

*GILMER INDEPENDENT SCHOOL DISTRICT*

**DISTRICT IMPROVEMENT PLAN  
2005-2006**

**GOAL 1: Gilmer ISD will achieve a higher percentage than the state average on all AEIS indicators.**

**OBJECTIVE 1.1: 90% OF ALL STUDENT GROUPS WILL MEET OR EXCEED THE PASSING RATE AS SET BY THE TEA IN  
MATHEMATICS, READING, WRITING, SOCIAL STUDIES, AND SCIENCE.**

<b><u>MATHEMATICS</u></b>	<b>1999 Actual</b>	<b>2000 Actual</b>	<b>2001 Actual</b>	<b>2002 Actual</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Actual</b>
<b>All students</b>	87.1	90.0	93.3	91.5	69.6	65	69
<b>Male</b>	85.8	89.5	94.8	89.5	69.2	66	68
<b>Female</b>	88.3	90.6	92.0	93.5	70.1	64	70
<b>African American</b>	74.1	76.5	84.3	82.2	49.8	41	45
<b>Hispanic</b>	89.7	87.5	95.5	83.3	53.0	56	56
<b>White</b>	89.8	93.0	95.2	94.2	75.5	72	75
<b>Economically Disadvantaged</b>	78.5	83.9	90.0	86.6	59.8	57	60
<b>Native American</b>	*	*	*	*	64.3	50	*
<b>LEP</b>	*	*	*	*	23.8	28	30
<b>Special Ed</b>	58.3	79.7	88.1	84.4	42.2	38	45

\*Information not available

**1.1.1 MATHEMATICS**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
Math Learning Center Training for K-8 Teachers	Region VII Workshops	Campus Principals	Six Week Assessments	Each Six Weeks	Increased results on TAKS for grades 3 – 8
Continue Implementation of Math Learning Centers	Time	Campus Principals	Six Week Assessments	Each Six Weeks	Increased TAKS results
TexTeams Training for K-8 Teachers	Region VII Workshops	Campus Principals	Classroom Observations	Fall, 2005 Spring, 2006	Increased Student Achievement
Implement Math Instructional Plan	Time	Curriculum Director Campus Principals	Unit Builder Portfolios	Each Six Weeks	Increased TAKS Results
Develop Six Week Assessments	Teachers \$150/grade level assessment	Curriculum Director Instructional Facilitators	Six Week Assessments	Summer 2005	Increased TAKS Results
Develop Scope and Sequence for K-8 Math Learning Centers	Teachers Time	Math Consultant	Six Week Assessments	May, 2005	Increased TAKS Scores
Employ Part-Time Math Consultant	Title II, A \$20,000	Curriculum Director	Classroom Observations	Weekly	Improved Classroom Instruction

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<b><u>READING</u></b>	<b>1999 Actual</b>	<b>2000 Actual</b>	<b>2001 Actual</b>	<b>2002 Actual</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Actual</b>
<b>All students</b>	85.8	88.2	90.8	89.7	78.1	79	84
<b>Male</b>	83.9	85.8	88.7	84.9	75.2	76	80
<b>Female</b>	87.5	90.5	92.1	94.5	80.9	82	87
<b>African American</b>	70.1	75.8	80.1	82.2	67.1	62	73
<b>Hispanic</b>	82.8	80.0	81.8	81.1	64.0	69	69
<b>White</b>	89.5	91.5	93.7	92.1	81.0	84	87
<b>Economically Disadvantaged</b>	77.4	81.4	85.3	83.9	69.6	71	78
<b>Native American</b>	*	*	*	*	88.9	82	92
<b>LEP</b>	*	*	*	*	41.2	32	38
<b>Special Ed</b>	58.7	77.1	60.0	62.5	61.5	57	66

\*Information not available

**1.1.1 READING**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
Reading Academy CDs for Each Teacher K-4	Reading Academy Trainers	Campus Principals	Fluency Probes Running Records	Fall, 2005	Increased TAKS Scores
TPRI in K-2	Kits from TEA	Elementary Principal	TPRI Assessment Results	Beginning, Middle, and End of Year	95% of students reading on grade level as Independent Readers
Terra Nova Achievement Test Grades 1, 2	\$5000	Counselor/ Elementary Principal	Achievement Test Results	March 2006	Test Results = to Met Standard on TAKS
Hire an Additional Reading Recovery Teacher	Comp Ed \$40,000	Elementary Principal	Behind the Glass Evaluations	2005-2006 School Year	Students Discontinued as Successful Readers
Reading Recovery Teachers to work with Literacy Groups at Grade 2	Comp Ed \$65,345 Title II, A Local Budget \$170,000	Elementary Principal Reading Recovery Teachers	Running Records	Daily	Increased reading fluency and comprehension

**1.1.1 READING**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
Four Block Training for grades 3-5	Title II, A \$1600 Consultants	Curriculum Director	Lesson Plans Teaming Meetings	Summer, 2005	Increased Student Achievement
Continue the Accelerated Reader Program for K – 8 as an incentive program for ludic reading	Campus Budgets	Campus Principals	Number of books read	Weekly	Increased Student Achievement
Continue a balanced literacy approach district-wide	SCE Title I Local Funds	Campus Principals	Six Week Assessments	Each Six Weeks	Increased TAKS Scores
Implement Four Block Training for 3-5	Time	Curriculum Director Campus Principals	Six Week Assessments	Each Six Weeks	Increased Reading Achievement
Implement Reading Instructional Plan	Teachers Time	Curriculum Director Campus Principals	Unit Builder Portfolios	Each Six Weeks	Increased Reading Achievement
Reading Consultant to Model Guided Reading in Classrooms	Title I \$4800	Campus Principals Elem/Int Instructional Facilitator	Classroom Observation for Guided Reading Instruction	September 2005 November 2005	Increased Reading Achievement

