

West Orange-Cove Consolidated Independent School District

District Improvement Plan



2012-2013

Mission Statement

West Orange-Cove Consolidated Independent School District believes that we, as educators, influence the future by concentrating the energies of the school and community on producing graduates with unlimited capacity to compete in a diverse society.

Shared Vision

Our students:

- Graduate as well educated decision-makers with a positive vision of themselves and their futures.
- Recognize, respect, and honor the strength and value of cultural diversity.
- Are responsible, productive citizens who are accountable for their actions and demonstrate strong work ethics.
- Are enthusiastic learners who work well independently and as team members.
- Demonstrate pride in their school and community.

WO-C offers a learning environment that:

- Fosters learning through highly dedicated and qualified staff members, who support one another in meeting the diverse needs of all students.
- Models leadership and skills for success to become positive contributors to society.
- Promotes a partnership between parents and educators to provide a quality education in a safe, nurturing environment.
- Challenges students to succeed, using a broad-based rigorous curriculum.
- Integrates modern technology with curriculum to maximize learning.

In our supporting environment:

- We are proud of our diverse, high performing community that sets the standards of excellence.
- Our businesses, district, and community work together as full partners and provide the resources necessary for a quality education for all.

District Motto

Transforming Lives for the Benefit of Society

Professional Staff Members

| Name | Group | Campus | Years of Service |
|---------------------------------------|---------------------------|--------|-----------------------|
| Sarah Landry | Education Manager | NELC | 2012-2013 – 2013-2014 |
| Ola Conner | Teacher | NELC | 2012-2013 – 2013-2014 |
| Janis Woodard | Teacher | NELC | 2012-2013 – 2013-2014 |
| Shelley Trump | Professional Non-Teaching | NELC | 2012-2013 – 2013-2014 |
| Vickie Price | Academic Coordinator | WO-SE | 2011-2012 – 2012-2013 |
| Athena Jefferson | Teacher | WO-SE | 2011-2012 – 2012-2013 |
| Lori Broussard | Teacher | WO-SE | 2012-2013 – 2013-2014 |
| Patricia Lee | Professional Non-Teaching | WO-SE | 2012-2013 – 2013-2014 |
| Kathy Fuqua | Academic Coordinator | WO-SM | 2011-2012 – 2012-2013 |
| Deven Michael | Teacher | WO-SM | 2011-2012 – 2012-2013 |
| Deanna Laughlin | Teacher | WO-SM | 2011-2012 – 2012-2013 |
| Linda Smith | Professional Non-Teaching | WO-SM | 2012-2013 – 2013-2014 |
| Michelle Duhon | Academic Coordinator | WO-SH | 2011-2012 – 2012-2013 |
| Selection in Progress – final by 9/20 | Teacher | WO-SH | 2012-2013 – 2013-2014 |
| Ebinoque Celestine | Teacher | WO-SH | 2011-2012 – 2012-2013 |
| Jeanne Istre | Professional Non-Teaching | WO-SH | 2011-2012 – 2012-2013 |
| Kim Smith | CTE | WO-SH | 2011-2012 – 2012-2013 |

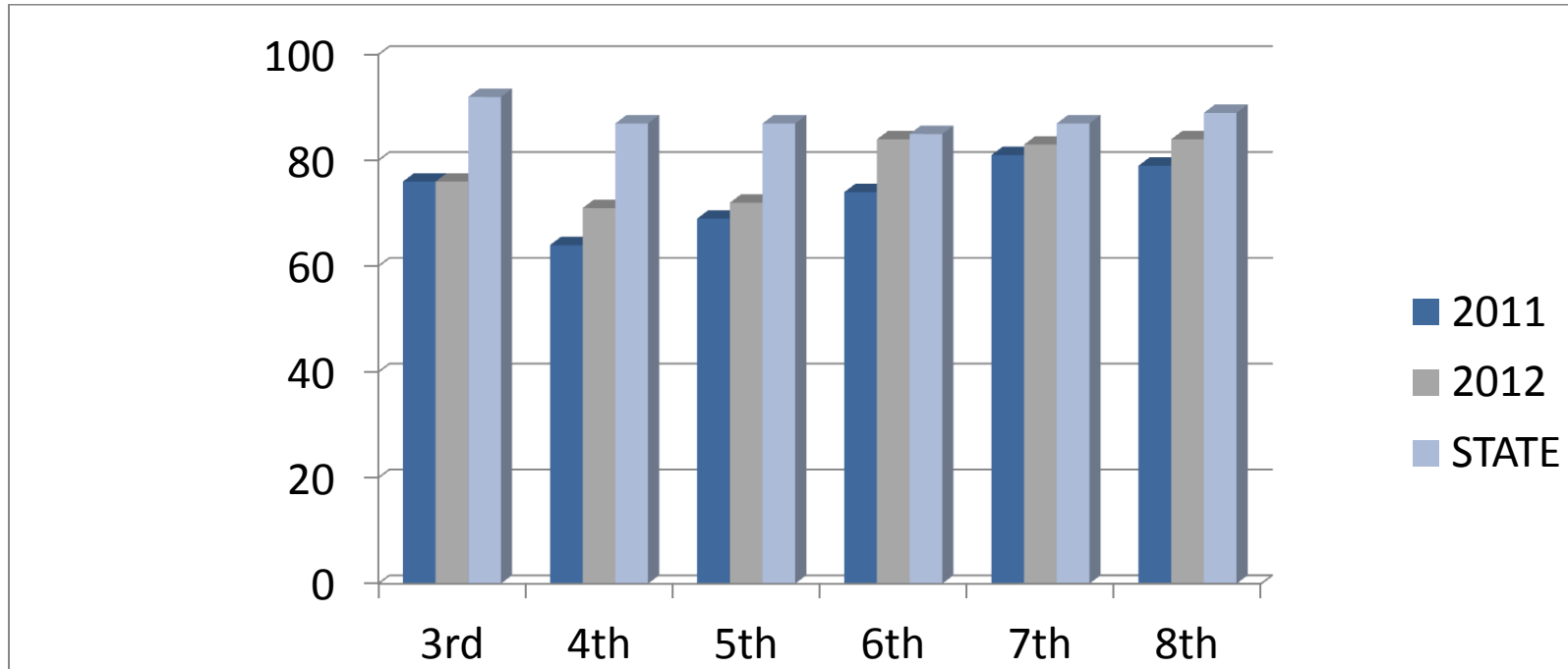
Ad Hoc Members

| Name | Group | Department | Contact Number |
|---------------------------|--|----------------------|----------------|
| 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 |
| Brant Graham, 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 |

