

# West Orange-Cove CISD District Improvement Plan



2015-2016

## 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*

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## Professional Staff Members

Name	Group	Campus	Years of Service
Beverly Simon	Education Manager/ Professional Non-Teaching	NELC	2014-2015 – 2015-2016
Joy Courtier	Teacher	NELC	2014-2015 – 2015-2016
Janae Henderson	Teacher	NELC	2015-2016 – 2016-2017
Ashton Knox	Dean of Instruction	WO-SE	2015-2016 – 2016-2017
Melissa Stone	Teacher	WO-SE	2015-2016 – 2016-2017
Annely Domas	Teacher	WO-SE	2014-2015 – 2015-2016
Bryan Ford	Professional Non-Teaching	WO-SE	2015-2016 – 2016-2017
Jennifer Tippet	Dean of Instruction	WO-SM	2014-2015 – 2015-2016
Darcus Cook	Teacher	WO-SM	2015-2016 – 2016-2017
Robbie Batson	Teacher	WO-SM	2015-2016 – 2016-2017
Ebony Adams	Professional Non-Teaching	WO-SM	2014-2015 – 2015-2016
Ronald Wright	Dean of Instruction	WO-SH	2014-2015 – 2015-2016
Paula Ragsdale	Teacher	WO-SH	2014-2015 – 2015-2016
Dylan Bennett	Teacher	WO-SH	2015-2016 – 2016-2017
Kevin Johnson	Professional Non-Teaching	WO-SH	2015-2016 – 2016-2017
Annie Rutledge	CTE	WO-SH	2015-2016 – 2016-2017
Tina Ledesma	AAC	AAC	2015-2016 – 2016-2017

## Ad Hoc Members

Name	Group	Department	Contact Number
Rickie Harris	Superintendent	Administration Building	882-5600
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
Nina LeBlanc, 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
Bryant Forward	Parent	On file	On file
Earlisha Thomas	Parent	On file	On file
Evera Enard	Community Member	On file	On file
Wayne Sparrow	Community Member	On file	On file
Selection in Progress	Business Representative		

## School District Demographics

	Total	Percentage
African American	1455	60.9%
White	557	23.3%
Hispanic	251	10.5%
Two or More Races	100	4.2%
Asian	14	.60%

	Total	Percentage
Economically Disadvantaged	2185	91.4%
ELL	95	4%
Special Education	266	11.1%
Career & Tech	469	19.6%

**Testing Data**  
**STAAR – EOC**  
**Level II – Met Standards**

	2013	2014	2015	2015 STATE AVERAGE
Grade 3 Math	45%	26%	51%	77%
Grade 3 Reading	61%	56%	65%	77%
Grade 4 Math	40%	39%	33%	73%
Grade 4 Reading	44%	50%	59%	74%
Grade 4 Writing	44%	48%	48%	70%
Grade 5 Math	48%	42%	52%	79%
Grade 5 Reading	57%	53%	66%	86%
Grade 5 Science	42%	44%	51%	72%
Grade 6 Math	53%	57%	40%	75%
Grade 6 Reading	63%	68%	58%	76%
Grade 7 Math	48%	47%	40%	72%
Grade 7 Reading	74%	67%	66%	75%

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Grade 7 Writing	50%	65%	67%	72%
Grade 8 Math	69%	73%	80%	75%
Grade 8 Reading	80%	79%	85%	87%
Grade 8 Science	55%	71%	57%	70%
Grade 8 Social Studies	31%	46%	63%	64%
Algebra I	35%	76%	81%	85%
Biology	75%	88%	89%	94%
English I	31%	45%	57%	71%
English II	41%	57%	49%	73%
US History	NA	88%	86%	91%