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<b><u>WRITING</u></b>	<b>1999 Actual</b>	<b>2000 Actual</b>	<b>2001 Actual</b>	<b>2002 Actual</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Actual</b>
<b>All students</b>	84.7	92.2	90.6	89.3	79.9	84	88
<b>Male</b>	77.2	89.3	88.7	84.9	75.0	79	83
<b>Female</b>	91.7	95.2	92.1	94.5	84.1	90	94
<b>African American</b>	76.1	85.5	81.9	90.6	65.1	68	82
<b>Hispanic</b>	70.0	94.1	90.0	75.0	64.7	89	91
<b>White</b>	87.2	93.3	92.8	89.8	83.2	87	89
<b>Economically Disadvantaged</b>	75.3	89.7	85.6	85.2	73.6	82	83
<b>Native American</b>	*	*	*	*	100.0	*	*
<b>LEP</b>	*	*	*	*	62.5	40	75
<b>Special Ed</b>	61.9	78.9	60.0	62.5	66.7	55	*

\*Information not available

**1.1.1 Writing**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
New Jersey Writing Project in Texas Training	Local Budget \$7,850	Curriculum Director	Completion of Institute	June 2005	Increased Writing Scores
Instructional Facilitators	Local Budget \$86,000	Curriculum Director	Modeling writing instruction in the classroom and lesson planning	2005-2006	Increased writing scores
TAKS Writing Training	Region VII Workshop	Curriculum Director/Principals	Writing samples holistically scored	September 2005	Increased writing scores
Primary Week for Reading/Writing	\$8000	Curriculum Director	Portfolios	June 2006	Increased Writing Frequency and Improved Quality of Instruction
Implement Instructional Plan	Teachers Time	Principals Curriculum Director	Portfolios	Each Six Weeks	Yearly Evaluation Increased TAKS Scores

Professional Development for Writing	Title II, A \$1000	Curriculum Director	Trainers to Conduct Review Sessions for NJWPT	Fall, 2005 Spring, 2006	Improved Writing Instruction
TAKS Week	Title II, A \$12,000	Curriculum Director	Classroom Observations	June, 2005 June, 2006	Improved Instruction
PreAP and AP English Language Arts Training	\$2000 Local Funds	Junior High and High School Principals	Six Week Assessments	Summer 2005	Increased Participation and Passing Rate on AP Exams
Implement District Scope and Sequence	Title II, A \$1000 Margaret Kilgo Training	Campus Principals Curriculum Director	Unit Builder	2005-2006	Six Week Assessments



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<b><u>SOCIAL STUDIES</u></b>	<b>1999 Actual</b>	<b>2000 Actual</b>	<b>2001 Actual</b>	<b>2002 Actual</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Actual</b>
<b>All students</b>	61.4	70.6	74.0	72.0	87.1	85	88
<b>Male</b>	54.4	74.0	72.6	71.9	86.3	86	88
<b>Female</b>	67.1	65.8	75.3	74.6	87.9	85	87
<b>African American</b>	34.6	43.2	53.6	56.0	79.3	68	82
<b>Hispanic</b>	71.4	77.8	20.0	50.0	88.2	54	74
<b>White</b>	66.7	77.7	81.5	75.0	88.9	91	90
<b>Economically Disadvantaged</b>	35.6	56.5	60.3	60.0	82.9	74	81
<b>Native American</b>	*	*	*	*	100.0	*	*
<b>LEP</b>	*	*	*	*	*	14	40
<b>Special Ed</b>	13.0	26.1	16.7	42.3	64.7	58	83

\*Information not available

**1.1.1 Social Studies**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
Team Planning and Assessments	Time	Campus Principals	Six Week Assessments	Each Six Weeks	Increased TAKS Scores
Integrated curriculum/thematic approach in Social Studies and Language Arts	Time	Campus Principals	Six meetings per year	2005-2006	Yearly Evaluation Increased TAKS Scores
Implement Instructional Plan	Time	Campus Principals	Lesson Plans Portfolios	Each Six Weeks	Increased TAKS Scores
Implement District Scope and Sequence	Margaret Kilgo Training Title II, A \$1000	Campus Principals Curriculum Director	Unit Builder	Each Six Weeks	Six Week Assessments
AP Training for U. S. History	\$1000	H. S. Principal	Six Week Assessments	Each Six Weeks	Increased Participation and Passing Rate on AP Exams

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<b><u>SCIENCE</u></b>	<b>1999 Actual</b>	<b>2000 Actual</b>	<b>2001 Actual</b>	<b>2002 Actual</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Actual</b>
<b>All students</b>	87.7	90.3	94.2	86.0	46.8	59	62
<b>Male</b>	88.2	90.3	93.2	84.7	51.2	61	62
<b>Female</b>	87.2	90.4	95.0	88.1	41.1	58	62
<b>African American</b>	59.3	78.4	92.9	69.0	25.8	36	29
<b>Hispanic</b>	100.00	89.9	80.0	67.0	36.4	41	45
<b>White</b>	93.3	93.8	95.0	89.0	54.2	66	69
<b>Economically Disadvantaged</b>	75.6	90.2	88.9	78.0	31.4	49	49
<b>Native American</b>	*	*	*	*	40.0	20	*
<b>LEP</b>	*	*	*	*	20.0	25	14
<b>Special Ed</b>	70.8	63.6	53.8	56.5	23.7	45	47