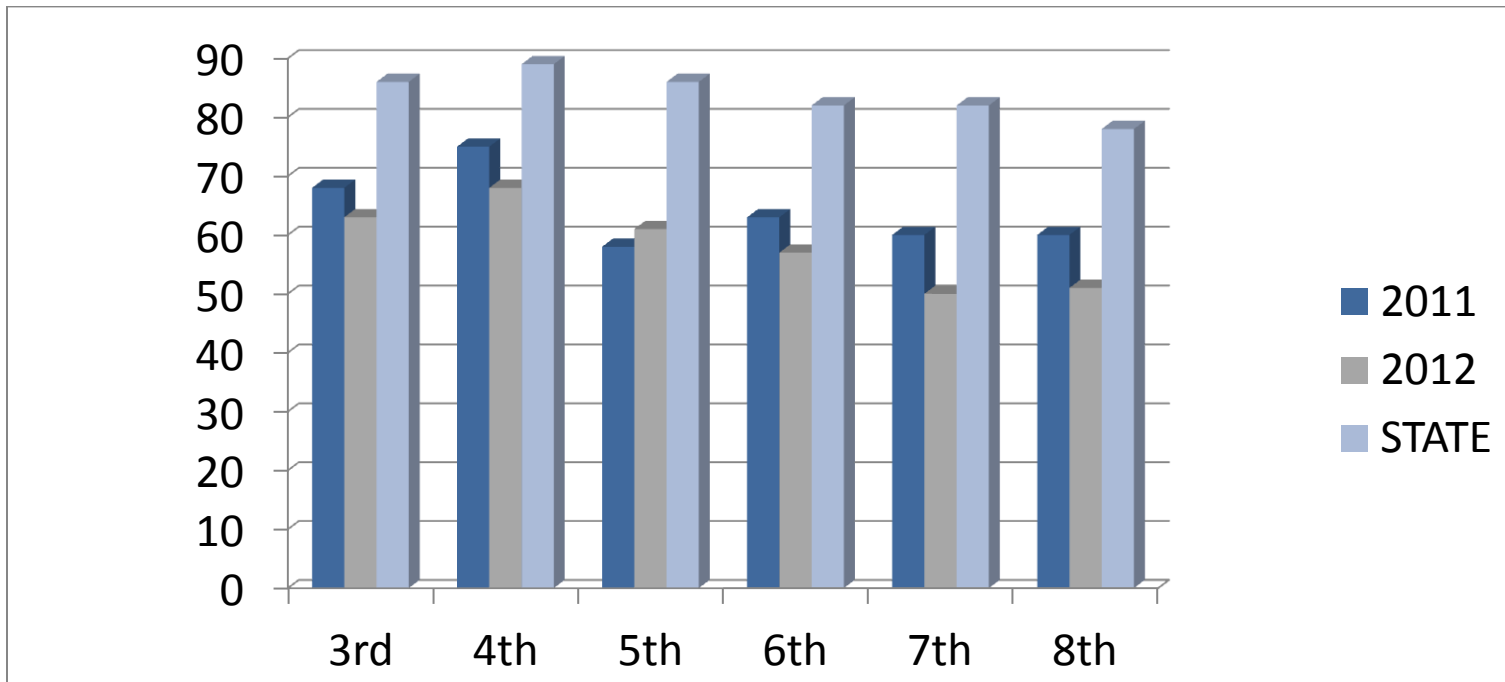
Parents, Business, & Community Members

| Name | Group | Address | Contact Number |
|---------------------------------------|-------------------------|--------------------|----------------|
| Debra Simon | Parent | | 779-8230 |
| Dawn Fusulier | Parent | 2915 King Street | 670-3774 |
| Rev. Crockett | Community Member | 2701 Fairway Drive | 886-2508 |
| Selection in Progress – final by 9/20 | Community Member | | |
| Selection in Progress – final by 9/20 | Business Representative | | |