**Testing Data**  
**STAAR – EOC**  
**Level III – Exceeds Standards**

	2013	2014	2015	2015 STATE AVERAGE
Grade 3 Math	5%	0%	N/A	N/A
Grade 3 Reading	6%	3%	10%	22%
Grade 4 Math	2%	4%	N/A	N/A
Grade 4 Reading	7%	6%	7%	21%
Grade 4 Writing	3%	2%	1%	7%
Grade 5 Math	3%	3%	N/A	N/A
Grade 5 Reading	5%	5%	13%	24%
Grade 5 Science	5%	1%	6%	11%
Grade 6 Math	3%	6%	N/A	N/A
Grade 6 Reading	9%	6%	4%	24%
Grade 7 Math	1%	1%	N/A	N/A

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Grade 7 Reading	12%	11%	5%	19%
Grade 7 Writing	0%	1%	2%	10%
Grade 8 Math	0%	1%	N/A	N/A
Grade 8 Reading	11%	9%	7%	23%
Grade 8 Science	5%	9%	2%	17%
Grade 8 Social Studies	0%	7%	8%	11%
Algebra I	0%	4%	3%	24%
Biology	1%	2%	3%	19%
English I	0%	0%	1%	10%
English II	0%	0%	0%	5%
US History	NA	2%	5%	28%



## Testing Data - STAAR Subgroup Performance Level II – Met Standards

	All Students	African American	Hispanic	White	Special Ed.	Economically Disadvantaged
Elementary Reading	67%	61%	72%	75%	69%	66%
Elementary Science	52%	50%	39%	70%	N/A	52%
Elementary Writing	48%	41%	60%	59%	N/A	44%
Middle School Reading	69%	65%	76%	77%	N/A	67%
Middle School Science	58%	53%	42%	89%	N/A	56%
Middle School Writing	70%	66%	100%	68%	N/A	69%
Middle School Social Studies	64%	58%	83%	72%	N/A	61%
High School Algebra	70%	69%	67%	74%	N/A	68%
High School Biology	88%	87%	100%	88%	N/A	86%
High School English	60%	57%	73%	69%	40%	57%
High School US History	85%	84%	100%	86%	N/A	86%

\* Demographic information not provided for these students

## State of Texas Accountability Index

### Met Standard

	WOCCISD	Region V	State Standard
I – Student Achievement	66%	74%	77%
II – Student Progress	34%	32%	37%
III – Closing Performance Gaps	35%	36%	40%
VI – Postsecondary Readiness	73%	73%	75%

## Section 1

### Student Achievement

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
<b>Activity 1.1.1</b> <b>Improve student performance in Literacy:</b> Delivery of rigorous instruction and ensure on or above grade level performance of all students.  Specifically target student performance in Writing for all students.  Specifically target student performance in Reading for Special Education students	Fluency and Comprehension  Writing  Journaling  Cross Curricular Technology  Graphic Organizers  Writing Rubrics	Timed Checkpoints Kilgo Stems & Blooms Taxonomy  Writing Academy / Gretchen Bernabei  Istation /Compass Learning/ STAAR Test Maker/TEKS Resource System  Compass Learning  Eduphoria	Data driven decision making  Student outcomes on progress monitoring and formative assessments	Assistant Superintendent of C&I Executive Director of Student Services Assistant Director of Student Services Principals Assistant Principals Deans of Instruction Literacy Coaches Instructional Capacity Builders ELAR Campus Teachers CILT	Title I School Improvement Programs Compensatory Education Instructional Materials Allotment General Operating Funds Teacher & Principal Training

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<b>Activity 1.1.2</b> <b>Improve intervention / enrichment methods in Literacy for students</b>	Literacy Lab Stallion Stampede Intervention Time Allotment ELL Accelerated Reader	Small group Daily 5 Compass Learning Marzano's 9 EOC Coach Compass Learning Eduphoria Texas Treasures Istation SIOP	Assessment Data Talks  Lead4ward Heat Maps  Action Plans	Literacy Coaches ELAR Campus Teachers Deans of Instruction	Title I School Improvement Programs Instructional Materials Allotment General Operating Funds
<b>Activity 1.1.3</b> <b>Improve higher order thinking and rigorous instruction</b>	Lesson Planning Open Ended Questioning PLC Vertical Alignment Mentor Teachers Model Lessons Team Teaching	Feedback ACE Strategy Team Huddles New Teacher / Mentor Meetings Department Meetings Walkthroughs  Kilgo Questioning Stems  STAAR Test Maker  Kamico  STAAR Ready  DuFour Resources  TEKS Resource System	Improved assessment scores  Quality of instruction  Common Planning Time	Literacy Coaches ELAR Campus Teachers Deans of Instruction	Title I School Improvement Programs Instructional Materials Allotment General Operating Funds Teacher & Principal Training