\*Information not available

### 1.1.1 Science

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
Team Planning and Assessments	Time	Principals	Six Week Assessments	Each Six Weeks	Increased TAKS Scores
John Crain Consortium for Curriculum Alignment	Local Budget \$700 Region VII Math/Science Cooperative	Curriculum Director Campus Principals	Training Peers	2005-2008	Aligned Curriculum with Assessments over a 3-yr period
TexTeams for Grades K-12	Region VII Workshops	Curriculum Director Campus Principals	Six Week Assessments	Region VII Calendar Offerings	Increased TAKS Scores
Upgrade science lab equipment	Local Budget	Principals	Increase in Number of Lab Experiences	2005-2006	Increased TAKS Scores
Integrated curriculum/thematic approach	Time	Principals	Six meetings per year	Each Six Weeks	Increased TAKS Scores
Implement District Scope and Sequence	Title II, A \$1250 Margaret Kilgo Training	Principals Curriculum Director	Unit Builder	Weekly	Six Week Assessments
AP Training for Biology/Chemistry					Increased

	\$1000	H. S. Principal	Six Week Assessments	Each Six Weeks	Participation and Passing Rate on AP Exams
Hire a Science Consultant	\$10,000 Title II, A	Curriculum Director	Classroom Observations	Weekly	Increased TAKS Scores

**Goal 1: Gilmer ISD will achieve a higher percentage than the state average on all AEIS indicators.**

**OBJECTIVE 1. 2: By 2005 – 2006, the student attendance rate will be at least 96%.**

	<b>1999 Actual</b>	<b>2000 Actual</b>	<b>2001 Actual</b>	<b>2002 Actual</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Actual</b>
<b>All students</b>	94.8	95.6	95.7	95.6	95.0	95.2	
<b>Male</b>	95.4	95.7	95.8	95.6	95.3	95.4	
<b>Female</b>	95.1	95.4	95.7	95.5	94.7	95.0	
<b>African American</b>	96.4	96.8	96.8	96.8	96.3	96.6	
<b>Hispanic</b>	96.4	96.1	96.2	96.6	96.4	96.1	
<b>White</b>	94.9	95.3	95.5	95.2	94.5	94.8	
<b>Asian</b>	*	*	*	*	*	*	
<b>Economically Disadvantaged</b>	95.0	95.4	95.7	95.6	94.7	94.9	
<b>Native American</b>	*	*	*	93.8	94.2	93.5	
<b>LEP</b>	*	*	*	97.4	96.8	96.5	
<b>Special Ed</b>	94.7	95.0	95.2	95.2	93.8	94.3	

\*Information not available

### 1.1.2 Attendance

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
Provide incentives to encourage attendance	Campus Budgets	Principals	96% attendance each six weeks	Each Six Weeks	96% yearly attendance
Monitor attendance on a weekly basis	Time	Principals Director of Pupil Services	Weekly Reports	Weekly	96% yearly attendance
Conduct parent meetings on a six-week basis	Time	Principals	Sign-in Sheets	Each Six Weeks	Decrease in absences
Monitor attendance to meet Adequate Yearly Progress	Time	Principals/ District Testing Coordinator	Percent of students present on state assessment days	February and April Testing Dates	100% attendance
Representation at Truancy Hearings at Upshur County Court	Time	Director of Pupil Services	Number of Truancy Cases Adjudicated	Weekly Reports	Increased Attendance

**Goal 1: Gilmer ISD will achieve a higher percentage than the state average on all AEIS indicators.**

**Objective 1.3: By 2005 – 2006, the district will maintain a dropout rate of no more than 1%.**

Drop Out	2000 - 2001		2002 - 2003		2003-2004		2004-2005		2005-2006	
	Goal	Results	Goal	Results	Goal	Results	Goal	Results	Goal	Results
<b>All Students</b>	<1.0	1.3	<1.0	1.2	<1.0	1.2	<1.0	0.8	<1.0	
<b>Male</b>	<1.0	1.3	<1.0	0.5	<1.0	0.5	<1.0	1.0	<1.0	
<b>Female</b>	<1.0	1.3	<1.0	1.9	<1.0	1.9	<1.0	0.6	<1.0	
<b>African American</b>	<1.0	2.3	<1.0	4.2	<1.0	4.2	<1.0	1.4	<1.0	
<b>Hispanic</b>	<1.0	2.0	<1.0	4.5	<1.0	4.5	<1.0	0.0	<1.0	
<b>White</b>	<1.0	1.0	<1.0	0.3	<1.0	0.3	<1.0	0.7	<1.0	
<b>Economically Disadvantaged</b>	<1.0	1.4	<1.0	2.0	<1.0	2.0	<1.0	0.7	<1.0	
<b>Native American</b>	<1.0	*	<1.0	*	<1.0	*	<1.0	0.0	<1.0	
<b>LEP</b>	<1.0	*	<1.0	14.3	<1.0	14.3	<1.0	0.0	<1.0	
<b>Special Education</b>	<1.0	1.7	<1.0	1.7	<1.0	1.7	<1.0	0.8	<1.0	