2012 Grades 3-8 TAKS Bridge Results Reading

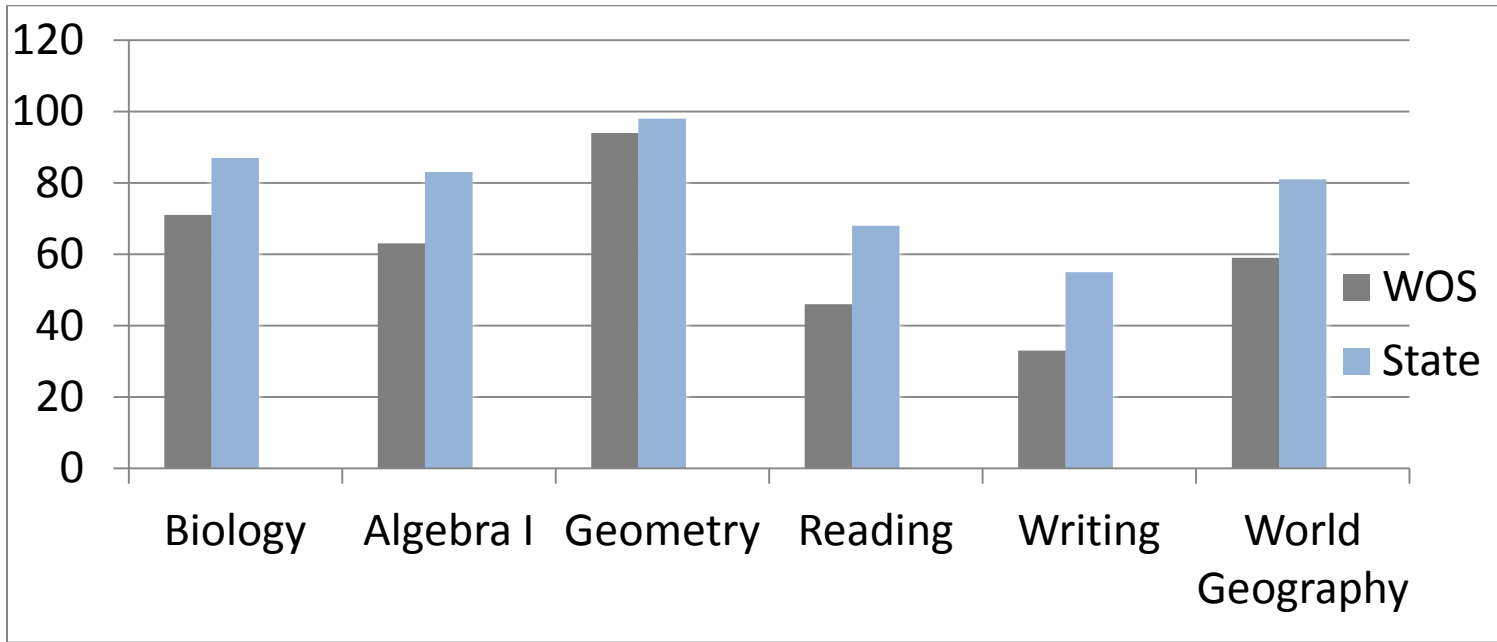


2012 Grades 3-8 TAKS Bridge Results Math

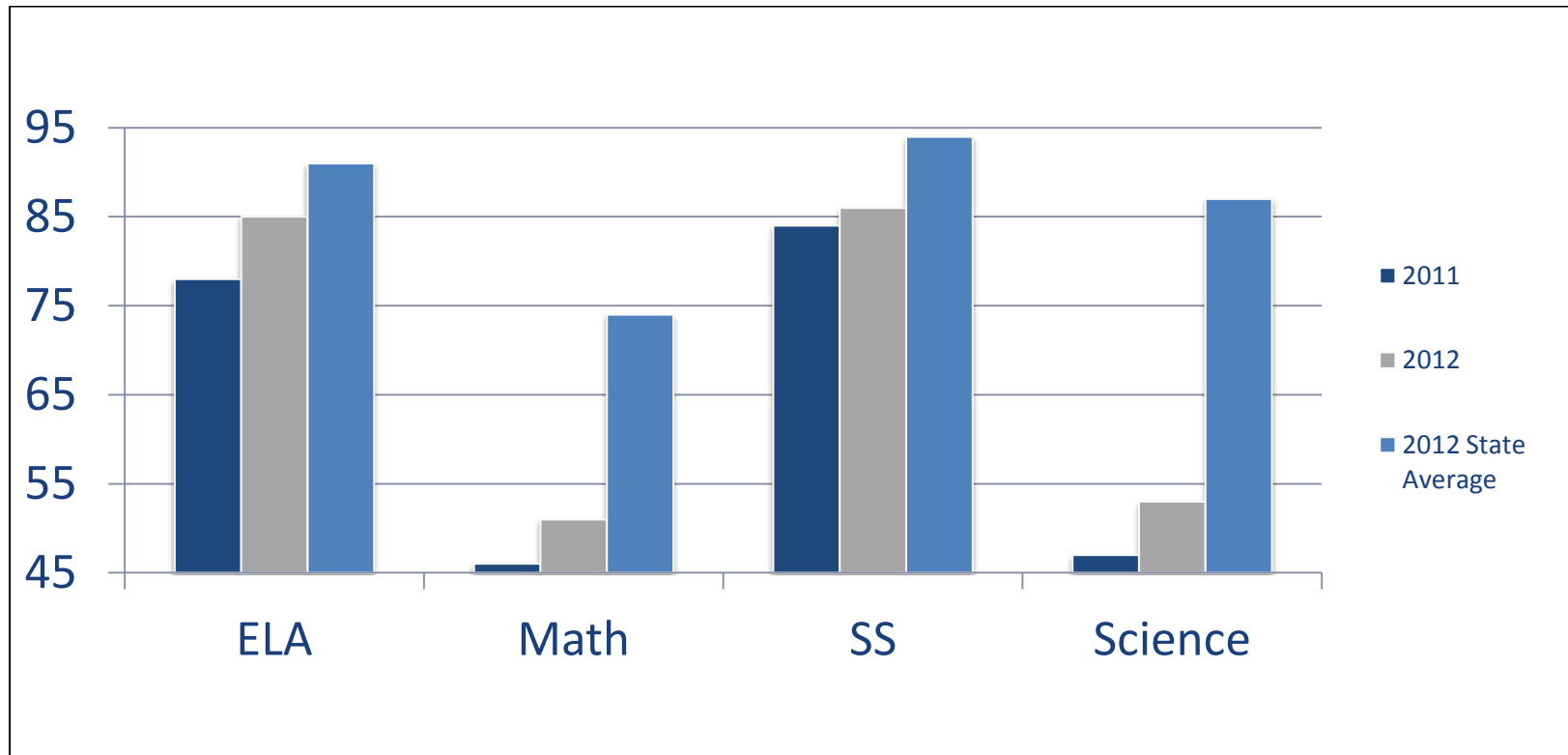


End of Course Exams

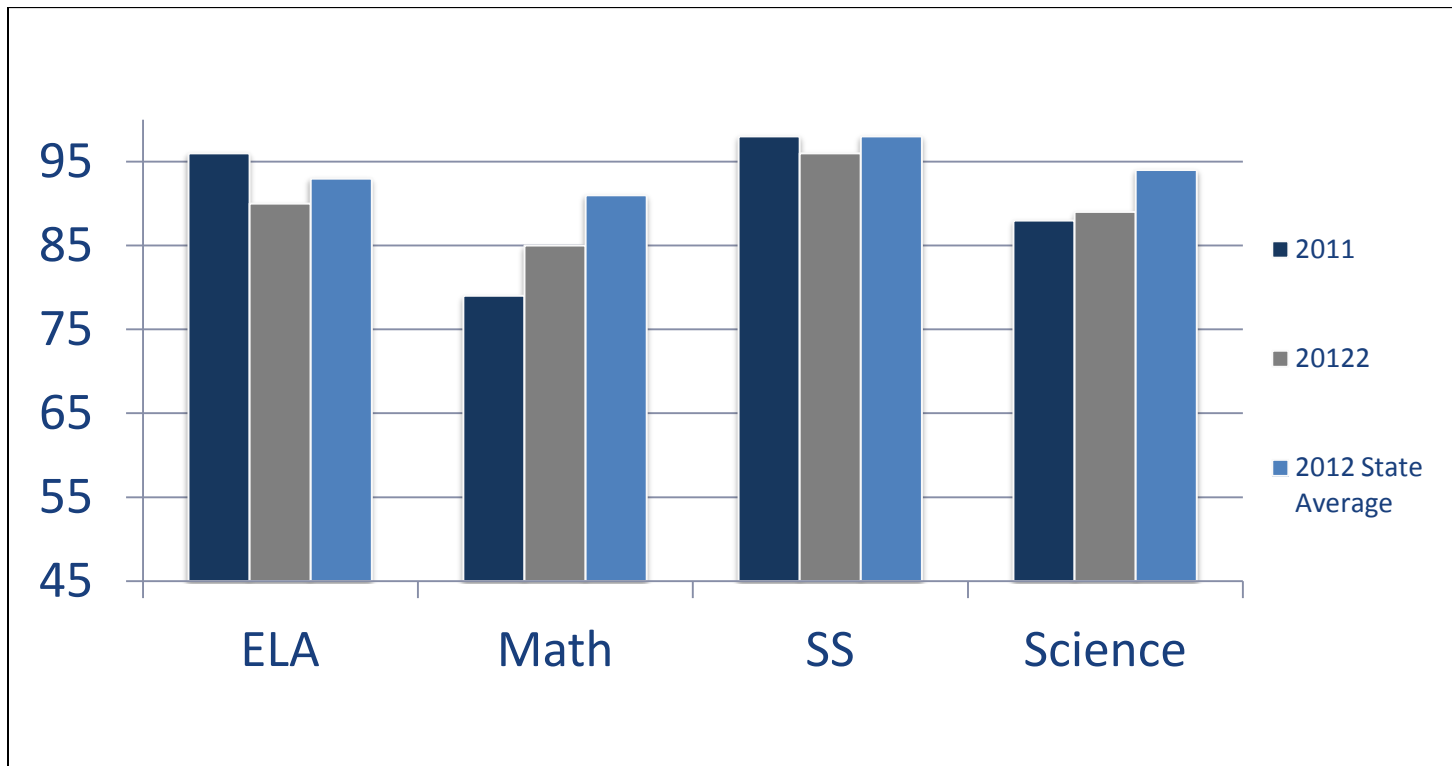
Ninth Grade



Grade 10 TAKS Scores



Grade 11 TAKS Scores



Section 1

Instruction and Learning for Student Achievement

Philosophy of Improvement Planning:

West Orange-Cove CISD believes in the use of action planning for the purpose of identifying individual campus needs and strategies that will support the improvement of student achievement within specifically identified areas. Each campus has a site-based decision-making committee and Campus Instructional Leadership Team (CILT) that helps to develop, review, and revise the campus improvement plan (CIP) throughout the school year. While the CILT leads the work, input from the entire staff is critical for creating and implementing a plan that focuses on improving student performance for all student populations, including students in all special needs populations. In addition to our CIP, the middle school and high school will refine a School Improvement Plan (SIP) that stems from the foundational CIP. What follows, is a district plan which guides our work for the improvement of student performance at WOCCISD. This plan has emerged from the contributions of our District Education Improvement Committee (DEIC). Within this plan, we identify the CIP and DIP as the bedrock our planning. We acknowledge and envelope the development and implementation of the SIP as a strategy and process for strengthening our action steps within the CIP and DIP to provide precision and strength in creating even more specific strategies for improvement.

| Objective | Program Components or Systems Targeted | Research Based Strategies, Initiatives, and Redesign | Evidence of Change to Guide Decision Making | Person (s) Responsible | Resources Required |
|---|---|--|--|--|--|
| Activity 1.1.1 Close the gap between our current literacy scores (reading and writing) and the state average | Shift the focus in Literacy from Reading only to also incorporate Writing Increase the integration of writing within literacy while continuing best practices in Reading | Integration of best practices and strategies embedded within development of District-based curriculum with increased emphasis on writing and student publications Increase implementation of research-based strategies including small groups, centers, one-on-one student conferencing, intervention, feedback | Increased opportunities for teacher to teach lessons in small groups, provide intervention in small groups, as well as provide one-on-one conferencing and assessment with students Increased quality of student publications | James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Benny Smith, & Shannon Larson Academic Coordinators: Michelle Duhon, Kathy Fuqua, Vickie Price, Sarah Landry Literacy Coaches Teachers | Principal and Teacher Professional Development Title I Budget Assessment and data-dissagregation. District Budget Revised Curriculum |