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<b>Activity 1.2.1</b> <b>Improve student performance in Math:</b> Delivery of rigorous instruction and ensure on or above grade level performance of all students.	RTI Interventions  STAAR Remediation  STAAR based common formative assessments	Tiered students targeted instruction  PLC collaboration  TEKS Resource System	Summative and formative assessments  Student engagement and participation  Success on STAAR	Principal Dean of Instruction Instructional Coaches CILT Faculty Counselors	Title I School Improvement Programs Instructional Materials Allotment General Operating Funds Teacher & Principal Training
<b>Activity 1.2.2</b> <b>Close the achievement gap for special populations on Math STAAR assessments.</b>	Computer based math labs  Scheduled interventions  PBMAS reports	IEP/LPAC  Advanced classes  Differentiated/Individualized Instruction  Scaffolding & Extensions	Improve scores on summative and formative assessments  Student engagement and participation  Success on STAAR	Principal Dean of Instruction Instructional Coaches CILT Faculty Counselors	Title I School Improvement Programs Compensatory Education Instructional Materials Allotment General Operating Funds
<b>Activity 1.2.3</b> <b>Provide classroom instruction that is data driven, relevant, rigorous, and skill building.</b>	Professional development  Aligned T.E.K.S. based curriculum	Differentiated/Individualized Instruction  Scaffolding & Extensions  PLC collaboration  T.E.K.S. Lesson plans  Edviate	Increased passing rates	Principal Dean of Instruction Instructional Coaches CILT Faculty Counselor	Title I School Improvement Programs Compensatory Education Instructional Materials Allotment General Operating Funds

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<p><b>Activity 1.3.1</b>  <b>Improve student performance in Science:</b> Delivery of rigorous instruction and ensure on or above grade level performance of all students.</p> <p>Specifically target student performance in Writing for all students.</p>	<p>Inquiry-based instruction  Data driven instruction</p>	<p>Interactive Journaling  Student recruiting for Science Starters &amp; JASON Project  Lab-based instruction  Formative Assessment  Lead4ward Data  Disaggregation  Visual and manipulative instructional materials</p>	<p>Improved Science Scores  Students authentically engaged in science instruction</p>	<p>Principal  Dean of Instruction  Science Faculty  Office Of C&amp;I  Region V ESC</p>	<p>Title I  School Improvement Programs  Compensatory Education  Instructional Materials  Allotment  General Operating Funds</p>
<p><b>Activity 1.3.2</b>  <b>Science/STEM endorsement support and guidance Pk-12.</b></p>	<p>Graduation Endorsements  Gifted/Talented  Honors Program</p>	<p>UIL  4-H Program  Robotics  After school programs  Science Superstars  Shangri La  TAME  Jason Project</p>	<p>Increased Enrollment in honors program  Increased graduation with Science Endorsement</p>	<p>Principal  Dean of Instruction  Science Faculty  Office Of C&amp;I  Region V ESC</p>	<p>Title I  School Improvement Programs  Compensatory Education  Instructional Materials  Allotment  General Operating Funds</p>
<p><b>Activity 1.4.1</b>  <b>Improve student performance in Social Studies:</b> Delivery of rigorous instruction and ensure on or above grade level performance of all students.</p>	<p>Expand the depth of PLCs to better incorporate student needs</p>	<p>RTI Team    Collaboration in Professional Learning Communities</p>	<p>Increase collaboration among campus staff within PLCs</p>	<p>Superintendent  Asst. Supt.  Campus Principals  Asst. Principals  Deans of Instruction  Academic Coaches  CILT  Teachers</p>	<p>Title I  School Improvement Programs  General Operating Funds  Teacher &amp; Principal Training</p>