\*Information not available



**1.1.3 DROP OUT REDUCTION**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
Develop a cooperative effort with local social agencies to provide tutoring and special skills for at-risk students.	ETCADA Local Law Enforcement	Principals	Decrease number of absences	Monthly	<1% dropout
Cooperative AEP to provide educational services	SCE \$90,000 Big Sandy as fiscal agent	Principals	Decrease number participating	Weekly	Reduce dropout rate
Provide credit recovery and accelerated instruction	Plato Lab Personnel \$13,000	H.S. Principal	Number of dropouts per semester	Weekly	Reduction in number of dropouts
Summer School for At-Risk Students, K-12	SCE \$20,000 ARI/AMI \$5000 OEYP \$6600 Local Funds \$10,000 Title I \$10,000	Curriculum Director/ Campus Principals	Number of students attending summer school	June 2006	Number of students earning credit or promoted to the next grade level
Report and file with court on students for truancy and non-attendance	Time	Director of Pupil Services	Increase number of students attending school	Weekly	Reduce dropout rate

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**OBJECTIVE 1.4: Increase the number and performance of students taking the SAT/ACT.**

	<b>2000-2001</b>		<b>2001-2002</b>		<b>2002-2003</b>		<b>2003 -2004</b>		<b>2004-2005</b>	
	<b>Class of 2000</b>		<b>Class of 2001</b>		<b>Class of 2002</b>		<b>Class of 2003</b>		<b>Class of 2004</b>	
	<b>% Tested</b>	<b>% At/ Above Criteria</b>	<b>% Tested</b>	<b>% At/ Above Criteria</b>	<b>% Tested</b>	<b>% At/ Above Criteria</b>	<b>% Tested</b>	<b>% At/ Above Criteria</b>	<b>% Tested</b>	<b>% At/ Above Criteria</b>
<b>All students</b>	49.2	26.2	63.8	24.4	58.7	26.8	69.3	17.7	69.2	28.9
<b>Male</b>	45.8	40.7	59.1	35.9	58.1	33.3	66.0	19.4	75.7	32.1
<b>Female</b>	52.3	14.7	68.0	15.7	59.3	20.0	71.6	16.7	60.0	23.3
<b>African American</b>	52.6	0.0	88.9	0.0	65.4	0.0	88.9	12.5	43.8	0.0
<b>Hispanic</b>	42.9	*	100.0	20.0	*	-	-	0.0	37.5	*
<b>White</b>	48.5	34.0	57.3	28.4	58.1	35.2	59.8	21.8	77.5	37.1
<b>Asian</b>		*	-	-		-	-	-	-	-
<b>Eco/Disadvantaged</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Special Ed</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Mean Scores</b>	SAT	ACT	SAT	ACT	SAT	ACT	SAT	ACT	SAT	ACT
	1020	19.6	974	19.9	1003	19.7	953	18.9	1137	20.0

**1.1.4 ACT / SAT / AP / HIGHER EDUCATION OPPORTUNITIES**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
Increase performance and number of Gilmer High School students who take college admissions tests	Counseling Center	Principal	75% of all graduating seniors take the SAT or ACT	College Board Testing Calendar	Students score at or above the state performance standard, SAT 1110 and ACT 24
All 10 <sup>th</sup> and 11 <sup>th</sup> grade students will take the PSAT.	Local Budget \$1500	Superintendent H.S. Principal	PSAT Results	October 2005	Increased performance on SAT and/or National Merit or Commended Scholar
All 9 <sup>th</sup> grade students will take the previous year's released PSAT.	Time	Superintendent H. S. Principal	Results	October 2005	Increased performance on PSAT for Junior Year
Provide ACT/SAT Test Prep Training for 7 <sup>th</sup> graders for the Duke Scholars Program	Local Budget \$1000	H. S. Principal Jr. High Principal	Participation	Spring 2005	Increased performance on PSAT/SAT
Implement SAT/ACT Prep Class for Local Credit	Local Budget \$10,000	H.S. Principal	Student Enrollment	Each Semester	Increased performance on PSAT/SAT/ACT
PreAP and AP Training for Teachers of AP Courses	\$5000 Title II, A	Junior High and High School Principals	Six Week Assessments	Each Six Weeks	Increased Participation and Passing Rate on AP Exams

College Night Information on Admissions and Financial Aid	Time College Admissions Information	High School Counselors High School Principal	Attendance and Participation	Spring, 2006	Increase in number of students attending higher education
Counseling Sessions for Students and Parents on the TEXAS Grant Program and the Teach for Texas Program	Career Kit from Region VII	High School Counselors High School Principal	Classroom Sessions for Juniors and Seniors	Spring, 2006	Increase in number of students entering the teaching programs
Participation in Greater Longview Organization for Business and Education (GLOBE)	5th Grade Presentations; 8 <sup>th</sup> Grade Presentations; JOGS Program; Texas Scholars Ceremony	Intermediate, Junior High, and High School Counselors GLOBE Representative	Counseling Sessions for course selection and awareness for early intervention at 5 <sup>th</sup> and 8 <sup>th</sup> grades	Spring, 2006	Increase in number of students seeking higher education
Career and Technology Education Opportunities	Time	CATE Director	CATE Awareness Sessions	Spring, 2006	Increase in number of students taking CATE courses and seeking higher education programs

**1.1.4 SAT / ACT / AP / HIGHER EDUCATION**

Strategies	Resources	Person(s)	Formative	Time Line	Summative
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		<b>Responsible</b>	<b>Evaluation</b>		<b>Evaluation</b>
Pre-AP Training and AP Training	Region VII AP Seminars Local Budget \$3500	Jr. High/H.S. Principals Curriculum Director	Teach AP/Pre- AP Courses	Summer 2005 and 2006	Students score 3 or above on AP Tests
Increase enrollment in Pre-AP courses beginning in the 6 <sup>th</sup> grade	Region VII	Jr. High Principal Curriculum Director	Teach AP strategies in all classes	2005-2006	Increased number of students taking AP courses and AP tests
Develop an AP Philosophy	Time	Curriculum Director Jr. High/HS. Principals AP Teachers	Instruct according to philosophy	January 2006	Increase enrollment in AP courses
Increase number of AP test takers	Local Budget \$500	H.S. Principal Counselors	Monitor ratio of test takes to number of students enrolled in AP courses	May 2006	Students score 3 or above on AP tests

**GOAL 1: GILMER ISD WILL ACHIEVE A HIGHER PERCENTAGE THAN STATE AVERAGE ON ALL AEIS INDICATORS.**

**OBJECTIVE 1. 5: The district will reduce by 10% the referrals for serious disciplinary offenses and number of students who commit the**

offenses.