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| <p>Activity 1.1.2 Monitor student comprehension and fluency for consistent increase in student performance</p> | <p>Monitor Assessment and Student Progress</p> <p>Beginning of Year, Middle of Year, End of Year (BOY, MOY, EOY)</p> <p>iStation, TPRI, Success Maker NovaNet – BASI</p> | <p>Pearson Writing Coach</p> <p>Accelerated Reader</p> <p>Implementation of a teacher-created individual student intervention plans that serve as an action plan to support student learning when not meeting standards</p> | <p>Increased opportunities for student participation in formative assessment as well as formalized assessment that measures student growth and mastery of specific objectives; opportunities for teachers to identify areas not mastered to re-teach and/or provide intervention</p> <p>Student journaling</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Benny Smith, & Shannon Larson; Academic Coordinators: Michelle Duhon, Kathy Fuqua, Vickie Price, Sarah Landry; Literacy Coaches Teachers</p> | <p>STAAR Mode & “6 week” Cycle Assessments (STAAR ONE)</p> <p>Instructional Materials Allotment</p> <p>Title I Budget,</p> <p>District & Campus Budget</p> |
| <p>Activity 1.2.1 Close the gap between our current math scores and the state average</p> | <p>Increase implementation of research-based strategies including high level demand tasks, small groups, and instructional centers, use of math manipulatives, one-on-one student conferencing, intervention, and feedback</p> | <p>Continue researching best practices in content PLCs</p> <p>Implementation of a teacher-created individual student intervention plans that serve as an action plan to support students not meeting standards</p> <p>District-based curriculum development</p> <p>Student intervention through pullouts</p> <p>Seeking best practices at national level professional development</p> <p>District-level pilot of “Power Standards” grades 3-5</p> | <p>Implementation of best practices and innovative teaching strategies – evidence of increased student performance</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Benny Smith, & Shannon Larson Academic Coordinators: Michelle Duhon, Kathy Fuqua, Vickie Price, Sarah Landry Math Coaches CILT and Teachers</p> | <p>Title I Budget</p> <p>District Budget</p> <p>Participation in Regional Conference of the National Council of Teachers of Mathematics</p> <p>STAAR Mode & “6 week” Cycle Assessments (STAAR ONE)</p> |

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| <p>Activity 1.2.2 Strategically utilize math coaches</p> | <p>Increase relevancy of math instruction by making it more meaningful and more global throughout the entire campus</p> <p>Support math teachers in assessment and student progress monitoring</p> <p>Create STAAR/EOC remediation plans</p> | <p>Intervention pull-outs</p> <p>Classroom observations with feedback</p> <p>Model best practices</p> <p>Encourage mathematics integration and relevance across all content areas</p> <p>Introduce inquiry based mathematics instruction</p> | <p>Increased opportunities for student problem-solving and project-based learning.</p> <p>Increased opportunities for students to participate in formative assessment as well as formalized assessment that measures student growth and mastery of specific objectives; opportunities for teachers to identify areas not mastered to re-teach and/or provide intervention</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Benny Smith, & Shannon Larson Academic Coordinators: Michelle Duhon, Kathy Fuqua, Vickie Price, Sarah Landry Math Coaches CILT and Teachers</p> | <p>STAAR Mode & “6 week” Cycle Assessments (STAAR ONE)</p> <p>Title I Budget</p> <p>District Budget Instructional Materials Allotment</p> |
| <p>Activity 1.3.1 Close the gap between our current science scores and the state average</p> | <p>Increase implementation of research-based strategies including 5E lesson model, hands-on lab investigations, cooperative reading strategies, use of science journaling, problem-solving activities; and the use of inquiry based scientific procedures</p> | <p>Utilization of Region 4 Gateways in Science grades 5-8</p> <p>District-based curriculum development</p> <p>Use of interactive technology</p> | <p>Change in the manner by which teachers provide instruction to students – evidence of increased student performance</p> <p>Science Expos/Science Fairs and Field Trips</p> <p>Robotics</p> <p>STEM Academy</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Benny Smith, & Shannon Larson Academic Coordinators: Michelle Duhon, Kathy Fuqua, Vickie Price, Sarah Landry Science CILT Teachers</p> | <p>STAAR Mode & “6 week” Cycle Assessments (STAAR ONE)</p> <p>Gateways to Science Region 4 Materials</p> <p>High School Allotment</p> <p>District Budget</p> |

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| <p>Activity 1.4 Increase rigor of instruction as well as provide specific support for transitions of assessment from TAKS to STAAR</p> | <p>Assessment and Student Progress Monitoring</p> <p>Increase teacher capacity for implementing rigorous instruction.</p> | <p>Exploration and utilization of best practices for implementing rigorous classroom instruction.</p> <p>District and campus level professional development in rigor</p> <p>Content-based, district-wide vertical collaboration</p> | <p>Teachers will make instruction more rigorous and relevant while providing students with opportunities for higher level application of learning</p> <p>Instruction aligned with current standards and expectations for STAAR assessment program</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Benny Smith, & Shannon Larson Academic Coordinators: Michelle Duhon, Kathy Fuqua, Vickie Price, Sarah Landry, Numeracy & Literacy Coaches CILT and Teachers</p> | <p>Teacher/Principal Training Grant</p> <p>Instructional Materials</p> <p>District Budget</p> <p>PD360</p> <p>District-based curriculum ELAR/Math K-12</p> <p>District curriculum in Social Studies and Science</p> |
| <p>Activity 1.5 Monitor student performance for mastery of specific objectives</p> | <p>Monitor assessment and student progress</p> <p>Remediation based upon STAAR/EOC performance</p> | <p>Creation of individual student intervention plans as well as action plans to support student learning when not meeting standards.</p> <p>Content-based, district-wide vertical collaboration</p> | <p>Increased opportunities for students to participate in formative assessment as well as formalized assessment that measures student growth and mastery of specific objectives; opportunities for teachers to identify areas not mastered to re-teach and/or provide intervention</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Benny Smith, & Shannon Larson Academic Coordinators: Michelle Duhon, Kathy Fuqua, Vickie Price, Sarah Landry Math Coaches CILT and Teachers</p> | <p>Benchmark & Diagnostic Assessment – Region 4 Curriculum Based Assessments (CBAs) and Measuring Up Insight District Budget Instructional Materials Allotment</p> |