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<b>Activity 1.5</b> Increase student performance of Special Education students	Appropriate identification, programming, and service of Special Education students	Assignment of campus-based case managers  Collaborative, data-based creation of IEPs based on relevant and current data  Diversified and individualized instructional practices	Update program guidelines  Systems Implementation & Monitoring  Staff training Total Special Education Solutions	Superintendent Asst. Supt. Executive Director of Student Services Campus Principals Asst. Principals Deans of Instruction Academic Coaches CILT Teachers	Title I School Improvement Programs IDEA Compensatory Education Instructional Materials Allotment General Operating Funds
<b>Activity 1.6</b> Support structure for student success through Response to Intervention (RtI)	Districtwide structure, systems, and implementation of Response to Intervention (RtI)  Specific strategies and implementation of intervention for Tier I, II, and III students  Student performance monitoring, staff & parent collaboration	Campus-based Student Intervention Teams  Pyramid of Intervention for Discipline & Academic  Professional Learning Communities  Identify specific Roles & supports for student success	Update program guidelines  Systems Implementation & Monitoring  Staff training  Total Special Education Solutions	Superintendent Asst. Supt. Executive Director of Student Services Campus Principals Asst. Principals Deans of Instruction Academic Coaches CILT Teachers	Title I School Improvement Programs IDEA Compensatory Education Instructional Materials Allotment General Operating Funds

## Section 2

### School Culture & Climate

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
<b>Activity 2.1</b> <b>Increase faculty and staff awareness to the needs of a culturally diverse population in order to meet student needs</b>	Meeting the needs of ELL students	SIOP ELPS	Increase scores on TELPAS, STAAR, and Cycle Assessments	Superintendent Asst. Supt. Campus Principals Asst. Principals Deans of Instruction Academic Coaches CILT Teachers ESL Teachers	Title III General Operating Funds
<b>Activity 2.2</b> <b>Increase student pride, ownership, and intrinsic motivation of performance</b>	Expand Pledge to Brilliance Program to elementary level	Pledge to Brilliance Program	Increased participation	Superintendent Asst. Supt. Campus Principals Asst. Principals Deans of Instruction Academic Coaches CILT Teachers	General Operating Funds
<b>Activity 2.3</b> <b>Create a sense of community within the district and on individual campuses among students, staff, and faculty</b>	Informational surveys  Incentive programs	Survey monkey Social Media Spirit Days	Staff moral Student behavior Increased community involvement	Superintendent Asst. Supt. Campus Principals Asst. Principals Deans of Instruction Academic Coaches CILT Teachers	General Operating Funds



## Section 3

### Staff Quality, Recruitment & Retention

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
<b>Activity 3.1</b> <b>Share, analyze &amp; discuss exit interview data with campus principals</b>	Teacher retention	Mid year assessment of new hires	Decreased number of teacher vacancies	Campus Principals Executive Director of Human Resources	Exit Interview Forms
<b>Activity 3.2</b> <b>Facilitate hiring in critical needs area</b>	Recruitment of mathematics, science, and foreign language teachers		Decreased number of vacancies in critical needs areas.	Campus Principals Executive Director of Human Resources Executive Director of Finance	\$7000 per teacher (math/foreign language) hired by 7/1/15 \$3,000 per teacher hired after 7/1/15
<b>Activity 3.3</b> <b>Continue teacher recruitment efforts</b>	Alternative certification programs and Historically Black Colleges and Universities (HBCU)	Host the WOC Experience and Job Fair Attend university job fairs that produce quality teachers	Increase the number of filled positions during the month of June	Campus Principals Executive Director of Human Resources	Travel Budget
<b>Activity 3.4</b> <b>Hire highly qualified core content and fine arts teachers</b>	No Child Left Behind Act	Increased teacher content knowledge	Recommend applicants that hold proper certification	Campus Principal Executive Director of Human Resources	Continued access to the Educator Certificate Online System (ECOS)

