

Waskom ISD Board of Trustees

Priority Performance Goals

2012-2013

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 District Budget and Annual District 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 of Texas), a 2.2 million dollar general fund balance and a balanced district maintenance and operation budget.

*Rating- E - Exceptional

*Comments-

MA
1-14-13

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*Comments-

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*District Priority Goal-Improvement of the District Financial Condition

Waskom ISD has developed and implemented a balanced maintenance and operation budget for the past 12 years.

The Financial Integrity Rating System of Texas (TEA) ranked Waskom ISD with a "Superior " rating for the 2010-2011 school year.

Waskom ISD has been rated "Superior" for the past 11 years by the Financial Integrity Rating System of Texas. (TEA)

The FIRST rating for the 2011-2012 school year will not be finalized until June of 2013.

The FIRST rating will be "Above Standard" for the 2011-2012 school year because of the "District Unacceptable" academic rating.

I personally believe that our school district is very healthy financially even though we are experiencing concerns with our academic program.

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

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

August 31, 2010	\$2,449,125.04
August 31, 2011	\$3,188,699.96
August 31, 2012	\$4,329,670.85

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*District Priority Goal-Improvement of the District Physical Facilities

Superintendent will present a monthly report on the District Physical Facilities Improvement Plan to the District Board of Trustees at the Regular Monthly School Board Meeting.

*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- P-Proficient

*Comments- The board pleased with plans and the improvements completed. Need to keep improving the M&O operations with increased staff.

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*Rating-

*Comments-

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*District Priority Goal-Improvement of the District Physical Facilities

*Superintendent has given monthly reports on the progress of school facility improvement projects.

*Long Range Plan for Waskom ISD Physical Facilities

I am currently implementing a proactive plan for the regular maintenance of the District Physical Facilities. The plan will involve maintaining a crew of six 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.

*The following major facility projects have been completed this school year:

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.

*The following major facility projects are currently in progress:

Painting/coating of metal roof panels at the Elementary/Middle School that are peeling.

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.

*The following are future major facility projects:

Asphalt paving and sealing of the back parking lot at the Elementary/Middle School Parking Lot.

Artificial turf at the High School Football Field.

Re-surfacing the track at the High School Football Field.

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*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 and advance past the first level of competition.

*Rating- p - Proficient

*Comments- The information presented for this goal needs more detail. Would like the statistics of the performance listed.

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*Rating-

*Comments-

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Priority Performance Goals

2012-2013

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

The number of students participating in extra-curricular programs has increased each year during the past several years.

The number of students currently participating in Waskom ISD Extra-Curricular Programs during the 2012-2013 school year are as follows:

High School Band-35	(8 th -12 th)
Beginner Band-35	(6 th -7 th)
Intermediate Band-15	(7 th -8 th)
5 th Grade Music-76	
Middle School Girls Athletics-53	(7 th -8 th)
Middle School Boys Athletics-44	(7 th -8 th)
Middle School Pre-Athletics-36	(6 th)
Middle School Pre-Athletics-38	(6 th)
High School Girls Athletics-47	(9 th -12 th)
High School Boys Athletics-57	(9 th -12 th)
High School Drill Team-12	(9 th -12 th)
High School Cheerleader-16	(9 th -12 th)
Middle School Cheerleader-10	(7 th -8 th)
Agriculture/FFA-187	(7 th -12 th)
High School Drama/OAP-30	(9 th -12 th)
Middle School Drama/OAP-14	(6 th -8 th)

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

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*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 2010-2011 school year.

*Rating- P - Proficient

*Comments-

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*Rating-

*Comments-

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Priority Performance Goals

2012-2013

*District Priority Goal-Improvement of the District Attendance Percentage

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

2007-2008	95.36%
2008-2009	96.01%
2009-2010	95.64%
2010-2011	95.99%
2011-2012	96.31%

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

The District and Campus Academic Excellence Indicator System, Reporting Period Grades, Promotion/Retention Rate and Dropout/Completion Rate will be used to determine if the District Academic Instruction Programs have improved.