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| <p>Activity 1.6.1 Increase vertical/horizontal collaboration and alignment as well as district and campus level collaboration and alignment through Professional Leadership Communities</p> | <p>Staff Development Build Professional Learning Communities and Data Teams</p> | <p>Quality Alignment Walks and Fresh Eye Walks Academic Coordinator Monthly Meetings Campus-based PLCs</p> | <p>Increased collaboration within professional learning communities that impacts instruction Evidence of increased rigor in student work, writing samples, and classroom outcomes</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Benny Smith, & Shannon Larson Academic Coordinators: Michelle Duhon, Kathy Fuqua, Vickie Price, Sarah Landry Numeracy & Literacy Coaches CILT and Teachers</p> | <p>Teacher and Principal Training Grant Title I Budget District Budget</p> |
| <p>Activity 1.6.2 Instructional support to teachers through coaching, modeling, and professional development</p> | <p>Improve teacher practice through modeling and job-embedded professional development</p> | <p>Direct support from literacy coach and academic coordinator Observations with feedback Support from campus-based CILT ELA/R representative Model lessons Lesson Planning</p> | <p>Increased sharing of ideas among teachers yielding collaborative planning and implementation of best practices Increased implementation of rigorous instruction</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Benny Smith, & Shannon Larson Academic Coordinators: Michelle Duhon, Kathy Fuqua, Vickie Price, Sarah Landry Literacy Coaches CILT and Teachers</p> | <p>Principal and Teacher Staff Development Title I Budget District Budget</p> |

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| <p>1.6.3 District based Staff Development for teachers of math and science</p> | <p>Improve teacher practice through best practices and professional development</p> <p>Increase learning, growth, and collaboration among math and science teachers</p> | <p>Relevant district-based professional development tied to teacher and student needs</p> <p>Direct support from academic coaches and academic coordinators</p> <p>Faculty Participation in State Conference of the Science Teachers Association of Texas</p> | <p>Increased sharing of ideas among teachers yielding collaborative planning and implementation of best practices</p> <p>Increased implementation and sustainability of rigorous instruction</p> | <p>Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Academic Coordinators: Michelle Duhon, Kathy Fuqua, Vickie Price, Sarah Landry Academic Coordinators Numeracy Coaches Math CILT Members Science CILT Members</p> | <p>Title I Budget District Budget PD360</p> |
| <p>1.6.4 New Teacher Programs</p> | <p>Ensure success and induction of new teachers through New Teacher Programs that provide support and professional development</p> | <p>Mentors/Buddies</p> <p>Campus-based professional development</p> <p>District-based professional development</p> | <p>New teacher success in classrooms</p> <p>Implementation of quality instruction and evidence of student learning</p> <p>New teacher retention</p> | <p>Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Campus Principals: Hutch Hill, Anthony Moten, Benny Smith, & Shannon Larson; Academic Coordinators: Michelle Duhon, Kathy Fuqua, Vickie Price, Sarah Landry</p> | <p>Title I Budget District Budget PD360</p> |
| <p>1.6.5 District Leadership Development</p> | <p>Strengthen site-based collaborative decision making through the effective use of Campus Instructional Leadership Team (CILT)</p> | <p>CILT Retreat</p> <p>CIP Round Tables</p> <p>CILT input to Fresh Eyes Walk process, and Feedback to CILT Team</p> <p>Training to ELT/LT Cultural Relevance Skyward</p> <p>Training to AC & ACoaches</p> | <p>Evidence of Increased campus collaborative decision making</p> <p>Horizontal and Vertical curriculum alignment</p> <p>Teaching best practices utilized across all content areas</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Benny Smith, & Shannon Larson</p> | <p>Title I Budget Region V Support District Budget PD360</p> |

Section 2

Student Attendance, College Readiness and Graduation/Dropout Rate

| Objective | Program Components or Systems Targeted | Research Based Strategies, Initiatives, and Redesign | Evidence of Change to Guide Decision Making | Person (s) Responsible | Resources Required |
|--|---|--|--|---|--|
| Activity 2.1.1 Increase student attendance | District and community-wide effort to increase student attendance including collaboration amongst district, campus, and community (local precincts) | Creation and utilization of District PEIMS Coordinator Utilization of Community Liaison | Identification and recovery of students needing support and follow-up to return to and attend school | Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Rachel Stephens, PEIMS Coordinator Paul Thomas, III Community Liaison Campus Principals | Parental Involvement Community Liaison Community Support District Budget |
| Activity 2.1.2 Active participation of attendance committee on each campus to ensure analysis of student attendance data and action plan for increased student attendance | Organization and Management of Student Attendance | Attendance committee will research best practices to be included in a campus-based action plan | Increased student attendance. | Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Rachel Stephens, PEIMS Coordinator Paul Thomas, III Community Liaison Campus Principals | Parental Involvement Community Liaison Committee Groups meeting regularly Title I Budget District Budget |
| Activity 2.1.3 | Train campus attendance clerks concerning the Attendance Accounting Handbook and the use of Skyward | Attendance Accounting Handbook and Skyward training | Increased response to student absenteeism with attendance letters and referrals | Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Rachel Stephens, PEIMS Coordinator Paul Thomas, III Community Liaison Campus Principals | Parental Involvement Community Liaison Committee Groups meeting regularly Title I Budget District Budget |