## Section 4

### Curriculum & Instruction

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
<b>Activity 4.1.1</b> <b>Strengthen the district Curriculum Plan to provide a quality product to the end user</b>	Instructional tools and resources  Vertical alignment	Strengthen bridges between transition grades In-house teacher created curriculum Professional development in curriculum writing Evaluation of Curriculum	Increased student performance on STAAR Level II and III  Increased student college and career readiness	Asst. Supt. Campus Principals Asst. Principals Deans of Instruction Academic Coaches CILT Teachers	Title III General Operating Funds

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<p><b>Activity 4.1.2</b>  <b>Alignment – Horizontal &amp; Vertical alignment of districtwide curriculum in all core content areas</b></p>	<p>Development and revision of district curriculum</p> <p>Consistency Common vocabulary</p> <p>Professional Development</p>	<p>Create Year-At-a-Glance; scope &amp; sequence documents</p> <p>Continue curriculum revision and alignment process based on data from STAAR tests</p> <p>Professional Learning Communities</p> <p>TEKS-Resource System on-boarding and implementation plan</p>	<p>Collaborative Lesson Planning</p> <p>Increase of rigorous instruction</p> <p>Lesson alignment to depth, value, and rigor of TEK</p> <p>Improve student performance on cycle assessments and STAAR</p> <p>Professional Development</p>	<p>Superintendent Asst. Supt. Campus Principals Assistant Principals Dean of Instruction Academic Coaches Instructional Capacity Builders CILT Teachers Office Of C&amp;I Region V ESC</p>	<p>Title I Funds Title II Funds</p>
<p><b>Activity 4.1.3</b>  <b>Alignment - Districtwide assessment plan</b></p>	<p>Align assessment to meet rigor of standards</p> <p>Method Consistency</p> <p>Common vocabulary</p> <p>Pacing</p> <p>Professional Development</p>	<p>Utilization of TEKS-Resources assessment question bank</p> <p>Development of assessment calendar</p> <p>Teacher input in assessment development process</p>	<p>Monitor performance on cycle assessments and STAAR</p>	<p>Superintendent Asst. Supt. Campus Principals Assistant Principals Dean of Instruction CILT Teachers Office Of C&amp;I Region V ESC</p>	<p>Title I Funds Title II Funds</p>

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<p><b>Activity 4.2</b>  <b>Increase faculty and staff exposure of best practices and integration of instructional strategies</b></p> <p><b>Build instructional capacity of staff in use of best practices through staff development</b></p>	<p>Quality of instruction</p> <p>Level of student engagement</p> <p>Student performance</p>	<p>PLCS</p> <p>ELL Learners (SIOP) Fresh Eyes</p> <p>Edivate</p> <p>Visible Learning Team</p> <p>Monthly meetings of instructional leadership team</p> <p>Reflective Practice Model</p>	<p>Increased student performance on STAAR Level II and III</p> <p>Increased student college and career readiness</p>	<p>Asst. Supt. Campus Principals Asst. Principals Deans of Instruction Academic Coaches CILT Teachers</p>	<p>Title III General Operating Funds</p>
<p><b>Activity 4.3</b>  <b>Integration of Instructional Technology</b></p>	<p>Integrate technology</p> <p>Information sharing, collaboration, and user-centered design</p>	<p>BYOD Professional Development Technology Applications</p>	<p>Instructional technologies will support critical thinking and problem-solving</p> <p>Support students in gaining skills needed for post-secondary education and the workplace</p>	<p>Asst. Supt. Campus Principals Asst. Principals Deans of Instruction Academic Coaches CILT Teachers</p>	<p>Title III General Operating Funds</p>

