.** By the spring of 2012, all student groups will meet or exceed the reading, writing, math, science and social studies state average on state administered assessments. All students and student groups will perform satisfactorily on state measures.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide soft-ware and web based programs to be used to address at-risk students needs: Perfect Copy, Compass, iStation, Rosetta Stone, Study Island, NovaNet, BrainPop, GCS, EdMark (Title I SW: 9) (Target Group: AtRisk)	Principal	Jan 2012	(F)Title I, (S)Connections Grant	Formative - Summative: Student performance as measured by TAKS, TAKS Accom, TAKS M, TAKS Alt, TELPAS and iSIP.
2. Continue Accelerated Reading and Math Programs, including STAR math and reading (Title I SW: 9) (Target Group: All)	Core Subject Teachers	Jan 2012	(F)Title I	Formative - Formative: Monitor points gained Summative: 5% increase in TAKS reading performance
3. Continue ESL program Pre-K - 12 (Title I SW: 10) (Target Group: ESL, LEP) (NCLB: 2)	Core Subject Teachers	Nov 2011	(F)Title III Bilingual / ESL, (O)ESC 7	Formative: grades from 3 & 6 wks grading periods Summative: TELPAS scores increase by 5%
4. Provide Special Education Program 504 modifications training (Title I SW: 4)	Core Subject Teachers	Jan 2012	(F)IDEA Special Education	Formative: teacher sign-in sheets Summative: TAKS, TAKS ACC, TAKS M scores increase by 5%
5. Continue Dyslexia/Reading intervention programs: Reading Recovery and iStation PK-8; reading class 9-12 monitored by dyslexia reading specialist (Title I SW: 9) (Target Group: AtRisk)	Dyslexia specialist	Jan 2012	(F)Title I, (F)Title IIA Principal and Teacher Improvement	Formative: sign-in sheets mtgs. with teachers Summative: TAKS rdg scores increase by 5%
6. All written communication with parents sent home in language spoken at home (Title I SW: 6,10) (Target Group: H, ESL, LEP) (NCLB: 2)	Principal	Jan 2012	(S)Local Funds	Formative: Checklist of all written communication in home language Summative: sign-in sheets; increase parent contact by 5%
7. Provide update training for Special Education staff to use management software (Title I SW: 4,10) (Target Group: SPED)	Core Subject Teachers	Jan 2012	(O)Special Education Teachers	Formative: sign in sheets Summative: all reports submitted by deadline

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Provide LPAC training (Title I SW: 4,10) (Target Group: H, ESL, LEP) (NCLB: 2)	Curriculum Director	Jan 2012	(F)Title III Bilingual / ESL, (O)ESC 7	Formative - Formative: sign in sheets Summative: TELPAS scores increase by 5%
9. Notify parents of ESL programs (Title I SW: 6,10) (Target Group: ESL, LEP) (NCLB: 2)	Principal	June 2012	(S)Local Funds	Formative: # of notices, mtgs, phone calls Summative: 5% increase in parent contact
10. Provide Reading Recovery Program grade 1 (Title I SW: 9) (Target Group: AtRisk) (NCLB: 1)	Core Subject Teachers	Jan. 2012	(F)Title I	Summative: TPRI, Early Reading Instrument Report. Formative: Number of students considered to be developed.
11. Tutorial for state assessment non-mastery students (Title I SW: 1,9) (Target Group: AtRisk) (NCLB: 1)	Principal	Jan 2012	(O)DMAC data, (S)State Compensatory - \$500	Formative - Formative: make a class list of identified students.
12. Provide Credit Recovery for High School Students. Use NovaNet and Odyssey. (Target Group: AtRisk) (NCLB: 5)	Counselor(s), Principal	Jan 2012	(F)Title I	Formative: Oddssey class list of identified students.
13. Region 7 contract services: including CScope, G/T, Administrator, Curriculum, Math/Science, ELA/Social Studies, Fine Arts, Title, Fed. Programs, ESL, Migrant, DMAC, RSCCC, Personnel, Supt. Academy, Purchasing, Library, Counselor, Unitedstreaming, Business, Legal	Curriculum Director	June 2012	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (O)ESC 7	Formative: document use of consultants
14. Use SCE to support Title I school-wide campuses	Curriculum Director	June 2012	(S)State Compensatory - \$375,000	Formative - Formative: monitor SCE/ Title I budget
15. Give District-wide Benchmark Tests every weeks (Title I SW: 1,2,8) (Target Group: All)	Curriculum Director, Principal	March 2012	(O)DMAC data, (O)TEKScore data	Formative: Copies of tests on file/TEKScore data Summative: 5% increase in TAKS, TAKS ACC, TAKS M performance