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| <p>Activity 2.2.1 Increase student College Readiness</p> | <p>Student Achievement</p> <p>Increase use of best practices for delivery and instruction of rigorous curriculum yielding commended performance in student assessment</p> | <p>Begin planning for use of NAF(National Academy Foundation), STEM101 school-wide curriculum</p> <p>Counselor Training Sessions - Basics of Post-Secondary and Career Advising; College Admissions and Applications; Financial Aid & Scholarships; Building a Successful Guidance Program</p> | <p>Increased student commended performance on STAAR assessment</p> <p>Problem-based learning, hands-on and relevant learning experiences in the areas of math and science</p> <p>Increased student participation in science, math and engineering paths of study, elevating the level of rigor in our curriculum, improve the problem-based learning approach for all students</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten, Benny Smith, & Shannon Larson Academic Coordinators: Michelle Duhon, Kathy Fuqua, Vickie Price, Sarah Landry Numeracy & Literacy Coaches CILT and Teachers</p> | <p>High School Allotment</p> <p>Title I Budget</p> <p>NAF professional development and on-site training. 3 – 5 year intervention plan</p> <p>Carl Perkins Grant</p> <p>District Budget</p> |
| <p>Activity 2.2.2 Increase individual student SAT scores as well as overall district average on student performance of SAT</p> | <p>Student Achievement</p> | <p>Implementation of Career Cruising semester long SAT Prep course to provide students with the cutting edge needed to increase their SAT score and have a greater opportunity for post-secondary success</p> | <p>Increased student performance on SAT as well as higher number of students admitted to and successful in 4-year universities</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten Academic Coordinators: Michelle Duhon, Kathy Fuqua; Numeracy & Literacy Coaches CILT and Teachers</p> | <p>High School Allotment</p> <p>District Budget</p> |
| <p>Activity 2.2.3 Partnering with Lamar-State College Orange, increase student participation and success in Dual Credit program</p> | <p>Student Achievement</p> | <p>Opportunities for students to participate in Dual-Credit course offerings at both the high school campus and college campus.</p> | <p>Increased number of students attaining dual-credit and entering college with basic credits and/or certificates</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principal: Hutch Hill Academic Coordinator Michelle Duhon Counselors</p> | <p>High School Allotment</p> <p>District Budget</p> |

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| <p>Activity 2.2.4 Increase commended performance on STAAR assessments by providing rigorous instruction to students</p> | <p>Increased implementation of rigorous instruction</p> <p>Staff Development</p> <p>Walk-Throughs, Teacher Coaching, and Feedback</p> | <p>Increase use of best practices for delivery and instruction of rigorous curriculum yielding commended performance in student assessment</p> <p>Lead4ward Field Guides</p> <p>Kilgo Training</p> | <p>Increased student commended performance on STAAR assessment</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Campus Principals: Hutch Hill, Anthony Moten Academic Coordinators: Michelle Duhon, Kathy Fuqua Numeracy & Literacy Coaches CILT and Teachers</p> | <p>Teacher and Principal Training Grant</p> <p>High School Allotment</p> <p>Instructional Materials Allotment</p> <p>District Budget</p> |
| <p>Activity 2.3.1 Increase graduation rate by increasing accuracy when tracking status of each cohort. Intervene as early as possible. Provide opportunities for credit recovery</p> | <p>Establishment of Graduation Task Force</p> | <p>Maintain Personal Graduation Plans for students</p> <p>Monitor student success and pacing for completion of graduation plan</p> <p>Utilize Pearson – Novanet for credit recovery</p> | <p>Increase graduation rate</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Rachel Stephens, PEIMS Coordinator Paul Thomas, III Community Liaison Campus Principals Counselors</p> | <p>High School Allotment</p> <p>District Budget</p> |

Section 3

Safe, Secure, and Orderly Environment

| Objective | Program Components or Systems Targeted | Research Based Strategies, Initiatives, and Redesign | Evidence of Change to Guide Decision Making | Person (s) Responsible | Resources Required |
|---|---|---|--|--|---------------------------------------|
| Activity 3.1 Maintain policies, campus plans, and strategies to address a positive, productive, learning environment on all campuses | 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 | James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Anitrea Goodwin, Executive Director of Human Resources Melinda James, Executive Director of Finance Campus Principals | Title I Budget District Budget |
| Activity 3.2 Create a district-wide Discipline Management Plan. | Creation of a district wide discipline management committee to study discipline issues within the district and create a 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 | Dr. Wayne Guidry, Director of Federal Programs Campus Principals Campus Assistant Principals | District Budget |
| Activity 3.2 Maintain the District Crisis Plan with yearly training for campus administrators | Safety & Training | Updated crisis plans available and reviewed for implementation. | Preparedness in the case of an emergency | James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Anitrea Goodwin, Executive Director of Human Resources Melinda James, Executive Director of Finance Greg Willis, Director of Maintenance Campus Principals | Title I Budget District Budget |

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| Activity 3.3 Provide periodic practice of emergency procedures at the campuses | Safety & Training | Monthly fire drills, lock down drills and severe weather drills once per semester | Opportunities for drill and practice; preparedness in the case of an emergency | James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Anitrea Goodwin, Executive Director of Human Resources Melinda James, Director of Finance Greg Willis, Director of Maintenance Campus Principals | Title I Budget District Budget |
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Section 4

Parent and 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 |
|---|---|---|--|--|---------------------------------------|
| Activity 4.1.1 Increase parental involvement | 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. | James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Paul Thomas, III Community Liaison Campus Principals | Title I Budget District Budget |
| 4.1.2 Conduct parent forums to support involvement; focus on critical issues youth face and strategies for addressing these issues | 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. | James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Paul Thomas, III Community Liaison Campus Principals | Title I Budget District Budget |
| 4.1.3 Parent Advisory Council and Parent Workshops | 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. | Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Paul Thomas, III Community Liaison Campus Principal | Title I Budget District Budget |