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<p><b>Activity 4.4</b>  <b>Focus on student preparation toward Career &amp; College Readiness</b></p>	<p>Provide student guidance and pathways for success in graduation with relevant and beneficial endorsement</p> <p>Student exposure to career pathways and endorsements PK-12</p>	<p>Strengthen &amp; streamline course offerings</p> <p>Districtwide Vertical Endorsement Program</p> <p>Transition/CTE Coordinator to support and grow success in student preparation programs</p> <p>National Academy Foundation</p>	<p>Update program guidelines</p> <p>Systems Implementation &amp; Monitoring</p> <p>Staff training</p> <p>Business Partnerships</p> <p>Student Internships</p>	<p>Superintendent  Asst. Supt.  Executive Director of Student Services  Campus Principals  Asst. Principals  Deans of Instruction  Academic Coaches  CILT  Teachers</p>	<p>Title I  School Improvement Programs  Carl Perkins  Compensatory Education  Instructional Materials Allotment  General Operating Funds</p>
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## Section 5

### Discipline Management

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
<b>Activity 5.1 Maintain policies, campus plans, and strategies to address a positive, productive, learning environment on all campuses.</b>	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.	Superintendent Asst. Supt., C&I Executive Director of Operations Campus Principals	Title I Budget  General Operating Funds
<b>Activity 5.2 Provide Professional development for assistant principals</b>	Proactive measures to reduce discipline incidents as well as appropriate discipline actions.	Monthly professional development meetings to discuss best practices.	Decreased discipline referrals, less coding issues.	Executive Director of Student Services Executive Director of Operations	Seven half day professional development for assistant principals
<b>Activity 5.3 Create a district-wide Discipline Management Plan.</b>	Creation of a district wide discipline management committee and 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.	Executive Director of Operations Campus Principals Campus Assistant Principals	General Operating Funds

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<b>Activity 5.4</b> <b>Ongoing</b> <b>disaggregation of</b> <b>discipline data</b>	Students reason codes and administrative action codes.	Utilization of discipline data when making decisions concerning student behavior and consequences	Monthly discipline reports at assistant principal meetings.	Executive Director of Operations Assistant principals	Seven half day professional development for assistant principals.
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## Section 6

### Family & 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
<b>Activity 6.1</b> <b>Increase parental involvement</b>	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.	Superintendent Asst. Supt., C&I Executive Director of Operations Campus Principals	Title I Budget  General Operating Funds
<b>Activity 6.2</b> <b>Conduct parent forums to support involvement; focus on critical issues youth face and strategies for addressing these issues</b>	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.	Superintendent Asst. Supt., C&I Executive Director of Operations Campus Principals	Title I Budget  General Operating Funds



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<b>Activity 6.3</b> <b>Parent Advisory Council and Parent Workshops</b>	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.	Executive Director of Operations Campus Principal	Title I Budget  General Operating Funds
<b>Activity 6.4</b> <b>Conduct parent forums to support involvement; focus</b>	Communication with Parents	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.	Increase of communication to parents. Parents will be informed of student progress as it relates to behavior and academics.  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.	Superintendent Asst. Supt., C&I Executive Director of Operations Director of Instructional Technology Director of Public Information	Title I Budget  General Operating Funds

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<p><b>Activity 6.5</b></p>	<p>Family Access District &amp; Campus Websites</p>	<p>Maintain up-to-date information on district and campus web-sites.</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&amp;I Executive Director of Operations Director of Instructional Technology Director of Public Information Campus Principals</p>	<p>Title I Budget  General Operating Funds</p>
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## Section 7

### School Context & Organization

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
<b>Activity 7.1</b> <b>System-wide Support Structure</b>	Providing services and resources  Create and update administrative handbook  Strategic Planning – Development of Mission, Vision, and Goals	Responsiveness and customer service to departments and campuses  Strengthen department systems and resources for implementing and following systems	Effectiveness and efficiency of systems	Executive Leadership Team	Personnel Resources General Operating Funds
<b>Activity 7.2</b> <b>Instructional Support Structure</b>	Mentoring  Coaching  Strengthen instructional capacity of administrative leadership	Deans of Instruction Academic Coaches Campus Instructional Leadership Teams (CILT) Response to Intervention (RtI)	Quality Instructional systems and Instruction	Assistant Superintendent Director of Curriculum Director of Special Programs Deans of Instruction Academic Coaches Campus Instructional Leadership Teams (CILT)	Title III Funds General Operating Funds