#### 5A Suspensions

	<b>2000 Actual</b>	<b>2001 Actual</b>	<b>2002 Target</b>	<b>2002 Actual</b>	<b>2003 Target</b>	<b>2003 Actual</b>	<b>2004 Target</b>	<b>2004 Actual</b>	<b>2005 Target</b>	<b>2005 Actual</b>
<b>Incidents</b>	25	88	50	47	43	38	35	33	30	
<b>Individuals</b>	25	88	50	47	43	30	35	33	30	

#### 5B Assignments to AEP

	<b>2000 Actual</b>	<b>2001 Actual</b>	<b>2002 Target</b>	<b>2002 Actual</b>	<b>2003 Target</b>	<b>2003 Actual</b>	<b>2004 Target</b>	<b>2004 Actual</b>	<b>2005 Target</b>	<b>2005 Actual</b>
<b>Incidents</b>	40	29	25	22	20	19	15	8	5	
<b>Individuals</b>	40	29	25	22	20	18	15	8	5	

#### 5C Expulsions

	<b>2000 Actual</b>	<b>2001 Actual</b>	<b>2002 Target</b>	<b>2002 Actual</b>	<b>2003 Target</b>	<b>2003 Actual</b>	<b>2004 Target</b>	<b>2004 Actual</b>	<b>2005 Target</b>	<b>2005 Actual</b>
<b>Incidents</b>	3	1	0	0	0	0	0	1	0	
<b>Individuals</b>	3	1	0	0	0	0	0	1	0	

### 1.1.5 Discipline

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
Cooperative AEP to provide educational services	State Comp Ed. \$90,000 Big Sandy ISD as fiscal agent	Principals	Decrease number of students assigned to AEP	Weekly	10% reduction in referrals for serious offenses
Develop Adaptive Behavior Class K-3	Special Education Funding \$43,000	Director of Special Education/ Elem/Int. Principals	Monitor number of students referred	August 2005	Decrease number of referrals/Increase positive behavior and social skills
Implement TASB Model Student Code of Conduct	TASB	Director of Pupil Services Campus Principals	Monitor Number of Discipline Incidents	Each Six Weeks	PEIMS Data – Decrease in Major Incidents
Follow District Discipline Policies	GISD Policy Manual	Superintendent Campus Principals	Monitor Number of Discipline Complaints based on Policy	Each Six Weeks	Number of Level 3 Discipline Incidents

**Goal 2: Gilmer ISD will implement an aligned curriculum that focuses on every student's achievement to recognize the district mission.**

**Objective 2.1: Build a strong, rigorous curriculum (PK-12) consisting of reading, writing mathematics, history, science, fine arts, foreign language, technology, and wellness.**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
Implement instructional plans for Social Studies, Reading, Writing, Math, and Science	Time	Campus Principals	Unit Builder Portfolios	Each Six Weeks	PDAS
John Crain Consortium for Curriculum Alignment	Local Budget \$700 Region VII Math/Science Cooperative	Curriculum Director Campus Principals	Training Peers	October, January, July 2005-2006	Aligned Curriculum with Assessments over a 3-yr period
Maintain curriculum guides for core content areas	Time	Curriculum Director/ Principals	Update curriculum as needed	Each Six Weeks	Submit changes
Implement District Scope and Sequence for Core Content Courses	\$5000	Curriculum Director Campus Principals	Six Week Assessments	Each Six Weeks	Increased TAKS Scores
Tutoring	\$19,440 Title I Funds	Intermediate Principal	Six Week Assessments	Each Six Weeks	Increased Student Achievement

**Goal 2: Gilmer ISD will implement an aligned curriculum that focuses on every student's achievement to recognize the district mission.**



**Objective 2.2: Provide curriculum and instructional resources that are accessible to staff in a user-friendly format.**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
Refine Template for Lesson Design	Time	Superintendent/ Curriculum Director/ Technology Director	Unit Builder	August 2005	Survey Staff in May, 2006
Provide Scope and Sequence for Core Content Areas	\$5000 Margaret Kilgo Training	Superintendent/ Curriculum Director/Principals	Scope and Sequence Available for Use	August, 2005	Survey staff in May, 2006
Create Units for Unit Builder	Unit Builder	Principals	Six Week Assessments	Each Six Weeks	Increased Achievement and Aligned Curriculum
Develop Six Week Assessments to Evaluate Scope and Sequence	Title II, A \$6000	Curriculum Director Instructional Facilitators Teachers	Complete Six Weeks Assessments	June 2005	Results of Six Week Assessments
Provide TARGET System for Instructional Assessment	Time	Technology Director	Data Disaggregation for Six Week Assessments	Each Six Weeks	Increased Student Achievement based on Data- Driven