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| <p>Activity 4.2.1 Increase communication to parents</p> | <p>Communication with Parents</p> | <p>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.</p> | <p>Increase of communication to parents. Parents will be informed of student progress as it relates to behavior and academics.</p> <p>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.</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Elvis Rushing Director of Instructional Technology Lorraine Shannon Director of Public Information Campus Principals Paul Thomas, III Community Liaison</p> | <p>Title I Budget District Budget</p> |
| <p>Activity 4.2.2 Maintain updated and current information for parents regarding campus activities and weekly progress of students</p> | <p>Family Access District & Campus Websites</p> | <p>Maintain up-to-date information on district and campus websites.</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&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Elvis Rushing Director of Instructional Technology Lorraine Shannon Director of Public Information Campus Principals Paul Thomas, III Community Liaison</p> | <p>Title I Budget District Budget</p> |
| <p>Activity 4.3 Increase community partnerships</p> | <p>Community Involvement</p> | <p>Collaboration with community groups increase exposure to district programs and interest in partnering with district initiatives</p> | <p>Increased support from communities and businesses in the manner of visits, exposure, and mentoring of students at campuses as well as expansion of initiatives and projects</p> | <p>Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Paul Thomas, III Community Liaison Campus Principals</p> | <p>Community Resources and Support West Orange-Cove CISD Education Foundation</p> |

Section 5

West Orange-Cove CISD will provide appropriate instruction to all general education, English language, special education and gifted learners.

| Objective | Program Components or Systems Targeted | Research Based Strategies, Initiatives, and Redesign | Evidence of Change to Guide Decision Making | Person (s) Responsible | Resources Required |
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| Activity 5.1 Increase the identification of individual student needs and create individual interventions and action plans for students through the RTI process | RTI | RTI Teaming at the campus level to include Executive and Intervention committees | Decreased SPED representation rate (< 8.5%) | James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals | Committee Staffing Committee Training District Budget Title I Budget Special Education Budget |
| Activity 5.2.1 Increase the SPED STAAR passing rates for Math, Reading, Science and Social Studies | Instruction | Provide relevant and rigorous TEKS correlated instruction | Increased SPED student passing rates (Math > 70%, Reading > 70%, Science >65%, Social Studies > 70%) | James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals | Teacher training District Budget Title I Budget Special Education Budget |

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| Activity 5.2.2 Decrease the SPED participation rate for STAAR-M exams taken | Testing | Accurate identification of student eligibility facilitated by TEA decision making process | Decrease in participation rate (<20%) | James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals | TEA - Testing Decision Making Guidance Document District Budget Title I Budget Special Education Budget |
| Activity 5.2.3 Increase the number of SPED students receiving services in Less Restrictive Environments. | Student Schedules | Services provided to SPED students should occur in the least restrictive environment appropriate to the student needs | Increased rate of students served in settings 40/41 (>16% ages 3-5, >40% ages 6-11, > 65% ages 12-21) | James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals | ARD Committee training District Budget Title I Budget Special Education Budget |
| Activity 5.2.4 Decrease the ratio of discretionary Out of School Suspensions between SPED and GenEd students | Discipline | Audit historical disciplinary decision making to identify trends | Decreased rate of difference (<6%) between student populations | James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals | Assistant Principal Training District Budget Title I Budget Special Education Budget |

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| <p>Activity 5.2.5 Decrease the ratio of Discretionary Alternative Education Placements between SPED and GenEd students</p> | <p>Discipline</p> | <p>Audit historical disciplinary decision making to identify trends</p> | <p>Decreased rate of difference (<1%) between student populations</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals</p> | <p>Assistant Principal Training District Budget Title I Budget Special Education Budget</p> |
| <p>Activity 5.2.6 Decrease the ratio of discretionary In School Suspensions (ISS) Placements between SPED and GenEd students</p> | <p>Discipline</p> | <p>Audit historical disciplinary decision making to identify trends</p> | <p>Decreased rate of difference (<10%) between student populations</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals</p> | <p>Assistant Principal Training District Budget Title I Budget Special Education Budget</p> |

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| Activity 5.3 LEP Monitor Emerging LEP Programs and Populations to ensure appropriate services | LPAC Committee | Continuation of appropriate identification, processing, placement, and monitoring of LEP student population | Continued compliance with 19 TAC Chapter 89 | James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals | ELPs Training District Budget Title I Budget |
| Activity 5.4.1 CTE Increase the completion rate for both male and female students enrolled in nontraditional courses | Instruction Counseling | Increased sharing of ideas among teachers yielding collaborative planning and implementation of best practices Increased implementation of gender relevant instruction | Increased rate of completion (>40% males >35% males) as noted by TEA in the 2012 PBMAS report. | James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Teacher/Counselor Training Acct. Michelle Duhon, Academic Coordinator/CTE Coordinator | Teacher/Counselor Training District Budget Title I Budget Carl Perkins |
| Activity 5.4.2 CTE Increase the RHSP/DAP diploma rate | RTI | Provide RTI systems that are relevant to this student population | Increased diploma rate (>70%) | James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals | Committee Training Teacher/Counselor Training District Budget Title I Budget Carl Perkins |

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| <p>Activity 5.5.1 GT Increase Accuracy of Identification</p> | <p>Student Identification</p> | <p>To identify true G.T. students and high achieving students into classrooms with non identified students and monitor success throughout the school year looking at grades earned. Students will be reviewed and remain or be dismissed according district policy</p> | <p>Increased access to GT programming</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Campus Principals</p> | <p>Assessments, Samples of work, progress reports, and report cards</p> <p>District Budget</p> <p>Title I Budget</p> |
| <p>Activity 5.5.2 GT Decrease the isolation of the G.T classroom</p> | <p>Scheduling</p> | <p>Increased heterogeneous grouping of students</p> <p>Project-Based Learning</p> <p>Staff Development Modules</p> | <p>Increased opportunities for peer interaction in the learning environment</p> <p>Increased opportunities for teachers to achieve GT Certification</p> | <p>James Colbert, Superintendent Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Federal Programs, Testing & Acct. Dr. Brant Graham Director of Special Education Academic Coordinators: Michelle Duhon, Kathy Fuqua, Vickie Price, Sarah Landry Campus Principals</p> | <p>Classroom teachers, trained paraprofessionals, parent volunteers, and community members.</p> <p>District Budget</p> <p>Title I Budget</p> |