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
16. Participate in Region 7 Math and Science Co-op, ELA/ Soc. Studies Co-op, and G/T Co-op (Title I SW: 3,4) (Target Group: All)	Curriculum Director	Nov 2011	(F)Title IIA Principal and Teacher Improvement	Formative - Formative: increase the number of teachers attending training.
17. Provide professional development to improve the quality of instruction and support given to students in the areas of academics and behavior - training, books, materials, PDAS, CScope, webinars, modules (NCLB: 3)	Core Subject Teachers	June 2012	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (O)ESC 7	Formative - Formative: 5% increase in # of teachers requesting training Summative: 100% of teachers attend training / ESC7 staff development records
18. Update and use technology and software for students in elementary school, high school, and middle school (examples: mobile lab, podcasting, document cameras interactive whiteboards and tablets) (Target Group: All)	Director of Technology	Jan 2012	(S)Connections Grant	Formative - Formative: Principal observation
19. Provide in school tutoring for students taking state assessments and core subjects (Target Group: AtRisk)	Principal	Jan 2012	(O)DMAC data, (O)TEKScore data	Formative - Formative: Number of students identified Summative: 5% increase in TAKS, TAKS Acc., TAKS M scores
20. Teachers will use item analysis-DMAC disaggregation of data from local and state assessments for data-driven instruction. (Title I SW: 2,8,9) (Target Group: All)	Core Subject Teachers	Nov 2011	(O)DMAC data, (O)TEKScore data	Formative: Number of DMAC log-ins by staff Summative: 5% increase in DMAC usage by staff
21. Continue to provide GCS at high school and fully implement GCS at the middle school. (Title I SW: 2,9) (Target Group: SPED, AtRisk) (NCLB: 5)	Principal	June 2012	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (S)Local Funds	Formative - Formative: Number of students attending GCS Summative: 5% increase in TAKS, TAKS ACC, TAKS M scores
22. Assist teachers with TExES Registration including reimbursement of fees, when eligible. (Title I SW: 3)	Curriculum Director	Nov 2011	(F)Title IIA Principal and Teacher Improvement	Formative: Number of teachers registering Summative: Number of teachers certified

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
23. Provide parent awareness training for transition from high school to post secondary training or workforce and for PreK into traditional school program. (Title I SW: 6,7)	Core Subject Teachers	June 2012	(S)Local Funds	Formative/Summative: Parent sign In Sheets
24. Continue collaboration with TSTC and Panola college (Title I SW: 2,4,9,10) (Target Group: All)	Principal	Jan 2012	(S)Connections Grant	Formative - Formative: Practice TAKS Test scores Summative: 5% increase in science TAKS, TAKS Acc, TAKS M scores
25. Provide CScope curriculum framework for vertical alignment / TEKS alignment in core subjects. (Title I SW: 2) (Target Group: All)	Curriculum Director, Principal	Nov 2011	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (O)CScope, (S)Local Funds	Formative: # of teachers attending CScope training Summative: # of teachers using CScope TEKS aligned curriculum
26. Continue to fill the full-time dyslexia coordinator/reading specialist position (NCLB: 1)	Curriculum Director	Nov 2011	(S)Local Funds	Formative - Formative: # of dyslexia assessments performed Summative: 5% increase in student performance on TAKS, TAKS A, TAKS M
27. Continue to provide technology and accessories necessary to implement instructional strategies that integrate technology (Target Group: All, ESL, SPED) (NCLB: 1,2)	Principal	March 2012	(O)Local District, (S)Connections Grant, (S)Local Funds	Formative - Formative: iSIP scores / benchmark scores / # of computers installed Summative: 5% increase in student performance on TAKS, TAKS A, TAKS M, TELPAS, iSIP
28. Provide additional CTE classes by continuing to fund an additional ag teacher position (Target Group: CTE)	Principal	Nov 2011	(S)Local Funds	Formative - Formative: # of students registered for CTE classes Summative: 5% increase in student performance on TAKS, TAKS A, TAKS M

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
29. Provide supplemental materials, as needed, for special education students	Special Ed Teachers	June 2012	(F)IDEA Special Education	Formative -
30. Continue to provide transportation on a specially adapted bus for students with disabilities.	Special Ed Teachers	June 2012	(O)Special Education Teachers	Formative -
31. Continue to provide adequate staffing at all grade levels	Principal	June 2012	(F)EduJobs	

# WASKOM ISD

**Goal 2.** Waskom ISD will continue to support all students and encourage school attendance so they can achieve their maximum potential.