					Instructional Decisions
COMPASS Software – State Assessment	Region VII COMPASS Mgmt. System \$2428	Curriculum Director/ Principals	Data Disaggregation	Each Six Weeks	Curriculum Decisions based on Data

**Goal 2: Gilmer ISD will implement an aligned curriculum that focuses on every student's achievement to recognize the district mission.**

**Objective 2.3: Differentiate instruction to accommodate learning styles and the needs of all students to maximize their opportunities to excel.**

Strategies	Resources	Person(s) Responsible	Formative	Time Line	Summative
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			<b>Evaluation</b>		<b>Evaluation</b>
Gifted and Talented training for all professional staff	Region VII Consultant	Curriculum Director and Principals	Completion of 5-day training	June 2005 June 2006	PDAS
Special Education Training for all professional staff	Campus Diagnosticians and Special Education Teachers	Director of Special Education and Principals	Lesson plans for modifications	Weekly	PDAS
Confidentiality Training for all professional staff	Inservice Training	Director of Special Education	Campus Principals monitor	Yearly in August	0% confidentiality breaches
CPI Training for Staff	Region VII	Director of Special Education	Campus Principals monitor	Fall, 2005	0% Restraint Violations
Campus Improvement Plan for Over-Identification of African American Students	Time	Director of Special Education	Intervention Procedures in Place	Evaluation of Intervention Procedures with each referral to SPED	10% Reduction in SPED Referrals for African American Students
Provide opportunities for students to participate in Model United Nations	Region VII Code VII Cooperative	GT Teachers	Participation in Model UN	Yearly Course	Success at Model UN Competition
Gifted and Talented continuous yearly training	Region VII	Curriculum	Campus Principals	Yearly	PDAS

	Cooperative	Director/Principals	monitor		
504 Awareness Training	Inservice Training	Campus 504 Contacts	Eligibility Assessment	Yearly in August	Accommodation Plan for Identified Students
Implementation of Inclusion at Intermediate Campus	Inclusion Training through SDR Resources	Intermediate Principal	Monitor Student Success through IEP and Six Week Assessments	Each Six Weeks	Increased Success on TAKS or SDAA Scores
Instructional Leadership Training for New Teachers	Local Budget \$50	Curriculum Director/Trainers for ILD/Principals	Monitor classroom instruction	Monthly	PDAS
Visit successful schools	Title II, A \$550	Curriculum Director/Elem./Intermediate Principal	Observe successful classroom teachers	3 times per year	Implement successful practices
Academic Teaming at Jr. High	Schedule	Jr. High Principal	Monitor teams	Weekly	Evaluate teaming program
Dyslexia Screening at Grade 2	Testing Kits	Curriculum Director/Dyslexia Contact	Screening process	Fall 2005 Spring 2006	Identified students for dyslexia instruction through CEI Lab
ARI/AMI Initiative Dyslexia Awareness Training	\$83,673 Grant Funds	K-6 Campus Principals	Monitor Instruction	Each Six Weeks	>Reading/Math TAKS Scores

	Time	Curriculum Director/Dyslexia Contact	Campus Principals Monitor	Each Six Weeks	PDAS
AVID Summer Institute	SCE Funds \$4000	H.S. Principal	Planning for AVID students	Summer 2005	Serve AVID students
Advancement Via Individual Determination (AVID)	Title 1 Funds \$10,800	H.S. Principal/ AVID Teacher	Data for National Center	2005-2006	Success of Identified Students Served
Staff Training on Understanding by Design	Time	Superintendent Curriculum Director Campus Principals	Lesson Design	August 2005	Increased Student Achievement
Performance Task and Rubric Training	Pat Jacoby, Consultant \$4500 Local Funds	Curriculum Director	Practice with Performance Tasks and Rubrics	August 2005	Increased Student Achievement
Design Performance Tasks and Rubrics	Time	Campus Principals	Implement Performance Tasks and Rubrics	Each Six Weeks	Increased Student Achievement
LEP Cycle 2 Grant – Computers, Software, Bilingual Paraprofessional, ESL Classes for Adults, ESL Methodology Classes for Classroom Teachers, Parent	Grant Funds \$102,500	Curriculum Director ESL Coordinator	Quarterly Reports\Six Weeks	Each Six Weeks	Increase in Number of ELL Students Passing

Involvement Program			Grades/Six Week Assessments		TAKS
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**Goal 2: Gilmer ISD will implement an aligned curriculum that focuses on every student's achievement to recognize the district mission.**

**Objective 2.4: Implement an extensive assessment and evaluation system that measures student achievement, teacher effectiveness, and program success.**

Strategies	Resources	Person(s) Responsible	Formative Evaluation	Time Line	Summative Evaluation
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Gilmer Assessment Plan for continuous monitoring of student achievement	Time	Superintendent	Six week assessments	Each Six Weeks	TAKS Results
Administer Terra Nova Achievement Tests in reading, writing, and math to grades 1 and 2	Local Campus Budget \$5000	Elementary Principal and Counselor	Practice Tests	Yearly March/April	Achievement Test Results
Unit Builder	Time	Superintendent Curriculum Director Campus Principals	Create Units to accompany Framework	Each Six Weeks	Improved Instruction
90% of At-Risk Students Will Meet Expected Standards Each Six Weeks	TARGET System	Campus Principals	Monitor Grades	Each Six Weeks	Increased Student Achievement

**Goal 2: Gilmer ISD will implement an aligned curriculum that focuses on every student's achievement to recognize the district mission.**

**Objective 2.4: Implement an extensive assessment and evaluation system that measures student achievement, teacher effectiveness, and program**