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

The District will have three Recognized campuses, a reporting period failure rate of 14 % or less, a promotion/retention rate of 4 % or less, a dropout rate of 4 % or less and a completion rate of 87 % or higher.

*Rating- N-Needs Improvement

*Comments- The district rating needs to improve.

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*Rating-

*Comments-

Waskom ISD Board of Trustees

Priority Performance Goals

2012-2013

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

Campus Ratings for Waskom ISD are as follows:

Elementary-Recognized

Middle School-Recognized

High School-Recognized

District-Unacceptable

The district average six weeks reporting period failure rate is 12%.

The district average yearly retention rate is 2%.

The district average yearly promotion rate is 98%.

The district dropout rate for the 2010-2011 school year is 2.9%.

The district completion rate for the 2010-2011 school year is 88.9%.

The benchmark testing process has been greatly improved at each campus.

The campus principals have been very focused on the rigor of the instruction in each classroom.

The campus principals are making a special effort to complete as many walk-through observations as possible in every classroom on their respective campuses.

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*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 Performance 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 201²~~0~~ School Board Meeting.

*Rating- N - Needs Improvement

*Comments- The high school campus involvement plan is behind schedule per the ~~board~~ plan starting the second part of the year.

MA
1-64-13

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*Rating-

*Comments-

Waskom ISD Board of Trustees

Priority Performance Goals

2012-2013

*District Priority Goal-Improvement of the Positive Parental Involvement

Waskom ISD Education Foundation is being created to award individual teacher grants to the teachers on all three campuses. The individual teacher grants will be small monetary amounts of funding to encourage teacher creativity in planning and implementing classroom lessons. Teachers will be allowed to submit grant applications for these creative classroom projects throughout the 2013-2014 school year. Parents will become involved with the Education Foundation by serving on the Board of Directors and assisting with fundraising.

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's 200 Club." After a student receives a ticket for good behavior, the teacher makes 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 meetings for parents to explain the new graduation requirements as they stand in the state of Texas right now, with the new accountability for EOC as it pertains to graduation and cumulative scores, as well as highlight the different requirements and attributes for college readiness. I have found that very few parents, if any, truly understand the meaning of all of the new testing and graduation accountability standards that their children will have to meet for graduation. These informational meetings will serve as a bridge to the home of each and every student at Waskom High School. The first parent meeting will be held in the month of February, in anticipation of the first state testing opportunity in March.

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*District Priority Goal-Improvement of the ~~Parental Involvement~~ ^{Positive Student Behavior} in the District

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

*Superintendent Priority Performance 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 2010 School Board Meeting.

*Rating- N - Needs improvement

*Comments- The High School campus involvement plan is behind schedule per the opinion of the board. Should start before fourth six weeks

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*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 the Regular September 2010 School Board Meeting.

*Rating-

*Comments-

Waskom ISD Board of Trustees

Priority Performance Goals

2012-2013

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

Waskom ISD Education Foundation is being created to award individual teacher grants to the teachers on all three campuses. The individual teacher grants will be small monetary amounts of funding to encourage teacher creativity in planning and implementing classroom lessons. Teachers will be allowed to submit grant applications for these creative classroom projects throughout the 2013-2014 school year. Student behavior will be improved because of the creative classroom projects. Students will be more motivated to participate in the classroom lessons. When students become involved in the classroom lessons their behavior will improve.

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 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 congratulated for their child's appropriate behavior. Every 2 to 3 weeks, ten students win the Bingo game and earn the Mystery Motivator.

The High School will be hosting an "Honor Luncheon" each six weeks beginning in the fourth six weeks of the second semester. Students will be identified for their academic and attendance performance. In the past, here at Waskom High School, only a few students were rewarded for their performance in these areas, with only the top few being recognized. I will include not only the "A Honor Roll", but also include "Most Improved Academically", as well as recognize all students with perfect attendance.