**Objective 1.** By the spring of 2012, Waskom ISD will meet or exceed the state attendance and dropout targets.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide AEP program (Target Group: All)	Principal	March 2012	(S)Local Funds	Monitor assignments, progress and attendance of all students district wide.
2. Continue to use the services of a School Resource Officer (Target Group: All) (NCLB: 4)	Instructional Facilitator	Nov 2011	(S)Local Funds	Formative: Monthly reports to principals Summative: 5% improvement in district AEIS attendance and dropout data
3. Send compulsory attendance letters home (Title I SW: 6)	Principal	Jan 2012	(S)Local Funds	Formative: 6 weeks attendance check Summative: 5% decrease in # of students falling below attendance standard
4. Pursure legal action for attendance and truancy	Principal	Jan 2012	(F)No Cost	Formative: 6 weeks attendance check Summative: 5% decrease of # of truancy complaints filed in local court
5. Continue to participate in project to allow Waskom High School Final Exam exemptions (Target Group: All)	Principal	Jan 2012	(L)Student Feedback , (O)Principal	Formative: 6 weeks grades Summative: 5% increase in number of students exempt from semester final exams
6. Provide career education (career fair, field trips and awareness)	Counselor(s)	June 2012	(F)CTE Funds, (S)Local Funds	Formative: Increase student requests for career information Summative: 5% increase in percent of students participating in career education activities
7. Continue to recognize students with perfect attendance/ Reward middle school students with an "electric" lunch (use video games, cell phone apps) when attendance is above 96.5%.	Principal	Nov 2011	(L)Activity Funds	Formative: 6 weeks attendance check Summative: 1% increase in attendance rate

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**Objective 1.** By the spring of 2012, Waskom ISD will meet or exceed the state attendance and dropout targets.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Continue to recognize students on the honor roll	Principal	June 2012	(L)Activity Funds	Formative - Formative: 6 Weeks grade check/ Passing rate Summative: 5% increase in district passing rate
9. Publish attendance and truancy policy in handbook and on Web page (Title I SW: 6) (Target Group: All)	Principal	Nov 2011	(S)Local Funds	Formative/Summative: 6 weeks attendance check
10. Enlist services of School Resource Officer to assist with truancy problems.	School Nurse	Jan 2012	(S)Local Funds	Formative: Home visit logs Summative: 5% decrease in number of truancy referrals to SRO
11. Continue to implement ISS / lunch detention/ principal detention / morning detention / Saturday school (Title I SW: 9) (NCLB: 4)	Principal	Jan 2012	(S)Local Funds	Formative: 6 week review of discipline referrals Summative: 5% decrease in total number of referrals for school year
12. Provide opportunities for students to make-up absences & missed grades & Saturday school (Title I SW: 9)	Principal	Jan 2012	(S)Local Funds	Formative: 6 week review of attendance rate and grades Summative: 5% decrease in percent of students required to make up absences and/or missed grades
13. Conduct Parents Night college admission / financial aid (Texas Grant & Teach for Texas Grant Program (Title I SW: 6) (Target Group: All)	Counselor(s)	June 2012	(F)CTE Funds, (S)Local Funds	Formative: Number of parents in attendance Summative: 5% increase in percent of graduates who enroll in post secondary courses
14. Conduct mock truancy trials for Middle School Students (Target Group: All) (NCLB: 4)	Core Subject Teachers	June 2012	(F)No Cost	Formative: student feedback Summative: 5% decrease in number of students referred to local court for truancy

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**Objective 1.** By the spring of 2012, Waskom ISD will meet or exceed the state attendance and dropout targets.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
15. Continue credit recovery for high school students /NovaNet / Odysseyware (Title I SW: 8,9,10) (NCLB: 5)	Principal	March 2012	(F)Title I, (S)Local Funds	Formative: list of students Summative: 5% increase in percent of students recovering credits from failed courses
16. Growth and Development Handouts and Movie (Target Group: All)	School Nurse	March 2012	(F)No Cost	Formative: number of handouts delivered Summative: Feedback from parents and students
17. Pregnancy Related Services Program (NCLB: 5)	Counselor(s), Principal	March 2012	(F)No Cost	Formative/Summative: PRS entry/exit date documentation with counselor
18. PRS - counseling (individual and group)	Principal	Jan 2012	(F)No Cost	Documentation with counselor
19. PRS - nurse visit and care at school	School Nurse	March 2012	(F)No Cost	Documentation with counselor
20. PRS CEHI Teacher - P.A.P.A.	Principal	March 2012	(F)No Cost	CEHI teacher's log (dates/times)
21. Integrate academics with CTE - Provide supplemental resources for CTE/AG (Target Group: CTE)	CATE Director	March 2012	(F)CTE Funds	Formative - Formative: # of students registered for CTE/Ag Summative: 2% increase in completion rate and 5% increase in student performance on TAKS, TAKS A, TAKS M
22. Continue to enhance CTE course hands-on learning by using the newly constructed horticulture lab (Target Group: CTE)	Superintendent(s)	June 2012	(O)Local District	Formative - Formative: # of students registered for CTE Summative: 2 % increase in completion rate and 5% increase in student performance on TAKS, TAKS A, TAKS M