**success.**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
COMPASS Software – State Assessment	Region VII COMPASS Management System\ \$2428 Title II, D	Curriculum Director/ Principals	Data Disaggregation	2005-2006	Curriculum Decisions based on Data
Train principals and teachers to use State Assessment	Region VII Consultant	Curriculum Director/ Superintendent	Data Disaggregation	Fall, 2005	Curriculum Decisions based on Data
TARGET System	Time	Director of Technology/ Curriculum Director	Data Disaggregation	Each Six Weeks	Curriculum Decisions based on Data
Implement Six Week Assessments	Region IV \$15,000 (Local Funds)	Curriculum Director Superintendent Technology Director Campus Principals	Six Week Assessments	Each Six Weeks	Curriculum Decisions based on Data
Support Title I Schoolwide Purpose and Strategies on All Campuses	TARGET System	Campus Principals	Six Week Assessments	Each Six Weeks	Tutorials Based on Data

**Goal 2: Gilmer ISD will implement an aligned curriculum that focuses on every student's achievement to recognize the district mission.**



**Objective 2.5: Create a system to promote parental and community involvement with educators in curricular and instructional issues.**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
Advisors on Curriculum and Education (ACE) Committee	Time	Superintendent and Curriculum Director	Attendance and participation	Meet four times per year	Positive and informative advisory meetings
Review District Improvement Plan and AEIS Report	Time	Superintendent and Curriculum Director ACE Committee	Attendance and participation	November 2005	Committee Feedback
Develop and Review 2006-2007 School Calendar	Time	Superintendent and Curriculum Director ACE Committee	Attendance and participation	February 2006	Committee Feedback
Review and Advise State Compensatory Education Budget	Time	Superintendent Curriculum Director ACE Committee	Attendance and participation	April 2006	Committee Feedback
Review and Advise Title Program and Budget	Time	Superintendent Curriculum Director ACE Committee	Attendance and participation	May 2006	Committee Feedback
ORANGE Card Volunteer Program	Local Budget \$1000	Community Coordinator	Number of patrons who participate	Monthly	Community Survey
Evening Campus Activities	Local Funds and Title 1 \$4000	Principals	Number of Participants	Each six weeks	Community Survey

Adopt-a-School	Local Contributions and Local Budget \$500	Community Coordinator	Business Participation	May, 2006	Community Survey
District Newsletter	Local Budget \$7500	Community Coordinator	Published Issues	Four Times Per Year	Community Survey
Community Involvement Coordinator Meetings	Local Budget \$50	Community Coordinator	Number of Participants	Fall, 2005 Spring, 2006	Coordinator Feedback

**Goal 3: Gilmer ISD will implement a comprehensive professional development plan focused on district, campus, and individual instructional and content needs, resulting in improved student performance.**

**Objective 3.1: Provide quantifiable, targeted staff development in various formats and time frames.**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
Implement comprehensive staff development plan	Time	Curriculum Director	Staff Development Records	June of Each Year	Increased Professional Development Knowledge
Design a comprehensive professional development calendar	Time	Curriculum Director	Reviewed by ACE Committee	May, 2005	Evaluation of Staff Development Sessions
Implement professional development sessions based on needs assessment	\$15,000 Title II Funds	Curriculum Director	Evaluation of Staff Development Sessions	Staff Development Calendar	Increased Student Achievement
Join Local Assessment, Professional Development, Math/Science, Title I, and Code VII Cooperative with Region VII	Local Funds Title I, II, III, IV, V Funds \$43,000	Superintendent Curriculum Director	Number of completed registrations	2005-2006	Improved Classroom Instruction

**Goal 3: Gilmer ISD will implement a comprehensive professional development plan focused on district, campus, and individual instructional and content needs, resulting in improved student performance.**

**Objective 3.2: Train and encourage teachers to use instructional strategies that expand student thinking and address all student groups.**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
Walkthrough Observations by Administrators	Time	Principals	Conduct 10 Walkthroughs/ Teacher	Weekly	PDAS
Provide Instructional Facilitators for Core Content Areas	Local Budget \$86,000	Superintendent/ Principals/ Curriculum Director	Model lessons and lesson design	Weekly	Increased Student Achievement
Visit Successful Campuses	Title II, A \$2500	Principals	Observe Successful Classroom Teachers	3 times per year	Implement Successful Classroom Practices
Centers Training PK-4	Time Instructional Facilitator	Principals/ Curriculum Director	Observe Successful Classroom Teachers	July 2005	Implement Centers in Classroom
Membership in Region VII Local Assessment	\$6600 Title 1 Title V Funds	Superintendent	Region VII Evaluations	2005-2006	Increased Student Achievement

**Goal 3: Gilmer ISD will implement a comprehensive professional development plan focused on district, campus, and individual instructional and content needs, resulting in improved student performance.**

**Objective 3.3: Provide training to ensure that administrative and instructional staff understand the curriculum and are capable of monitoring curriculum implementation.**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
COMPASS Software District Training	Region VII Consultant	Curriculum Director	Disaggregate Data	Fall, 2005	Make necessary curriculum decisions
Technology Training – access to curriculum- tech talks	Time	Director of Technology	Utilize Technology	Monthly	Make necessary curriculum decisions
Membership in Center for Administrator Professional Development (CAPD)	Region VII Title II, A \$2000	Curriculum Director	Administrator Participation	September 2005	Increased Student Achievement
Membership in Math/Science Cooperative	Region VII Title II, A \$18,400	Curriculum Director	Teacher Participation	September 2005	Increased Student Achievement
Principal and Assistant Principal Academies	Region VII	Superintendent	Administrator Participation	Region VII Workshop Calendar	Increased Student Achievement
Principal Performance Appraisal Training & Aspiring Administrators Academy	Region VII	Superintendent Campus Principals	Administrator Participation	Every Five Years	Increased Student Achievement