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<b>Activity 7.3</b>	Monitoring and feedback	Quality Alignment Walks Fresh Eyes Walks	Quality Instructional systems and Instruction	Assistant Superintendent Director of Curriculum Director of Special Programs Deans of Instruction Academic Coaches Campus Instructional Leadership Teams (CILT)	Title III Funds Personnel Resources
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## Section 8

### Technology

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
<b>Activity 8.1</b> <b>Online Professional Development</b>	Teacher and Staff Professional Development		Use and integration of professional development into instruction	ESC Administration Campus Administration Technology Staff	Technology General Operating Funds
<b>Activity 8.2</b> <b>Support and Maintain Computer Labs</b>	Technology Used by Students *Istation *SuccessMaker *Waterford *Accelerated Reader *Accelerated Math *Brain Pop	Use of Technology to aid instruction	Growth in performance in core subject areas, STAAR and assessments through the use of technology in learning	Technology Staff	Computer labs, classroom computers, mobile carts
<b>Activity 8.3</b> <b>Telephone System Update</b>	*E-Rate Compliance *Campus and Community Communication		Better Communication to Community and Staff	ESC Administration All Staff	E-Rate Funding, General Operating Funds, Phone System
<b>Activity 8.4</b> <b>Infrastructure Update</b>	*E-Rate Compliance *Campus and Community Communication *Instruction		Better Communication to Community and Staff Improved Instruction	ESC Administration All Staff	E-Rate Funding, General Operating Funds, Network Equipment Server and electronic storage

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<b>Activity 8.5 Teacher and Lab technology updates</b>	Technology Used by Staff and Students	Use of Technology to Aid Instruction	Growth in performance in core subject areas, STAAR and assessments through the use of technology in learning	Technology Department Staff	General Operating Funds and Federal Funding
<b>Activity 8.6 Security Camera and software update</b>	Technology used by administrators		Improved security for students and staff	Technology Department, Administration	General Operating Funds Possible grant funding

## Section 9

### School Safety

Objective	Program Components or Systems Targeted	Research Based Strategies	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required
<b>Activity 9.1.1 Safety &amp; Security Audit of All District Facilities</b>	As defined in Texas Education Code 37.108	Regulatory Requirement	Activity 9.2	Director of Maintenance	Texas School Safety Center (TxSSC) Protocol
<b>Activity 9.1.2 On-site evaluation</b>	Campuses/Facilities (Texas Education Code 37.108(b))	TxSSC Audit Protocol	Activity 9.2	Director of Maintenance, Assistant Director of Maintenance	District Staff General Operating Funds
<b>Activity 9.1.3 Report to School Board</b>	As defined in Texas Education Code 37.108(c)	Regulatory Requirement	Activity 9.2	Director of Maintenance	District Staff General Operating Funds
<b>Activity 9.1.4 Summary Report to TxSSC</b>	As defined in Texas Education Code 37.108(c)	Regulatory Requirement	Activity 9.2	Director of Maintenance	District Staff DAR Tool General Operating Funds
<b>Activity 9.2.1 Continuance of District Safety &amp; Security Council</b>	District Safety	Regulatory Requirement	Semi-annual meetings, Recommendations incorporated into multi-hazard EOP	Director of Maintenance Committee Members	-District Staff -Community Outreach Room General Operating Funds
<b>Activity 9.2.2 Review Safety &amp; Security Audit</b>	District/Campus Safety	Regulatory Requirement	Activity 9.3	Director of Maintenance Committee Members	-District Staff -Audit Report Findings General Operating Funds
<b>Activity 9.3 Update District EOPs</b>	Campus Safety Committees	Regulatory Requirement	Updated EOPs to Board of Trustees	Principals Campus Safety Committees Director of Maintenance	District Staff General Operating Funds