# WASKOM ISD

**Goal 3.** Waskom ISD will continue to provide a safe and secure environment for all students so they can achieve their maximum potential.

**Objective 1.** By the spring of 2012, Waskom ISD will provide a safe and secure environment by implementing strategies to decrease substance abuse among students, reduce violence in school and increase community and parental involvement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Conduct "Red Ribbon Week" activities (Target Group: All) (NCLB: 4)	Counselor(s), Curriculum Director	Nov 2011	(O)Local District	list of activities extent of participation
2. Provide School Resource Officer (NCLB: 4)	Principal	Nov 2011	(O)Local District, (S)Local Funds	Formative - Monthly incident reports to principal
3. Provide staff development about "Blood Borne Pathogens" and safety (NCLB: 4)	School Nurse	Nov 2011	(S)Local Funds	Formative - Presentation evaluation
4. Conduct drug testing of randomly selected extra-curricular participants, including athletes, at middle school and high school (NCLB: 4)	School Nurse	March 2012	(S)Local Funds	Feedback from parents and students
5. Continue school counseling program (NCLB: 4)	Curriculum Director	June 2012	(S)Local Funds	Number of student services/ contacts
6. Continue DARE program for 5th and 6th grade (Target Group: All) (NCLB: 4)	Core Subject Teachers	Jan 2012	(F)No Cost	Formative: teacher and student feedback Summative: 5% increase in percent of students graduating from DARE program
7. Conduct Back to School Night for Pre-K to 12 grades (Title I SW: 6)	Principal	Nov 2011	(O)Local District	Sign-in logs
8. Participate in Harrison County Boot Camp (NCLB: 4)	Principal	March 2012	(S)Local Funds	Formative: Feedback - Marshall ISD Boot Camp Summative: 5% decrease in discipline referrals
9. Participate in Early Saver Club Elem School	Core Subject Teachers	Jan 2012	(L)Student Feedback	Number of participating students
10. Provide staff development for First Aid and CPR Training	School Nurse	Nov 2011	(O)Local District	Sign-in sheets
11. Provide LPAC Training with LEP Parents / Host parent nights especially designed for LEP parents (Target Group: ESL, LEP)	Core Subject Teachers	March 2012	(O)ESC 7, (O)Local District	Sign in sheets
12. Post school news (district wide)on the internet web site and on campus marquee	Director of Technology	Jan 2012	(O)Local District	Formative - Summative: 5 percent increase in parent involvement

# WASKOM ISD

**Goal 3.** Waskom ISD will continue to provide a safe and secure environment for all students so they can achieve their maximum potential.

**Objective 1.** By the spring of 2012, Waskom ISD will provide a safe and secure environment by implementing strategies to decrease substance abuse among students, reduce violence in school and increase community and parental involvement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
13. Provide parent education through College and Career Readiness (Title I SW: 6) (Target Group: All)	Counselor(s)	March 2012	(O)ESC 7	Sign in sheets
14. Continue established Crisis Prevention Plan Committee (Target Group: All)	Superintendent(s)	Jan 2012	(O)ESC 7	Agenda/sign-in sheets and select a committee
15. Continue to provide/use parent involvement resources (examples: Parent Portal, newsletters) (Target Group: All)	Director of Technology	March 2012	(F)Title I	Formative - Number of parents registered
16. Provide parent involvement newsletters (Title I SW: 6) (Target Group: GT)	Counselor(s), Instructional Facilitator	March 2012	(S)Local Funds	Formative - Parent survey
17. Provide professional development to increase awareness and knowledge of bullying prevention. (Target Group: All) (NCLB: 4)	Principal	June 2012	(O)Local District	documentation with counselor

# WASKOM ISD

**Goal 4.** Waskom ISD will continue to provide technology as a tool so that all students can achieve their maximum potential and exceed state and federal standards.