**Goal 4: Gilmer ISD will provide a safe and orderly environment that emphasizes character values.**

**Objective 4.1: Develop partnerships with law enforcement, governmental entities, parents, and community to provide a safe and orderly educational environment.**

Strategies	Resources	Person(s) Responsible	Formative Evaluation	Time Line	Summative Evaluation
Cooperative AEP to provide educational services	State Comp Ed. \$90,000 And Harmony ISD as fiscal agent	Principals	Decrease number participating	Weekly	Reduction in number of students referred
Summer Work Program	Texas Workforce Commission	1 FTE Randall Hodges	Participants	Summer 2005	Successful Completion of Program
Youth Educational Services (YES)	ETCADA In-kind Contributions	Susan Erwin	Monitor number of students participating	Monthly	Reduction in number of offenses
Virginty Rules – character development, refusal skills, violence prevention, conflict resolution	ETCADA	Venita Howard	Fewer referrals to AEP	Monthly	Decrease in teen pregnancy and substance abuse cases
Drug and Violence Prevention Education, including suicide prevention, conflict resolution	Title IV \$2673	Jr. High and H.S. Principals/Director of Pupil Services	Monitor # of incidents	Weekly	Reduction in number of incidents
Hire Additional SRO Officer	Title IV \$4000 Local Budget \$20,000	Campus Principals	Monitor # of incidents	August 2005	Reduction in number of incidents

**Goal 4: Gilmer ISD will provide a safe and orderly environment that emphasizes character values.**

**Objective 4.2: Develop the character of all students by embodying the principles of good citizenship, character, and service.**

Strategies	Resources	Person(s)	Formative	Time Line	Summative
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		<b>Responsible</b>	<b>Evaluation</b>		<b>Evaluation</b>
Implement a character education program at K-12 campuses (Skills Streaming), includes Bullying Program	Campus Budgets Title IV Region VII	Elementary/ Intermediate Principals Counselors	Teacher Input Referrals Fewer serious offenses	Weekly	PEIMS Data- decrease in referrals

**Goal 4: Gilmer ISD will provide a safe and orderly environment that emphasizes character values.**

**Objective 4.3: Provide facilities that are safe and conducive to an environment that promotes learning.**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative Evaluation</b>	<b>Time Line</b>	<b>Summative Evaluation</b>
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Continue Building Projects	Bond	Superintendent Board of Trustees	Progress Reports on Construction Updates	2005-2006	Project Completion

**Goal 5: Gilmer ISD will obtain and retain quality staff.**

**Objective 5.1: Develop a competitive pay scale in relationship to similar districts.**

Strategies	Resources	Person(s) Responsible	Formative	Time Line	Summative
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			<b>Evaluation</b>		<b>Evaluation</b>
Implement TASB Pay System for all employees	TASB Time	Superintendent	Ongoing	August 2005	Reduction in Turnover
Monitor and adjust pay scales based on economic data	Time	Superintendent	Salary Comparison to Adjoining Districts	August 2005	Reduction in Turnover
Set beginning teacher pay at \$1000 above state requirements	Local Budget \$180,000	Superintendent	Project impact on total budget	August 2005	Increase in Teacher Retention
Develop pay incentives for teachers with greater than 20 years experience	\$20,000 TASB Salary Survey	Superintendent	Project impact on total budget	August 2005	Increase Teacher Retention
Maintain Highly Qualified Staff through reimbursement for TEXES when passed	\$5000 Title II, A	Superintendent	Number of Teachers Passing TExES exam	August 2005	Increase Teacher Retention and Highly Qualified Sta

**Goal 5: Gilmer ISD will obtain and retain quality staff.**

**Objective 5.2: Provide a supportive, nurturing climate that promotes risk-taking and innovative thinking.**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Formative</b>	<b>Time Line</b>	<b>Summative</b>
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			<b>Evaluation</b>		<b>Evaluation</b>
Substitute Teacher Training	Local Budget \$100	Curriculum Director	Administer Survey to Administrators	Four times per year	Classroom Management Improvement
Gilmer PRIDE Awards for anyone in the district demonstrating special success	Local Budget \$200	Superintendent Board of Trustees	Administer Survey	2005-2006	Climate Survey Results
New Teacher Orientation	Title II, A \$1000	Central Office Staff Campus Principals	Informal Survey	2005-2006	New Teacher Orientation Evaluation
Mentorship Program for 1 <sup>st</sup> and 2 <sup>nd</sup> year teachers	Title II, A \$10,000	Curriculum Director Mentorship Leader (Jr. High Assistant Principal)	Classroom Observations Meetings	Monthly	Retention of Teaching Staff

**Goal 5: Gilmer ISD will obtain and retain quality staff.**

**Objective 5.3: Involve all stakeholders in the development and implementation of a shared vision.**

<b>Strategies</b>	<b>Resources</b>	<b>Person(s)</b>	<b>Formative</b>	<b>Time Line</b>	<b>Summative</b>
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		<b>Responsible</b>	<b>Evaluation</b>		<b>Evaluation</b>
Create a shared vision and belief statements	Time Local Budget \$500	Superintendent/ Trustees	Board Survey	Summer 2005	Leadership Survey
Develop a Long-Range Strategic Plan	Local Budget \$5000	Superintendent	Develop draft	2004-2006	Finalize and approve plan