**Objective 1.** By spring of 2012, the students and staff will have awareness and training in technology applications.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue technology training for staff (NCLB: 3)	Director of Technology	Nov 2011	(F)Title I, (F)Title IIA Principal and Teacher Improvement	Formative: Sign in Sheets Summative: Principal observations of technology integration in instruction
2. Continue technology task force	Director of Technology	Nov 2011	(O)Local District	meeting agenda
3. Maintain technology operations	Director of Technology	March 2012	(O)Local District	work schedule
4. Provide new Gradebook Program training for staff	Director of Technology	Nov 2011	(S)Local Funds	Number of teachers using program
5. Provide Texas Library Connection training / Encourage use of TLC	Curriculum Director	March 2012	(S)Local Funds	Formative: Number of participants trained Summative: Number of students/teachers using TLC
6. Promote and encourage career decision making (Target Group: All) (NCLB: 5)	Counselor(s), Curriculum Director	June 2012	(F)CTE Funds, (S)Local Funds	Formative - Summative: All 8th - 10th grade participate in career planning
7. Conduct financial aid and Higher ed admission meetings for parents	Curriculum Director	March 2012	(O)Local District, (S)Local Funds	Formative: Schedule of info distributed and Number of participants Summative: Number of students continuing in higher ed
8. Provide Texas Ed grant and Teach for Texas grant info for parents (Title I SW: 6) (Target Group: All)	Curriculum Director	June 2012	(O)Local District	Number of parents registered
9. Continue to use Career Resource Center at High School (Target Group: All) (NCLB: 5)	Curriculum Director	March 2012	(S)CATE Funds, (S)Local Funds	Student sign-in logs
10. Attend workshops for career guidance planning and counselors	Curriculum Director	June 2012	(O)ESC 7	Formative: list of workshops available Summative: number of workshops attended

# WASKOM ISD

**Goal 4.** Waskom ISD will continue to provide technology as a tool so that all students can achieve their maximum potential and exceed state and federal standards.

**Objective 1.** By spring of 2012, the students and staff will have awareness and training in technology applications.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
11. Provide teachers with training and access to PDAS online, DMAC Solutions, and various technology training modules (Title I SW: 1,8) (Target Group: All) (NCLB: 1,2)	Curriculum Director	June 2012	(F)Title I, (O)ESC 7, (S)Connections Grant	Formative: number of teachers trained in use Summative: document use of data management software
12. Provide teachers with United Streaming/Discovery Education access (Target Group: All)	Director of Technology	Nov 2011	(F)Title I	number of participants trained
13. Provide online resources to enhance CTE, expanding use of technology in CTE courses	CATE Director	Jan 2012	(F)CTE Funds	Formative - Formative: # of students taking CTE courses Summative: 5% increase in student performance on TAKS, TAKS A, TAKS M
14. Provide software and hardware needed to improve control over student use of textbooks and netbooks	Principal	June 2012	(O)Local District	Formative - Formative: number of staff trained Summative: report showing use of textbook management software

# WASKOM ISD

**Goal 5.** Waskom ISD will continue to provide a quality education for all students by meeting NCLB Highly Qualified standards.

**Objective 1.** By the spring of 2012, all core teachers at Waskom ISD will meet the NCLB Highly Qualified Standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide training to campus administrators on H.Q. qualifications and rules (Title I SW: 1,3) (NCLB: 3)	Curriculum Director	Nov 2011	(O)ESC 7	Formative - Formative: Sign in Sheets Summative: 100% HQ
2. Provide professional Development for CORE academic teachers (Title I SW: 4) (NCLB: 3)	Curriculum Director	March 2012	(F)Title IIA Principal and Teacher Improvement	Formative - Formative: Sign in sheets Summative: Staff development records
3. Provide funds for testing and certification fees for teachers not meeting Highly Qualified (NCLB: 3)	Curriculum Director	Jan 2012	(F)Title IIA Principal and Teacher Improvement	Formative - Summative: Certificates and personnel records show 100% HQ status
4. Assign Mentors to Non-HQ core academic teachers (NCLB: 3)	Curriculum Director, Principal	Nov 2011	(O)Local District	Formative - records of classroom visits conference logs
5. Participate in Region 7 ESC Personnel Services Co-Op and Search Soft online application to Recruit HQ Teachers (NCLB: 3)	Curriculum Director, Principal	March 2012	(F)Title IIA Principal and Teacher Improvement, (O)ESC 7	Formative - increase the number of highly qualified teachers hired
6. Participate in D.A.T.E. Grant activities to recruit and retain HQ teachers		June 2012	(S)D.A.T.E. Grant	Formative -